



**ECHIQUIER AGENOR SRI MID
CAP EUROPE**

INVENTAIRE DES VOTES 2020

-

VOTE INVENTORY 2020

PREAMBULE

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

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 31/12/2020

Source : ISS

INTRODUCTION

As part of the requirements of the French government's SRI label and in line with its commitment to transparency as a responsible investor, La Financière de l'Echiquier presents in this document the inventory of votes exercised, resolution by resolution, at the general meetings of all the companies for which we have been invited to vote within the framework of **Echiquier Agenor SRI Mid Cap Europe** during the year **2020**.

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 31/12/2020

Source : ISS

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Diploma Plc

Meeting Date: 01/15/2020

Country: United Kingdom

Record Date: 01/13/2020

Meeting Type: Annual

Ticker: DPLM

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Re-elect John Nicholas as Director	Mgmt	For
4	Elect Johnny Thomson as Director	Mgmt	For
5	Re-elect Nigel Lingwood as Director	Mgmt	For
6	Re-elect Charles Packshaw as Director	Mgmt	For
7	Re-elect Andy Smith as Director	Mgmt	For
8	Re-elect Anne Thorburn as Director	Mgmt	For
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
11	Approve Remuneration Policy	Mgmt	For
12	Approve Remuneration Report	Mgmt	Against
13	Approve 2020 Performance Share Plan	Mgmt	For
14	Authorise Issue of Equity	Mgmt	Against
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

Indutrade AB

Meeting Date: 02/04/2020

Country: Sweden

Record Date: 01/29/2020

Meeting Type: Special

Ticker: IND1

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Indutrade AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Approve Transaction with a Related Party	Mgmt	For
8	Close Meeting	Mgmt	

RWS Holdings Plc

Meeting Date: 02/12/2020

Country: United Kingdom

Record Date: 02/10/2020

Meeting Type: Annual

Ticker: RWS

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Final Dividend	Mgmt	For
4	Re-elect Andrew Brode as Director	Mgmt	For
5	Re-elect Richard Thompson as Director	Mgmt	For
6	Re-elect Desmond Glass as Director	Mgmt	For
7	Re-elect David Shrimpton as Director	Mgmt	Against
8	Re-elect Elisabeth Lucas as Director	Mgmt	Against
9	Re-elect Lara Boro as Director	Mgmt	For
10	Re-elect Tomas Kratochvil as Director	Mgmt	Against
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

RWS Holdings Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Authorise Issue of Equity	Mgmt	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For
17	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	Against

InterXion Holding NV

Meeting Date: 02/27/2020

Country: Netherlands

Record Date: 01/30/2020

Meeting Type: Special

Ticker: INXN

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Special Meeting Agenda	Mgmt	
A	Discuss the Recommended Tender Offer by Digital Intrepid Holding B.V on all Issued and Outstanding Ordinary Shares of the Company	Mgmt	
B.1	Approve Legal Merger	Mgmt	For
B.2	Approve Legal Demerger	Mgmt	For
B.3	Approve Sale of Company Assets and Sale of Post-Demerger Share	Mgmt	For
B.4	Approve Conditions of Liquidation Re: Item 3	Mgmt	For
B.5	Approve Discharge of Management Board	Mgmt	For
B.6	Approve Conversion from Dutch Public Company (N.V.), to Dutch Private Company with Limited Liability (B.V.) and Amend Articles of Association in Relation with Conversion	Mgmt	For
B.7	Elect Directors (Bundled)	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

GN Store Nord A/S

Meeting Date: 03/11/2020

Country: Denmark

Record Date: 03/04/2020

Meeting Type: Annual

Ticker: GN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Discharge of Management and Board	Mgmt	For
4	Approve Allocation of Income and Dividends of DKK 1.45 Per Share	Mgmt	For
5	Approve Remuneration of Directors in the Amount of DKK 870,000 for Chairman, DKK 580,000 for Vice Chairman, and DKK 290,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For
6.1	Reelect Per Wold-Olsen as Director	Mgmt	For
6.2	Reelect Wolfgang Reim as Director	Mgmt	For
6.3	Reelect Helene Barnekow as Director	Mgmt	For
6.4	Reelect Ronica Wang as Director	Mgmt	For
6.5	Elect Jukka Pekka Pertola as New Director	Mgmt	Abstain
6.6	Elect Montserrat Maresch Pascual as New Director	Mgmt	For
6.7	Elect Anette Weber as New Director	Mgmt	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
8.1	Authorize Share Repurchase Program	Mgmt	For
8.2	Approve DKK 16.7 Million Reduction in Share Capital via Share Cancellation	Mgmt	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For
8.4	Amend Articles Re: Advisory Vote on Remuneration Report on Annual General Meetings	Mgmt	For
9	Other Business (Non-Voting)	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

SimCorp A/S

Meeting Date: 03/24/2020

Country: Denmark

Record Date: 03/17/2020

Meeting Type: Annual

Ticker: SIM

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income	Mgmt	For
4a	Reelect Peter Schutze (Chair) as Director	Mgmt	For
4b	Reelect Morten Hubbe (Vice Chair) as Director	Mgmt	For
4c	Reelect Herve Couturier as Director	Mgmt	For
4d	Reelect Simon Jeffreys as Director	Mgmt	For
4e	Reelect Adam Warby as Director	Mgmt	For
4f	Reelect Joan Binstock as Director	Mgmt	For
5	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
6a1	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For
6a2	Approve Remuneration of Directors	Mgmt	For
6a3	Approve Director Indemnification	Mgmt	For
6b1	Authorize Share Repurchase Program	Mgmt	For
6b2	Approve Creation of DKK 4 Million Pool of Capital without Preemptive Rights	Mgmt	Against
6b3	Amend Articles Re: Editorial Changes due to Merger of VP Securities A/S and VP Services A/S; Encompass Ordinary and Electronic Registration for Participation; Include Presentation of Remuneration Report in General Meeting Agenda; Editorial Changes	Mgmt	For
7	Other Business	Mgmt	

BELIMO Holding AG

Meeting Date: 03/30/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: BEAN

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

BELIMO Holding AG

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 150 per Share	Mgmt	For
3	Approve Remuneration Report (Non-Binding)	Mgmt	For
4	Approve Discharge of Board and Senior Management	Mgmt	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 950,000	Mgmt	For
5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 5.8 Million	Mgmt	For
6.1.1	Reelect Adrian Altenburger as Director	Mgmt	For
6.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For
6.1.3	Reelect Sandra Emme as Director	Mgmt	For
6.1.4	Reelect Urban Linsi as Director	Mgmt	For
6.1.5	Reelect Martin Zwyssig as Director	Mgmt	For
6.2.1	Elect Stefan Ranstrand as Director	Mgmt	For
6.3.1	Reelect Patrick Burkhalter as Board Chairman	Mgmt	For
6.3.2	Reelect Martin Zwyssig as Deputy Chairman	Mgmt	For
6.4.1	Reappoint Adrian Altenburger as Member of the Compensation Committee	Mgmt	For
6.4.2	Reappoint Sandra Emme as Member of the Compensation Committee	Mgmt	For
6.5	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	Against
6.6	Ratify KPMG AG as Auditors	Mgmt	Against
7	Transact Other Business (Voting)	Mgmt	Against

Rockwool International A/S

Meeting Date: 04/01/2020

Country: Denmark

Record Date: 03/25/2020

Meeting Type: Annual

Ticker: ROCK.B

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Rockwool International A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Receive Annual Report and Auditor's Report	Mgmt	
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For
4	Approve Remuneration of Directors for 2020/2021	Mgmt	For
5	Approve Allocation of Income and Dividends of DKK 32.00 Per Share	Mgmt	For
6a	Reelect Carsten Bjerg as Director	Mgmt	For
6b	Elect Rebekka Glasser Herlofsen as New Director	Mgmt	For
6c	Reelect Soren Kahler as Director	Mgmt	For
6d	Reelect Thomas Kahler as Director	Mgmt	For
6e	Reelect Andreas Ronken as Director	Mgmt	For
6f	Reelect Jorgen Tang-Jensen as Director	Mgmt	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
8a	Authorize Share Repurchase Program	Mgmt	For
8b	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	Against
	Shareholder Proposal Submitted by Timothy Ross	Mgmt	
8c	Assess Environmental and Community Impacts from Siting of Manufacturing Facilities and Use of Water	SH	Against
9	Other Business	Mgmt	

Tecan Group AG

Meeting Date: 04/07/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: TECN

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2.1	Approve Allocation of Income and Dividends of CHF 1.10 per Share	Mgmt	For
2.2	Approve Transfer of CHF 13.1 Million from Capital Contribution Reserves to Free Reserves	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4.1.1	Reelect Lukas Braunschweiler as Director	Mgmt	For
4.1.2	Reelect Oliver Fetzter as Director	Mgmt	For
4.1.3	Reelect Heinrich Fischer as Director	Mgmt	For
4.1.4	Reelect Lars Holmqvist as Director	Mgmt	Against
4.1.5	Reelect Karen Huebscher as Director	Mgmt	For
4.1.6	Reelect Christa Kreuzburg as Director	Mgmt	For
4.1.7	Reelect Daniel Marshak as Director	Mgmt	For
4.2	Reelect Lukas Braunschweiler as Board Chairman	Mgmt	For
4.3.1	Reappoint Oliver Fetzter as Member of the Compensation Committee	Mgmt	For
4.3.2	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For
4.3.3	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For
4.5	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	Against
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For
5.2	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	Mgmt	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 18.5 Million	Mgmt	For
6	Approve Creation of CHF 230,000 Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	Against
7	Transact Other Business (Voting)	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Basic-Fit NV

Meeting Date: 04/22/2020

Country: Netherlands

Record Date: 03/25/2020

Meeting Type: Annual

Ticker: BFIT

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Receive Report of Management Board (Non-Voting)	Mgmt	
3.a	Discussion on Company's Corporate Governance Structure	Mgmt	
3.b	Approve Remuneration Report	Mgmt	For
3.c	Adopt Financial Statements and Statutory Reports	Mgmt	For
3.d	Approve Discharge of Management Board	Mgmt	For
3.e	Approve Discharge of Supervisory Board	Mgmt	For
3.f	Discuss Dividend Policy	Mgmt	
4.a	Approve Revised Remuneration Policy for Management Board Members	Mgmt	For
4.b	Approve Remuneration Policy for Supervisory Board Members	Mgmt	For
5.a	Reelect Carin Gorter to Supervisory Board	Mgmt	For
6.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	Against
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 6.a	Mgmt	Against
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
8	Ratify Ernst & Young as Auditors	Mgmt	For
9	Close Meeting	Mgmt	

Croda International Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: CRDA

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Croda International Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Policy	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Approve Final Dividend	Mgmt	For
5	Re-elect Roberto Cirillo as Director	Mgmt	For
6	Re-elect Jacqui Ferguson as Director	Mgmt	For
7	Re-elect Steve Foots as Director	Mgmt	For
8	Re-elect Anita Frew as Director	Mgmt	For
9	Re-elect Helena Ganczakowski as Director	Mgmt	For
10	Re-elect Keith Layden as Director	Mgmt	For
11	Re-elect Jez Maiden as Director	Mgmt	For
12	Elect John Ramsay as Director	Mgmt	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
15	Authorise EU Political Donations and Expenditure	Mgmt	Against
16	Authorise Issue of Equity	Mgmt	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For
21	Amend Performance Share Plan 2014	Mgmt	For

Sweco AB

Meeting Date: 04/23/2020

Country: Sweden

Record Date: 04/17/2020

Meeting Type: Annual

Ticker: SWEC.B

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Sweco AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2	Elect Secretary of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Receive President's Report	Mgmt	
8	Receive Financial Statements and Statutory Reports	Mgmt	
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For
9.b	Approve Allocation of Income and Dividends of SEK 6.20 Share	Mgmt	For
9.c	Approve Discharge of Board and President	Mgmt	For
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For
11	Approve Remuneration of Directors in the Amount of SEK 900,000 for Chairman and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For
12	Reelect Asa Bergman, Gunnel Duveblad, Elaine Grunewald, Alf Goransson, Johan Hjertonsson, Johan Nordstrom (Chairman) and Christine Wolff as Directors	Mgmt	Against
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Against
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
15	Approve Share Bonus Scheme 2020	Mgmt	For
16	Approve 2020 Performance Based Share Savings Scheme for Key Employees; Authorize Share Repurchases and Transfer of Shares to Participants	Mgmt	For
17.a	Authorize Share Repurchase Program	Mgmt	For
17.b	Authorize Reissuance of Repurchased Shares	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Sweco AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
17.c	Approve Equity Plan Financing for 2019 LTIP	Mgmt	For
17.d	Approve Equity Plan Financing for 2017 LTIP	Mgmt	For
18	Close Meeting	Mgmt	

Technogym SpA

Meeting Date: 04/23/2020

Country: Italy

Record Date: 04/14/2020

Meeting Type: Annual/Special

Ticker: TGYM

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Allocation of Income	Mgmt	For
3.1	Approve Remuneration Policy	Mgmt	Against
3.2	Approve Second Section of the Remuneration Report	Mgmt	For
4	Approve Performance Shares Plan	Mgmt	Against
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
	Extraordinary Business	Mgmt	
1	Authorize Board to Increase Capital to Service Performance Shares Plan	Mgmt	Against
2	Amend Company Bylaws Re: Articles 7	Mgmt	For
3	Amend Company Bylaws Re: Articles 17 and 28	Mgmt	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

SimCorp A/S

Meeting Date: 04/24/2020

Country: Denmark

Record Date: 04/17/2020

Meeting Type: Special

Ticker: SIM

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

SimCorp A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Creation of DKK 4 Million Pool of Capital without Preemptive Rights	Mgmt	Against
2	Amend Articles Re: Editorial Changes due to Merger of VP Securities A/S and VP Services A/S; Encompass Ordinary and Electronic Registration for Participation; Include Presentation of Remuneration Report in General Meeting Agenda	Mgmt	For
3	Other Business	Mgmt	

Thule Group AB

Meeting Date: 04/28/2020

Country: Sweden

Record Date: 04/22/2020

Meeting Type: Annual

Ticker: THULE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Receive President's Report	Mgmt	
8	Receive Board Report	Mgmt	
9.a	Receive Financial Statements and Statutory Reports	Mgmt	
9.b	Receive Consolidated Accounts and Group Auditor's Report	Mgmt	
9.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Thule Group AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
10.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For
10.c	Approve Discharge of Board and President	Mgmt	For
11	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For
12	Approve Remuneration of Directors in the Amount of SEK 1.075 Million for Chairman and SEK 385,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
13	Reelect Bengt Baron (Chairman), Mattias Ankarberg, Hans Eckerstrom, Helene Mellquist and Helene Willberg as Directors; Elect Therese Reutersward as New Director	Mgmt	For
14	Approve Remuneration of Auditors	Mgmt	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
17	Amend Articles of Association Re: Participation at General Meeting; Company Name; Share Registrar	Mgmt	For
18	Approve Warrants Program 2020/2023 for Key Employees	Mgmt	For
19	Close Meeting	Mgmt	

Recordati SpA

Meeting Date: 04/29/2020

Country: Italy

Record Date: 04/20/2020

Meeting Type: Annual

Ticker: REC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
	Management Proposals	Mgmt	
1a	Accept Financial Statements and Statutory Reports	Mgmt	For
1b	Approve Allocation of Income	Mgmt	For
2a	Fix Number of Directors	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Recordati SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
2b	Elect Directors (Bundled)	Mgmt	Against
2c	Approve Remuneration of Directors	Mgmt	Against
2d	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Mgmt	Against
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt	
3a.1	Slate 1 Submitted by FIMEI SpA	SH	Against
3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	For
	Shareholder Proposal Submitted by FIMEI SpA	Mgmt	
3b	Approve Internal Auditors' Remuneration	SH	For
	Management Proposals	Mgmt	
4	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For
5a	Approve Remuneration Policy	Mgmt	For
5b	Approve Second Section of the Remuneration Report	Mgmt	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For

Edenred SA

Meeting Date: 05/07/2020

Country: France

Record Date: 05/05/2020

Meeting Type: Annual/Special

Ticker: EDEN

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Edenred SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Approve Stock Dividend Program	Mgmt	Abstain
5	Reelect Jean-Paul Bailly as Director	Mgmt	For
6	Reelect Dominique D Hinnin as Director	Mgmt	For
7	Elect Alexandre de Juniac as Director	Mgmt	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
9	Approve Remuneration Policy of Board Members	Mgmt	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	Mgmt	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For
12	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions	Mgmt	For
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 Aggregate Nominal Amount of EUR 160,515,205	Mgmt	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	Against
18	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	Against
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
20	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
21	Authorize Capitalization of Reserves of Up to EUR 160,515,205 for Bonus Issue or Increase in Par Value	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Edenred SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
23	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For
24	Amend Article 15 of Bylaws Re: Board Deliberation	Mgmt	For
25	Amend Articles 1, 3, 4, 5, 7, 8, 9, 10, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27 of Bylaws to Comply with Legal Changes	Mgmt	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Salvatore Ferragamo SpA

Meeting Date: 05/08/2020

Country: Italy

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: SFER

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
	Management Proposals	Mgmt	
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Allocation of Income	Mgmt	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt	
3.1	Slate Submitted by Ferragamo Finanziaria SpA	SH	Against
3.2	Slate Submitted by Institutional Shareholders (Assogestioni)	SH	For
4	Appoint Chairman of Internal Statutory Auditors	SH	For
	Shareholder Proposal Submitted by Ferragamo Finanziaria SpA	Mgmt	
5	Approve Internal Auditors' Remuneration	SH	For
	Management Proposals	Mgmt	
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Salvatore Ferragamo SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
7	Approve Remuneration Policy	Mgmt	Against
8	Approve Second Section of the Remuneration Report	Mgmt	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

Tele2 AB

Meeting Date: 05/11/2020

Country: Sweden

Record Date: 05/05/2020

Meeting Type: Annual

Ticker: TEL2.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Receive Financial Statements and Statutory Reports	Mgmt	
8	Accept Financial Statements and Statutory Reports	Mgmt	For
9	Approve Allocation of Income and Ordinary Dividends of SEK 5.50 Per Share	Mgmt	For
10	Approve Discharge of Board and President	Mgmt	For
11	Determine Number of Members (7) and Deputy Members of Board	Mgmt	For
12	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.5 Million; Approve Remuneration of Auditors	Mgmt	For
13.a	Reelect Andrew Barron as Director	Mgmt	For
13.b	Reelect Anders Bjorkman as Director	Mgmt	For
13.c	Reelect Georgi Ganev as Director	Mgmt	For
13.d	Reelect Cynthia Gordon as Director	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Tele2 AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
13.e	Reelect Eva Lindqvist as Director	Mgmt	For
13.f	Reelect Lars-Ake Norling as Director	Mgmt	For
13.g	Reelect Carla Smits-Nusteling as Director	Mgmt	For
14	Reelect Carla Smits-Nusteling as Board Chairman	Mgmt	For
15	Ratify Deloitte as Auditors	Mgmt	Against
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
17.a	Approve Performance Based Share Plan LTI 2020	Mgmt	For
17.b	Approve Equity Plan Financing Through Issuance of Shares	Mgmt	For
17.c	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For
17.d	Approve Equity Plan Financing Through Transfer of Shares to Participants	Mgmt	For
17.e	Approve Equity Plan Financing Through Reissuance of Shares	Mgmt	For
18	Authorize Share Repurchase Program	Mgmt	For
19	Amend Articles of Association Re: (Routine)	Mgmt	For
	Shareholder Proposals Submitted by Martin Green	Mgmt	
20.a	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
20.b	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
20.c	The Investigation and Any Measures Should be Presented as soon as possible, however Not Later than AGM 2021	SH	Against
	Shareholder Proposals Submitted by Thorwald Arvidsson	Mgmt	
21.a	Amend Articles Re: Eliminate Differentiated Voting Rights	SH	For
21.b	Amend Articles Re: Notice of General Meetings	SH	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Tele2 AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
21.c	Instruct Board to Prepare Proposal to Implement the Elimination of Differentiated Voting Rights	SH	For
21.d	Instruct Board to Work for the Swedish Companies Act to be Amended so the Possibility of Differentiation of Voting Rights is Abolished	SH	For
21.e	Instruct Board to Prepare Proposal for Representation of Small and Medium-Sized Shareholders on the Company's Board and Nomination Committee, to be Submitted to AGM 2021	SH	Against
21.f	Instruct Board to Work Towards A Corresponding Change to be Effectuated in the Swedish Regulatory Framework, primarily by Approaching the Swedish Government	SH	For
22	Close Meeting	Mgmt	

AAK AB

Meeting Date: 05/13/2020

Country: Sweden

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: AAK

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Receive President's Report	Mgmt	
8	Receive Financial Statements and Statutory Reports	Mgmt	
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For
9.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For
9.c	Approve Discharge of Board and President	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

AAK AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For
11	Approve Remuneration of Directors in the Aggregate Amount of SEK 3.48 Million; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For
12	Reelect Marta Schorling Andreen, Marianne Kirkegaard, Bengt Baron, Gun Nilsson, Georg Brunstam (Chair) and Patrik Andersson as Directors; Ratify PricewaterhouseCoopers as Auditors	Mgmt	Against
13	Reelect Marta Schorling Andreen, Leif Tornvall as Members of Nominating Committee; Elect Joachim Spetz and Elisabet Jamal as New Members of Nominating Committee	Mgmt	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	Against
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
17	Amend Articles of Association Re: Editorial Changes to Articles 1, 8 and 12; Participation at General Meeting in Article 10	Mgmt	For
18	Close Meeting	Mgmt	

Spirax-Sarco Engineering Plc

Meeting Date: 05/13/2020

Country: United Kingdom

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: SPX

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Policy	Mgmt	For
3	Amend Performance Share Plan	Mgmt	For
4	Approve Remuneration Report	Mgmt	For
5	Approve Final Dividend	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Spirax-Sarco Engineering Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Reappoint Deloitte LLP as Auditors	Mgmt	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
8	Re-elect Jamie Pike as Director	Mgmt	For
9	Re-elect Nicholas Anderson as Director	Mgmt	For
10	Re-elect Kevin Boyd as Director	Mgmt	For
11	Re-elect Neil Daws as Director	Mgmt	For
12	Re-elect Dr Trudy Schoolenberg as Director	Mgmt	For
13	Re-elect Peter France as Director	Mgmt	For
14	Re-elect Caroline Johnstone as Director	Mgmt	For
15	Re-elect Jane Kingston as Director	Mgmt	For
16	Elect Kevin Thompson as Director	Mgmt	For
17	Authorise Issue of Equity	Mgmt	For
18	Approve Scrip Dividend Alternative	Mgmt	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For

NIBE Industrier AB

Meeting Date: 05/14/2020

Country: Sweden

Record Date: 05/08/2020

Meeting Type: Annual

Ticker: NIBE.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Receive President's Report	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

NIBE Industrier AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For
9.b	Approve Allocation of Income	Mgmt	For
9.c	Approve Discharge of Board and President	Mgmt	For
10	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For
11	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For
12	Approve Remuneration of Directors in the Aggregate Amount of SEK 2.5 Million; Approve Remuneration of Auditors	Mgmt	For
13	Reelect Georg Brunstam, Gerteric Lindquist, Hans Linnarson (Chair), Anders Palsson and Jenny Sjodahl as Directors; Elect Jenny Larsson as New Director	Mgmt	Against
14	Ratify KPMG as Auditors	Mgmt	For
15a	Amend Articles of Association Re: Participation at General Meeting	Mgmt	For
	Shareholder Proposal Submitted by Class A Shareholders	Mgmt	
15b	Amend Articles Re: Post-Transfer Acquisition Right of Class A Shares	SH	Against
	Management Proposals	Mgmt	
16	Approve Issuance of Class B Shares up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	Against
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Against
18	Close Meeting	Mgmt	

Neoen SA

Meeting Date: 05/26/2020

Country: France

Record Date: 05/22/2020

Meeting Type: Annual/Special

Ticker: NEOEN

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Neoen 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 Absence of Dividends	Mgmt	For
4	Approve Remuneration of Directors in the Aggregate Amount of EUR 300,000	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
6	Approve Compensation Report	Mgmt	For
7	Approve Compensation of Xavier Barbaro, Chairman and CEO	Mgmt	For
8	Approve Compensation of Romain Desrousseaux, Vice-CEO	Mgmt	For
9	Approve Remuneration Policy of Directors	Mgmt	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
11	Approve Remuneration Policy of Vice-CEO	Mgmt	For
12	Reelect Simon Veyrat as Director	Mgmt	For
13	Reelect Fonds Strategique de Participations as Director	Mgmt	Against
14	Renew Appointment of Deloitte&Associates as Auditor	Mgmt	For
15	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace	Mgmt	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	Against
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Neoen SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
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 60 Million for Bonus Issue or Increase in Par Value	Mgmt	Against
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
24	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
25	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
28	Amend Articles of Bylaws Re: Company; Chairman of the Board and Secretary; Board Members Deliberation via Written Consultation; Board Powers; CEO Age Limit; Board Remuneration; CEO Remuneration; Auditor; Proxy Voting; Dividend	Mgmt	For
	Ordinary Business	Mgmt	
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Indutrade AB

Meeting Date: 06/02/2020

Country: Sweden

Record Date: 05/27/2020

Meeting Type: Annual

Ticker: INDT

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Indutrade AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Approve Agenda of Meeting	Mgmt	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Receive Board and Board Committee Reports	Mgmt	
8	Receive Financial Statements and Statutory Reports	Mgmt	
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt	
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For
10.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For
10.c	Approve Discharge of Board and President	Mgmt	For
11	Receive Nominating Committee Report	Mgmt	
12	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For
13	Approve Remuneration of Directors in the Amount of SEK 600,000 for Chairman, SEK 450,000 for Deputy Chairman and SEK 300,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For
14	Reelect Susanna Campbell, Bengt Kjell, Ulf Lundahl, Katarina Martinson (Chair), Krister Melive, Anders Jernhall, Lars Pettersson and Bo Annvik as Directors	Mgmt	Against
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
17	Close Meeting	Mgmt	

Worldline SA

Meeting Date: 06/09/2020

Country: France

Record Date: 06/05/2020

Meeting Type: Annual/Special

Ticker: WLN

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Worldline 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 Treatment of Losses	Mgmt	For
4	Approve Transaction with Atos Re: Separation Agreement	Mgmt	For
5	Approve Transaction with SIX Group AG Re: Voting Agreement	Mgmt	For
6	Approve Transaction with SIX Group AG Re: Participation	Mgmt	For
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For
8	Reelect Gilles Grapinet as Director	Mgmt	For
9	Reelect Aldo Cardoso as Director	Mgmt	Against
10	Reelect Giulia Fitzpatrick as Director	Mgmt	For
11	Ratify Appointment of Daniel Schmucki as Director	Mgmt	For
12	Ratify Appointment of Johannes Dijsselhof as Censor	Mgmt	For
13	Ratify Appointment of Gilles Arditti as Censor	Mgmt	For
14	Ratify Appointment of Pierre Barnabe as Censor	Mgmt	For
15	Elect Gilles Arditti as Director	Mgmt	For
16	Elect Bernard Bourigeaud as Director	Mgmt	For
17	Elect Thierry Sommelet as Director	Mgmt	For
18	Elect Michael Stollarz as Director	Mgmt	For
19	Elect Caroline Parot as Director	Mgmt	For
20	Elect Agnes Audier as Director	Mgmt	For
21	Elect Nazan Somer Ozelgin as Director	Mgmt	For
22	Renew Appointment of Grant Thornton as Auditor	Mgmt	For
23	Acknowledge End of Mandate of IGEC as Alternate Auditor and Decision Not to Replace	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Worldline SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
24	Approve Compensation Report of Corporate Officers	Mgmt	For
25	Approve Compensation of Gilles Grapinet, Chairman and CEO	Mgmt	For
26	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For
27	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For
28	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
29	Approve Remuneration Policy of Vice-CEO	Mgmt	For
30	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
31	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
32	Authorize Capital Increase of Up to EUR 72.5 Million for Future Exchange Offers Re: Ingenico Shares	Mgmt	For
33	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 1.5 million	Mgmt	For
34	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
35	Authorize up to 0.43 Percent of Issued Capital for Use in Restricted Stock Plans Re: Ingenico Employees and Corporate Officers	Mgmt	For
36	Amend Article 19 of Bylaws Re: Chairman Age Limit	Mgmt	Against
37	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For
38	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Mgmt	Against
39	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	Against
40	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Worldline SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
41	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For
42	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
43	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For
44	Authorize up to 0.035 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
45	Amend Article 2 of Bylaws Re: Corporate Purpose	Mgmt	For
46	Amend Article 16 of Bylaws Re: Employee Representative	Mgmt	For
47	Amend Article 17 of Bylaws Re: Board Powers	Mgmt	For
48	Amend Article 20 of Bylaws Re: Board Remuneration	Mgmt	For
49	Amend Article 26 of Bylaws Re: Censors	Mgmt	For
50	Amend Article 18 of Bylaws Re: Written Consultation	Mgmt	For
51	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

DiaSorin SpA

Meeting Date: 06/10/2020

Country: Italy

Record Date: 06/01/2020

Meeting Type: Annual

Ticker: DIA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For
2.1	Approve Remuneration Policy	Mgmt	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For
3	Approve Stock Option Plan	Mgmt	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

DiaSorin SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

Moncler SpA

Meeting Date: 06/11/2020

Country: Italy

Record Date: 06/02/2020

Meeting Type: Annual/Special

Ticker: MONC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
	Management Proposals	Mgmt	
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Allocation of Income	Mgmt	For
2.1	Approve Remuneration Policy	Mgmt	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt	
3.1.1	Slate Submitted by Ruffini Partecipazioni Srl	SH	For
3.1.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	Against
3.2	Appoint Chairman of Internal Statutory Auditors	SH	For
	Shareholder Proposal Submitted by Ruffini Partecipazioni Srl	Mgmt	
3.3	Approve Internal Auditors' Remuneration	SH	Against
	Management Proposals	Mgmt	
4	Approve 2020 Performance Shares Plan	Mgmt	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
	Extraordinary Business	Mgmt	
1	Authorize Board to Increase Capital to Service 2020 Performance Shares Plan	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Moncler SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

Coca-Cola HBC AG

Meeting Date: 06/16/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: CCH

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

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Coca-Cola HBC AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	Against
6.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For
7	Approve UK Remuneration Report	Mgmt	For
8	Approve Remuneration Policy	Mgmt	For
9	Approve Swiss Remuneration Report	Mgmt	For
10.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For
10.2	Approve Maximum Aggregate Amount of Remuneration for the Operating Committee	Mgmt	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For

Scout24 AG

Meeting Date: 06/18/2020

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: G24

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For
6.1	Elect Hans-Holger Albrecht to the Supervisory Board	Mgmt	For
6.2	Elect Christoph Brand to the Supervisory Board	Mgmt	For
6.3	Elect Elke Frank to the Supervisory Board	Mgmt	For
6.4	Elect Frank Lutz to the Supervisory Board	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Scout24 AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
6.5	Elect Peter Schwarzenbauer to the Supervisory Board	Mgmt	For
6.6	Elect Andre Schwaemmlein to the Supervisory Board	Mgmt	For
6.7	Vote Against Shareholder Election Proposals Submitted Prior to the AGM	Mgmt	For
7	Approve EUR 30 Million Reduction in Share Capital via Redemption Shares	Mgmt	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
9	Approve Creation of EUR 32.3 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	Against
10	Approve Affiliation Agreement with Scout24 Beteiligungs SE	Mgmt	For

CTS Eventim AG & Co. KGaA

Meeting Date: 06/19/2020

Country: Germany

Record Date: 05/28/2020

Meeting Type: Annual

Ticker: EVD

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For
4	Approve Discharge of Personally Liable Partner for Fiscal 2019	Mgmt	For
5	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
6	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
8	Approve Decrease in Size of Supervisory Board to Three Members	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

CTS Eventim AG & Co. KGaA

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Amend Articles Re: Participation Requirements	Mgmt	For

Orpea SA

Meeting Date: 06/23/2020

Country: France

Record Date: 06/19/2020

Meeting Type: Annual/Special

Ticker: ORP

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Reelect Laure Baume as Director	Mgmt	Against
6	Reelect Moritz Krautkramer as Director	Mgmt	For
7	Elect Corine de Bilbao as Director	Mgmt	For
8	Elect Pascale Richetta as Director	Mgmt	For
9	Approve Compensation of Board Members	Mgmt	For
10	Approve Compensation of Philippe Charrier, Chairman of the Board	Mgmt	For
11	Approve Compensation of Yves Le Masne, CEO	Mgmt	For
12	Approve Compensation of Jean-Claude Brdenk, Vice-CEO	Mgmt	For
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 650,000	Mgmt	For
14	Approve Remuneration Policy of Board Members	Mgmt	For
15	Approve Remuneration Policy of Philippe Charrier, Chairman of the Board	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Orpea SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
16	Approve Remuneration Policy of Yves Le Masne, CEO	Mgmt	For
17	Approve Remuneration Policy of Jean-Claude Brdenk, Vice-CEO	Mgmt	For
18	Renew Appointment of SAINT HONORE BK&A as Auditor	Mgmt	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Against
	Extraordinary Business	Mgmt	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 40 Million	Mgmt	Against
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8,076,979	Mgmt	Against
23	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Mgmt	Against
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote	Mgmt	Against
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
27	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	Against
28	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
30	Amend Article 2 of Bylaws Re: Corporate Purpose	Mgmt	For
31	Amend Article 4 of Bylaws Re: Headquarter	Mgmt	For
32	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For
33	Adopt New Bylaws	Mgmt	Against
34	Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Orpea SA

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

Sartorius Stedim Biotech SA

Meeting Date: 06/24/2020

Country: France

Record Date: 06/22/2020

Meeting Type: Annual/Special

Ticker: DIM

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Discharge Directors	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.34 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 249,353	Mgmt	For
6	Approve Compensation of Corporate Officers	Mgmt	For
7	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	Mgmt	For
8	Approve Remuneration Policy of Corporate Officers	Mgmt	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
10	Authorize Filing of Required Documents/Other Formalities	Mgmt	For
	Extraordinary Business	Mgmt	
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For
12	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries or Qualified Investors, up to Aggregate Nominal Amount of EUR 4 Million	Mgmt	For
14	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For
15	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For
16	Authorize Capitalization of Reserves of Up to EUR 4 Million for Bonus Issue or Increase in Par Value	Mgmt	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
19	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	Mgmt	For
20	Amend Article 15 of Bylaws Re: Employee Representative	Mgmt	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

bioMerieux SA

Meeting Date: 06/30/2020

Country: France

Record Date: 06/26/2020

Meeting Type: Annual/Special

Ticker: BIM

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 Discharge of Directors	Mgmt	For
4	Approve Allocation of Income and Dividends of EUR 0.19 per Share	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	Against
6	Reelect Marie-Helene Habert-Dassault as Director	Mgmt	For
7	Reelect Harold Boel as Director	Mgmt	For
8	Approve Remuneration Policy of Corporate Officers	Mgmt	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
10	Approve Remuneration Policy of Vice-CEO	Mgmt	Against
11	Approve Remuneration Policy of Directors	Mgmt	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For
13	Approve Compensation of Alexandre Merieux, Chairman and CEO	Mgmt	For
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 up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
17	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	Against
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
19	Eliminate Preemptive Rights Pursuant to Item 18 Above	Mgmt	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Elis SA

Meeting Date: 06/30/2020

Country: France

Record Date: 06/26/2020

Meeting Type: Annual/Special

Ticker: ELIS

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Elis 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 Treatment of Losses	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
5	Elect Fabrice Barthelemy as Supervisory Board Member	Mgmt	For
6	Elect Amy Flikerski as Supervisory Board Member	Mgmt	For
7	Approve Remuneration Policy of the Chairman of the Supervisory Board	Mgmt	For
8	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For
9	Approve Remuneration Policy of the Chairman of the Management Board	Mgmt	For
10	Approve Remuneration Policy of Members of the Management Board	Mgmt	For
11	Approve Compensation of Report of Corporate Officers	Mgmt	For
12	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For
13	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For
14	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For
15	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Capitalization of Reserves of Up to EUR 130 Million for Bonus Issue or Increase in Par Value	Mgmt	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 110 Million	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Elis SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 22 Million or for Future Exchange Offers	Mgmt	Against
20	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	Against
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-20 and 22-23 at EUR 110 Million	Mgmt	For
27	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
29	Amend Article 17 of Bylaws Re: Supervisory Board Composition	Mgmt	For
30	Amend Article 19 of Bylaws Re: Written Consultation	Mgmt	For
31	Amend Article 21 of Bylaws Re: Supervisory Board Remuneration	Mgmt	For
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

Vidrala SA

Meeting Date: 07/02/2020

Country: Spain

Record Date: 06/26/2020

Meeting Type: Annual

Ticker: VID

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Vidrala SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Discharge of Board	Mgmt	For
3	Approve Allocation of Income and Dividends	Mgmt	For
4	Approve Non-Financial Information Statement	Mgmt	For
5	Appoint Ernst & Young as Auditor	Mgmt	For
6	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	Mgmt	For
7	Authorize Capitalization of Reserves for Bonus Issue	Mgmt	For
8	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 1.5 Billion	Mgmt	For
9	Reelect Jan G. Astrand as Director	Mgmt	For
10	Reelect Esteban Errandonea Delclaux as Director	Mgmt	Against
11	Reelect Maria Virginia Uriguen Villalba as Director	Mgmt	Against
12	Advisory Vote on Remuneration Report	Mgmt	Against
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For
14	Approve Minutes of Meeting	Mgmt	For

Cellnex Telecom SA

Meeting Date: 07/20/2020

Country: Spain

Record Date: 07/15/2020

Meeting Type: Annual

Ticker: CLNX

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Approve Allocation of Income	Mgmt	For
4	Approve Discharge of Board	Mgmt	For
5	Approve Dividends	Mgmt	For
6	Renew Appointment of Deloitte as Auditor	Mgmt	For
7.1	Approve Grant of Shares to CEO	Mgmt	For
7.2	Approve Extraordinary Bonus for CEO	Mgmt	For
8.1	Maintain Number of Directors at 12	Mgmt	For
8.2	Reelect Concepcion del Rivero Bermejo as Director	Mgmt	For
8.3	Ratify Appointment of and Elect Franco Bernabe as Director	Mgmt	For
8.4	Ratify Appointment of and Elect Mamoun Jamaï as Director	Mgmt	For
8.5	Ratify Appointment of and Elect Christian Coco as Director	Mgmt	For
9	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	Against
10	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	Against
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For
12	Advisory Vote on Remuneration Report	Mgmt	For

Carl Zeiss Meditec AG

Meeting Date: 08/06/2020

Country: Germany

Record Date: 07/15/2020

Meeting Type: Annual

Ticker: AFX

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2018/19 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.65 per Share	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Approve Discharge of Management Board for Fiscal 2018/19	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2018/19	Mgmt	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2019/20	Mgmt	For
6	Elect Tania von der Goltz to the Supervisory Board	Mgmt	Against
7.1	Elect Karl Lamprecht to the Supervisory Board	Mgmt	Against
7.2	Elect Isabel De Paoli to the Supervisory Board	Mgmt	Against
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For
10	Amend Articles Re: Participation Right	Mgmt	For

Elektá AB

Meeting Date: 08/26/2020

Country: Sweden

Record Date: 08/20/2020

Meeting Type: Annual

Ticker: EKTA.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2	Prepare and Approve List of Shareholders	Mgmt	For
3	Approve Agenda of Meeting	Mgmt	For
4.1	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
4.2	Designate Inspector(s) of Minutes 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 Dividends of SEK 0.90 Per Share	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Elektá AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
9.1	Approve Discharge of Board Member and Chair Laurent Leksell	Mgmt	For
9.2	Approve Discharge of Board Member Caroline Leksell Cooke	Mgmt	For
9.3	Approve Discharge of Board Member Johan Malmquist	Mgmt	For
9.4	Approve Discharge of Board Member Tomas Puusepp	Mgmt	For
9.5	Approve Discharge of Board Member Wolfgang Reim	Mgmt	For
9.6	Approve Discharge of Board Member Jan Secher	Mgmt	For
9.7	Approve Discharge of Board Member Birgitta Stymne Goransson	Mgmt	For
9.8	Approve Discharge of Board Member Cecilia Wikstrom	Mgmt	For
9.9	Approve Discharge of President and CEO Richard Hausmann	Mgmt	For
10.1	Determine Number of Members (7) of Board	Mgmt	For
10.2	Determine Number Deputy Members (0) of Board	Mgmt	For
11.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 4.6 Million	Mgmt	For
11.2	Approve Remuneration of Auditors	Mgmt	For
12.1	Reelect Laurent Leksell as Director	Mgmt	For
12.2	Reelect Caroline Leksell Cooke as Director	Mgmt	For
12.3	Reelect Johan Malmquist as Director	Mgmt	For
12.4	Reelect Wolfgang Reim as Director	Mgmt	For
12.5	Reelect Jan Secher as Director	Mgmt	For
12.6	Reelect Birgitta Stymne Goransson as Director	Mgmt	Against
12.7	Reelect Cecilia Wikstrom as Director	Mgmt	For
12.8	Elect Laurent Leksell as Board Chair	Mgmt	For
13	Ratify Ernst & Young as Auditors	Mgmt	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
15.a	Approve Performance Share Plan 2020	Mgmt	For
15.b	Approve Equity Plan Financing	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Elekta AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
16	Approve Equity Plan Financing of 2018, 2019 and 2020 Performance Share Plans	Mgmt	For
17.a	Authorize Share Repurchase Program	Mgmt	For
17.b	Authorize Reissuance of Repurchased Shares	Mgmt	For
18	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For
19	Amend Articles	Mgmt	For

Halma Plc

Meeting Date: 09/04/2020

Country: United Kingdom

Record Date: 09/02/2020

Meeting Type: Annual

Ticker: HLMA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Re-elect Paul Walker as Director	Mgmt	For
5	Re-elect Andrew Williams as Director	Mgmt	For
6	Re-elect Adam Meyers as Director	Mgmt	For
7	Re-elect Daniela Barone Soares as Director	Mgmt	For
8	Re-elect Roy Twite as Director	Mgmt	For
9	Re-elect Tony Rice as Director	Mgmt	For
10	Re-elect Carole Cran as Director	Mgmt	For
11	Re-elect Jo Harlow as Director	Mgmt	For
12	Re-elect Jennifer Ward as Director	Mgmt	For
13	Re-elect Marc Ronchetti as Director	Mgmt	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Halma Plc

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

Tele2 AB

Meeting Date: 09/11/2020

Country: Sweden

Record Date: 09/03/2020

Meeting Type: Special

Ticker: TEL2.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2	Prepare and Approve List of Shareholders	Mgmt	For
3	Approve Agenda of Meeting	Mgmt	For
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For
6	Approve Extraordinary Dividends of SEK 3.50 Per Share	Mgmt	For
7.a	Approve Equity Plan Financing	Mgmt	For
7.b	Approve Alternative Equity Plan Financing	Mgmt	For
8	Approve Performance Based Share Plan LTI 2020 for CEO Kjell Morten Johnsen	Mgmt	For

RWS Holdings Plc

Meeting Date: 10/09/2020

Country: United Kingdom

Record Date: 10/07/2020

Meeting Type: Special

Ticker: RWS

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

RWS Holdings Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Authorise Issue of Equity in Connection with the Proposed Combination of the Company with SDL plc; Approve Employee Benefit Trust	Mgmt	For

Smiths Group Plc

Meeting Date: 11/16/2020

Country: United Kingdom

Record Date: 11/14/2020

Meeting Type: Annual

Ticker: SMIN

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	Elect Pam Cheng as Director	Mgmt	For
5	Elect Karin Hoeing as Director	Mgmt	For
6	Re-elect Sir George Buckley as Director	Mgmt	For
7	Re-elect Dame Ann Dowling as Director	Mgmt	For
8	Re-elect Tanya Fratto as Director	Mgmt	For
9	Re-elect William Seeger as Director	Mgmt	For
10	Re-elect Mark Seligman as Director	Mgmt	For
11	Re-elect John Shipsey as Director	Mgmt	For
12	Re-elect Andrew Reynolds Smith as Director	Mgmt	For
13	Re-elect Noel Tata as Director	Mgmt	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For
16	Authorise Issue of Equity	Mgmt	Against
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Smiths Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For
21	Authorise EU Political Donations and Expenditure	Mgmt	Against

Euronext NV

Meeting Date: 11/20/2020

Country: Netherlands

Record Date: 10/23/2020

Meeting Type: Special

Ticker: ENX

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Special Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Presentation by CEO	Mgmt	
3a	Approve Combination	Mgmt	For
3b	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights in Connection with the Proposed Combination (Private Placement)	Mgmt	For
3c	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights in Connection with the Proposed Combination (Right Issue)	Mgmt	For
4	Close Meeting	Mgmt	

Chr. Hansen Holding A/S

Meeting Date: 11/25/2020

Country: Denmark

Record Date: 11/18/2020

Meeting Type: Annual

Ticker: CHR

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Chr. Hansen Holding A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Board Report	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For
5	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Vice-Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
6a	Amend Articles Re: Voting on the Company's Remuneration Report at Annual General Meetings	Mgmt	For
6b	Amend Articles Re: Authorize Board to Resolve to Hold Partial or Full Electronic General Meetings	Mgmt	For
6c	Amend Articles Re: Shareholders' Notification of Attendance	Mgmt	For
7a	Reelect Dominique Reiniche (Chair) as Director	Mgmt	For
7b.a	Reelect Jesper Brandgaard as Director	Mgmt	For
7b.b	Reelect Luis Cantarell as Director	Mgmt	For
7b.c	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	For
7b.d	Reelect Mark Wilson as Director	Mgmt	For
7b.e	Elect Lise Kaae as New Director	Mgmt	For
7b.f	Elect Kevin Lane as New Director	Mgmt	For
7b.g	Elect Lillie Li Valeur as New Director	Mgmt	For
8	Reelect PricewaterhouseCoopers as Auditor	Mgmt	For
	Shareholder Proposals Submitted by Akademiker Pension	Mgmt	
9a	Starting from Financial Year 2020/21, the Company must Apply the Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) as the Framework for Climate-Related Disclosure in the Company's Annual Report	SH	For

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Chr. Hansen Holding A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
9b	Instruct Board to Complete an Assessment of the Ability of the Company to Publish Country-by-Country Tax Reporting in line with the Global Reporting Initiative's Standard (GRI 207: Tax 2019) starting from Financial Year 2021/22	SH	For
	Management Proposal	Mgmt	
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For

AAK AB

Meeting Date: 11/26/2020

Country: Sweden

Record Date: 11/18/2020

Meeting Type: Special

Ticker: AAK

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5.1	Designate Leif Tornvall as Inspector of Minutes of Meeting	Mgmt	For
5.2	Designate Yvonne Sorberg as Inspector of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Approve Dividends of SEK 2.10 Per Share	Mgmt	For
8	Close Meeting	Mgmt	

Indutrade AB

Meeting Date: 12/03/2020

Country: Sweden

Record Date: 11/25/2020

Meeting Type: Special

Ticker: INDТ

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Indutrade AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5.1	Designate Henrik Didner as Inspector of Minutes of Meeting	Mgmt	For
5.2	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Amend Articles Re: Editorial Changes; Share Capital and Number of Shares; Share Registrar; Approve Capitalization of Reserves of SEK 485.8 Million for a 1: 2 Bonus Issue	Mgmt	For
8	Close Meeting	Mgmt	

NIBE Industrier AB

Meeting Date: 12/16/2020

Country: Sweden

Record Date: 12/08/2020

Meeting Type: Special

Ticker: NIBE.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Elect Chairman of Meeting	Mgmt	For
3	Prepare and Approve List of Shareholders	Mgmt	For
4	Approve Agenda of Meeting	Mgmt	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For
7	Approve Dividends of SEK 1.40 Per Share	Mgmt	For
8	Close Meeting	Mgmt	

Vote Summary Report

Reporting Period: 01/01/2020 to 12/31/2020

Location(s): All Locations

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

Recordati SpA

Meeting Date: 12/17/2020

Country: Italy

Record Date: 12/08/2020

Meeting Type: Special

Ticker: REC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
1	Approve the Reverse Merger by Absorption of Rossini Investimenti SpA and FimeI SpA into Recordati SpA	Mgmt	For



LA FINANCIERE DE L'ECHIQUIER
53, AVENUE D'IENA – 75 116 PARIS – TEL : 01.47.23.90.90 – www.lfde.com

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