



**ECHIQUIER POSITIVE IMPACT  
EUROPE**

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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 Positive Impact Europe** au cours de l'année **2021**.

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

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

**Données au** 31/12/2021

**Source :** ISS

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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 Positive Impact Europe** during the year **2021**.

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

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

**Data as at** 31/12/2021

**Source :** ISS

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Visa Inc.

**Meeting Date:** 01/26/2021

**Country:** USA

**Record Date:** 11/27/2020

**Meeting Type:** Annual

**Ticker:** V

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

## Kerry Group Plc

**Meeting Date:** 01/28/2021

**Country:** Ireland

**Record Date:** 01/26/2021

**Meeting Type:** Special

**Ticker:** KRZ

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Kerry Group Plc

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

### 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
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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

### Novo Nordisk A/S

Meeting Date: 03/25/2021

Country: Denmark

Record Date: 03/18/2021

Meeting Type: Annual

Ticker: NOVO.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of DKK 5.85 Per Share	Mgmt	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For
5.1	Approve Remuneration of Directors for 2020 in the Aggregate Amount of DKK 17 Million	Mgmt	For
5.2	Approve Remuneration of Directors for 2021 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.47 Million for the Vice Chairman, and DKK 736,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
6.1	Reelect Helge Lund as Director and Board Chairman	Mgmt	For
6.2	Reelect Jeppe Christiansen as Director and Vice Chairman	Mgmt	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	Abstain
6.3b	Reelect Andreas Fibig as Director	Mgmt	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	

## Cellnex Telecom SA

Meeting Date: 03/26/2021

Country: Spain

Record Date: 03/19/2021

Meeting Type: Annual

Ticker: CLNX

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For
3	Approve Treatment of Net Loss	Mgmt	For
4	Approve Discharge of Board	Mgmt	For
5.1	Approve Annual Maximum Remuneration	Mgmt	For
5.2	Approve Remuneration Policy	Mgmt	For
6	Approve Grant of Shares to CEO	Mgmt	For
7.1	Fix Number of Directors at 11	Mgmt	For
7.2	Ratify Appointment of and Elect Alexandra Reich as Director	Mgmt	For
8.1	Amend Articles	Mgmt	For
8.2	Remove Articles	Mgmt	For
8.3	Re-number Article 27 as New Article 21	Mgmt	For
8.4	Amend Article 5	Mgmt	For
8.5	Amend Article 10	Mgmt	For
8.6	Amend Articles and Add New Article 13	Mgmt	For
8.7	Amend Articles	Mgmt	For
8.8	Add New Article 15	Mgmt	For
9.1	Amend Articles of General Meeting Regulations Re: Technical Adjustments	Mgmt	For
9.2	Amend Articles of General Meeting Regulations Re: Remote Voting	Mgmt	For
9.3	Add New Article 15 to General Meeting Regulations	Mgmt	For
10	Approve Capital Raising	Mgmt	For
11	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	Against
12	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	Against



## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For
14	Advisory Vote on Remuneration Report	Mgmt	For

## Vaisala Oyj

Meeting Date: 03/30/2021

Country: Finland

Record Date: 03/18/2021

Meeting Type: Annual

Ticker: VAIAS

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Open Meeting	Mgmt	
2	Call the Meeting to Order	Mgmt	
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	
4	Acknowledge Proper Convening of Meeting	Mgmt	
5	Prepare and Approve List of Shareholders	Mgmt	
6	Receive Financial Statements and Statutory Reports	Mgmt	
7	Accept Financial Statements and Statutory Reports	Mgmt	For
8	Approve Allocation of Income and Dividends of EUR 0.61 Per Share	Mgmt	For
9	Approve Discharge of Board and President	Mgmt	For
10	Approve Remuneration Report	Mgmt	For
11	Approve Remuneration of Directors in the Amount of EUR 55,000 for Chairman, and EUR 40,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
12	Fix Number of Directors at Eight	Mgmt	For
13	Reelect Petra Lundstrom and Ville Voipio as Directors	Mgmt	Against
14	Approve Remuneration of Auditors	Mgmt	For
15	Ratify Deloitte as Auditors	Mgmt	For
16	Authorize Share Repurchase Program	Mgmt	For
17	Authorize Reissuance of Repurchased Shares	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Vaisala Oyj

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Close Meeting	Mgmt	

## Thermador Groupe SA

Meeting Date: 04/06/2021

Country: France

Record Date: 04/02/2021

Meeting Type: Annual/Special

Ticker: THEP

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 1.82 per Share	Mgmt	For
4	Elect Lionel Monroe as Director	Mgmt	For
5	Reelect Laurence Paganini as Director	Mgmt	For
6	Reelect Caroline Meignen as Director	Mgmt	For
7	Reelect Janis Rentrop as Director	Mgmt	For
8	Approve Remuneration Policy of Chairman and CEO, Vice-CEOs and Directors	Mgmt	Abstain
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 170,000	Mgmt	For
10	Approve Compensation of Guillaume Robin, Chairman and CEO	Mgmt	For
11	Approve Compensation of Patricia Mavigner, Vice-CEO	Mgmt	For
12	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
14	Authorize up to 0.03 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
15	Amend Article 13 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Thermador Groupe SA

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

## 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
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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Svenska Cellulosa AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Svenska Cellulosa AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	
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

### Carel Industries SpA

Meeting Date: 04/20/2021

Country: Italy

Record Date: 04/09/2021

Meeting Type: Annual/Special

Ticker: CRL

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
	Management Proposals	Mgmt	

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Carel Industries SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Amend Company Bylaws Re: Articles 17 and 23	Mgmt	For
	Ordinary Business	Mgmt	
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Allocation of Income	Mgmt	For
2.1	Fix Number of Directors	Mgmt	For
2.2	Fix Board Terms for Directors	Mgmt	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt	
2.3.1	Slate Submitted by Luigi Rossi Luciani Sapa and Luigi Nalini Sapa	SH	Against
2.3.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	For
	Shareholder Proposals Submitted by Luigi Rossi Luciani Sapa and Luigi Nalini Sapa	Mgmt	
2.4.a	Elect Luigi Rossi Luciani as Board Chair	SH	For
2.4.b	Elect Luigi Nalini as Board Vice-Chairman	SH	For
	Management Proposals	Mgmt	
2.5	Approve Remuneration of Directors	Mgmt	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt	
3.1.1	Slate Submitted by Luigi Rossi Luciani Sapa and Luigi Nalini Sapa	SH	For
3.1.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	Against
3.2	Appoint Chairman of Internal Statutory Auditors	SH	For
3.3	Approve Internal Auditors' Remuneration	Mgmt	For
4.1	Approve Remuneration Policy	Mgmt	For
4.2	Approve Second Section of the Remuneration Report	Mgmt	For
5	Approve Performance Share Plan	Mgmt	Against
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## L'Oreal SA

**Meeting Date:** 04/20/2021

**Country:** France

**Record Date:** 04/16/2021

**Meeting Type:** Annual/Special

**Ticker:** OR

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 4 per Share and an Extra of EUR 0.40 per Share to Long Term Registered Shares	Mgmt	For
4	Elect Nicolas Hieronimus as Director	Mgmt	For
5	Elect Alexandre Ricard as Director	Mgmt	For
6	Reelect Francoise Bettencourt Meyers as Director	Mgmt	For
7	Reelect Paul Bulcke as Director	Mgmt	For
8	Reelect Virginie Morgon as Director	Mgmt	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For
10	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	For
11	Approve Remuneration Policy of Directors	Mgmt	For
12	Approve Remuneration Policy of Jean-Paul Agon, Chairman and CEO Until April 30, 2021	Mgmt	For
13	Approve Remuneration Policy of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For
14	Approve Remuneration Policy of Jean-Paul Agon, Chairman of the Board Since May 1, 2021	Mgmt	Against
15	Approve Amendment of Employment Contract of Nicolas Hieronimus, CEO Since May 1, 2021	Mgmt	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up a Maximum Nominal Share Capital value of EUR 156,764,042.40	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### L'Oreal SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For
19	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
22	Amend Article 9.2 of Bylaws Re: Written Consultation	Mgmt	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

### RELX Plc

Meeting Date: 04/22/2021

Country: United Kingdom

Record Date: 04/20/2021

Meeting Type: Annual

Ticker: REL

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

### 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

### Schneider Electric SE

Meeting Date: 04/28/2021

Country: France

Record Date: 04/26/2021

Meeting Type: Annual/Special

Ticker: SU

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Treatment of Losses and Dividends of EUR 2.60 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For
6	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
8	Approve Remuneration Policy of Directors	Mgmt	For
9	Reelect Jean-Pascal Tricoire as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
10	Elect Anna Ohlsson-Leijon as Director	Mgmt	Against
11	Elect Thierry Jacquet as Representative of Employee Shareholders to the Board	Mgmt	Against
12	Elect Zennia Csikos as Representative of Employee Shareholders to the Board	Mgmt	Against
13	Reelect Xiaoyun Ma as Representative of Employee Shareholders to the Board	Mgmt	For
14	Elect Malene Kvist Kristensen as Representative of Employee Shareholders to the Board	Mgmt	Against
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	Against
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 120 Million	Mgmt	Against
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	Against
20	Authorize Capital Increase of up to 9.88 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
21	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
25	Amend Article 13 of Bylaws Re: Editorial Change	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Schneider Electric SE

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

## ASML Holding NV

**Meeting Date:** 04/29/2021      **Country:** Netherlands  
**Record Date:** 04/01/2021      **Meeting Type:** Annual      **Ticker:** ASML

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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	

### Kerry Group Plc

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

**Country:** Ireland

**Record Date:** 04/25/2021

**Meeting Type:** Annual

**Ticker:** KRZ

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3a	Elect Emer Gilvarry as Director	Mgmt	For
3b	Elect Jinlong Wang as Director	Mgmt	For
4a	Re-elect Gerry Behan as Director	Mgmt	For
4b	Re-elect Dr Hugh Brady as Director	Mgmt	For
4c	Re-elect Gerard Culligan as Director	Mgmt	For
4d	Re-elect Dr Karin Dorrepaal as Director	Mgmt	For
4e	Re-elect Marguerite Larkin as Director	Mgmt	For
4f	Re-elect Tom Moran as Director	Mgmt	For
4g	Re-elect Con Murphy as Director	Mgmt	For
4h	Re-elect Christopher Rogers as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
4i	Re-elect Edmond Scanlon as Director	Mgmt	For
4j	Re-elect Philip Toomey as Director	Mgmt	Against
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Approve Remuneration Policy	Mgmt	For
8	Authorise Issue of Equity	Mgmt	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	Against
11	Authorise Market Purchase of A Ordinary Shares	Mgmt	For
12	Approve Long Term Incentive Plan	Mgmt	For

### Air Liquide SA

Meeting Date: 05/04/2021

Country: France

Record Date: 04/30/2021

Meeting Type: Annual/Special

Ticker: AI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 2.75 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
5	Reelect Xavier Huillard as Director	Mgmt	For
6	Elect Pierre Breber as Director	Mgmt	For
7	Elect Aiman Ezzat as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Air Liquide SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
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
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

### Allianz SE

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

**Country:** Germany

**Record Date:**

**Meeting Type:** Annual

**Ticker:** ALV

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 POSITIVE IMPACT EUROPE

### Allianz SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 9.60 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	Approve Remuneration Policy	Mgmt	For
6	Approve Remuneration of Supervisory Board	Mgmt	For
7	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For

### Koninklijke DSM NV

Meeting Date: 05/06/2021

Country: Netherlands

Record Date: 04/08/2021

Meeting Type: Annual

Ticker: DSM

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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Koninklijke DSM NV

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

### Koninklijke Philips NV

**Meeting Date:** 05/06/2021

**Country:** Netherlands

**Record Date:** 04/08/2021

**Meeting Type:** Annual

**Ticker:** PHIA

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



## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
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	

### Lonza Group AG

**Meeting Date:** 05/06/2021

**Country:** Switzerland

**Record Date:**

**Meeting Type:** Annual

**Ticker:** LONN

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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Lonza Group AG

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

### AstraZeneca Plc

**Meeting Date:** 05/11/2021

**Country:** United Kingdom

**Record Date:** 05/07/2021

**Meeting Type:** Annual

**Ticker:** AZN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Dividends	Mgmt	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

## AstraZeneca Plc

**Meeting Date:** 05/11/2021

**Country:** United Kingdom

**Record Date:** 05/07/2021

**Meeting Type:** Special

**Ticker:** AZN

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### AstraZeneca Plc

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

### adidas AG

Meeting Date: 05/12/2021

Country: Germany

Record Date:

Meeting Type: Annual

Ticker: ADS

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 3.00 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	Elect Jackie Joyner-Kersey to the Supervisory Board	Mgmt	For
6	Approve Remuneration Policy	Mgmt	For
7	Approve Remuneration of Supervisory Board	Mgmt	For
8	Amend Articles Re: Information for Registration in the Share Register	Mgmt	For
9	Approve Creation of EUR 50 Million Pool of Capital with Preemptive Rights	Mgmt	For
10	Approve Creation of EUR 20 Million Pool of Capital without Preemptive Rights	Mgmt	Against
11	Cancel Authorized Capital 2016	Mgmt	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For
13	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For
14	Ratify KPMG AG as Auditors for Fiscal Year 2021	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### 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

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 POSITIVE IMPACT EUROPE

### SPIE SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
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

### Prudential Plc

**Meeting Date:** 05/13/2021

**Country:** United Kingdom

**Record Date:** 05/11/2021

**Meeting Type:** Annual

**Ticker:** PRU

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 POSITIVE IMPACT EUROPE

## Prudential Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
2	Approve Remuneration Report	Mgmt	For
3	Elect Chua Sock Koong as Director	Mgmt	For
4	Elect Ming Lu as Director	Mgmt	Against
5	Elect Jeanette Wong as Director	Mgmt	For
6	Re-elect Shriti Vadera as Director	Mgmt	For
7	Re-elect Jeremy Anderson as Director	Mgmt	For
8	Re-elect Mark Fitzpatrick as Director	Mgmt	For
9	Re-elect David Law as Director	Mgmt	For
10	Re-elect Anthony Nightingale as Director	Mgmt	For
11	Re-elect Philip Remnant as Director	Mgmt	For
12	Re-elect Alice Schroeder as Director	Mgmt	For
13	Re-elect James Turner as Director	Mgmt	For
14	Re-elect Thomas Watjen as Director	Mgmt	For
15	Re-elect Michael Wells as Director	Mgmt	For
16	Re-elect Fields Wicker-Miurin as Director	Mgmt	For
17	Re-elect Amy Yip as Director	Mgmt	For
18	Reappoint KPMG LLP as Auditors	Mgmt	Against
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
20	Authorise UK Political Donations and Expenditure	Mgmt	Against
21	Authorise Issue of Equity	Mgmt	Against
22	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	Against
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Vow ASA

**Meeting Date:** 05/14/2021

**Country:** Norway

**Record Date:**

**Meeting Type:** Annual

**Ticker:** VOW

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2	Approve Notice of Meeting and Agenda	Mgmt	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For
5	Approve Remuneration of Directors	Mgmt	For
6	Approve Remuneration of Nominating Committee	Mgmt	For
7	Approve Remuneration of Auditors	Mgmt	For
8	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Against
9	Discuss Company's Corporate Governance Statement	Mgmt	
10	Elect Directors	Mgmt	For
11	Elect Members of Nominating Committee	Mgmt	For
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
13	Approve Equity Plan Financing	Mgmt	Against
14	Approve Creation of NOK 1.1 Million Pool of Capital without Preemptive Rights	Mgmt	Against
15	Accept Revised Interim Balance	Mgmt	For
16.1	Approve Demerger of Vow ASA	Mgmt	For
16.2	Approve NOK 742.7 Million Reduction in Share Capital via Share Cancellation	Mgmt	For
17	Amend Articles Re: Remove Company Signature Provision	Mgmt	For

## Munters Group AB

**Meeting Date:** 05/19/2021

**Country:** Sweden

**Record Date:** 05/10/2021

**Meeting Type:** Annual

**Ticker:** MTRS



## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Munters Group AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For
2.1	Designate Christoffer Hild as Inspector of Minutes of Meeting	Mgmt	For
2.2	Designate Jonathan Schonback 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 Dividends of SEK 0.70 Per Share	Mgmt	For
9.a	Approve Discharge of Hakan Buskhe	Mgmt	For
9.b	Approve Discharge of Johan Ek	Mgmt	For
9.c	Approve Discharge of Helen Fasth Gillstedt	Mgmt	For
9.d	Approve Discharge of Klas Forsstrom	Mgmt	For
9.e	Approve Discharge of Per Hallius	Mgmt	For
9.f	Approve Discharge of Simon Henriksson	Mgmt	For
9.g	Approve Discharge of Magnus Lindquist	Mgmt	For
9.h	Approve Discharge of Pia-Helen Nordqvist	Mgmt	For
9.i	Approve Discharge of Andreas Nasvik	Mgmt	For
9.j	Approve Discharge of Lena Olving	Mgmt	For
9.k	Approve Discharge of Kristian Sildeby	Mgmt	For
9.l	Approve Discharge of Juan Vargues	Mgmt	For
9.m	Approve Discharge of Anna Westerberg	Mgmt	For
10	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For
11	Approve Remuneration of Directors in the Amount of SEK 1.1 Million for Chairman and SEK 420,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Munters Group AB

Proposal Number	Proposal Text	Proponent	Vote Instruction
12.a	Reelect Hakan Buskhe as Director	Mgmt	For
12.b	Reelect Helen Fasth Gillstedt as Director	Mgmt	For
12.c	Reelect Per Hallius as Director	Mgmt	For
12.d	Reelect Magnus Lindquist as Director	Mgmt	For
12.e	Reelect Lena Olving as Director	Mgmt	For
12.f	Reelect Kristian Sildeby as Director	Mgmt	For
12.g	Reelect Juan Vargues as Director	Mgmt	For
12.h	Reelect Anna Westerberg as Director	Mgmt	For
13	Reelect Magnus Lindquist as Board Chairman	Mgmt	For
14	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For
15	Approve Remuneration of Auditors	Mgmt	For
16	Ratify Ernst & Young as Auditors	Mgmt	Against
17	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	Against
19	Approve Remuneration Report	Mgmt	For
20	Amend Articles Re: Participation at General Meeting; Proxies and Postal Voting; Editorial Changes to Article 1	Mgmt	For
21	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For
22	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	Against
23	Approve Equity Plan Financing Through Transfer of Shares	Mgmt	For

## Voltaia

**Meeting Date:** 05/19/2021

**Country:** France

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

**Meeting Type:** Annual/Special

**Ticker:** VLTSA

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

**Voltaia**

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<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Vote Instruction</b>
	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 Creadev Re: Service Agreement	Mgmt	For
5	Approve Transaction with FGD S.P.R.L. Robert Dardanne Re: Service Agreement	Mgmt	For
6	Approve Transaction with The Green Option Re: Service Agreement	Mgmt	For
7	Reelect Laurence Mulliez as Director	Mgmt	For
8	Reelect The Green Option as Director	Mgmt	For
9	Reelect Creadev as Director	Mgmt	For
10	Acknowledge End of Mandate of Eveline Tall as Director and Decision Not to Renew	Mgmt	For
11	Approve Compensation of Laurence Mulliez, Chairman of the Board	Mgmt	Against
12	Approve Compensation of Sebastien Clerc, CEO	Mgmt	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For
14	Approve Remuneration Policy of Corporate Officers	Mgmt	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	Against
16	Approve Remuneration Policy of CEO	Mgmt	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
19	Reelect Andre-Paul Leclercq as Director for One Year by Special Dispensation	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Voltaia

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	Against
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	Against
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 400 Million	Mgmt	Against
23	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 180 Million	Mgmt	Against
25	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries (Banks or Institutions), up to Aggregate Nominal Amount of EUR 180 Million	Mgmt	Against
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22 and 24	Mgmt	Against
27	Authorize Capital Increase of Up to EUR 400 Million for Future Exchange Offers	Mgmt	Against
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-22 and 24-28 at EUR 750 Million	Mgmt	For
30	Authorize up to 3.5 Million Shares for Use in Stock Option Plans	Mgmt	Against
31	Authorize up to 3.5 Million Shares for Use in Restricted Stock Plans	Mgmt	Against
32	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 30 and 31 at 4 Million Shares	Mgmt	For
33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
34	Amend Article 18 of Bylaws Re: Participation to General Meetings of Shareholders	Mgmt	For
35	Amend Articles 1 and 17 of Bylaws Re: Social and Environmental Issues	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Elis SA

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

**Country:** France

**Record Date:** 05/18/2021

**Meeting Type:** Annual/Special

**Ticker:** ELIS

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Treatment of Losses	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Reelect Florence Noblot as Supervisory Board Member	Mgmt	For
6	Reelect Joy Verle as Supervisory Board Member	Mgmt	For
7	Reelect Anne-Laure Commault as Supervisory Board Member	Mgmt	For
8	Approve Remuneration Policy for 2020 of Chairman of the Management Board	Mgmt	For
9	Approve Remuneration Policy for 2020 of Management Board Members	Mgmt	For
10	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For
11	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For
12	Approve Remuneration Policy for 2021 of Chairman of the Management Board	Mgmt	For
13	Approve Remuneration Policy for 2021 of Management Board Members	Mgmt	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For
15	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For
16	Approve Compensation of Xavier Martire, Chairman of the Management Board	Mgmt	For
17	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For
18	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Elis SA

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

### Worldline SA

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

**Country:** France

**Record Date:** 05/18/2021

**Meeting Type:** Annual/Special

**Ticker:** WLN

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Treatment of Losses	Mgmt	For
4	Approve Transaction with SIX Group AG Re: Second Settlement Agreement and Lock-up Agreement	Mgmt	For
5	Approve Transaction with Deutscher Sparkassen Verlag GmbH Re: Amendment to the Business Combination Agreement	Mgmt	For
6	Reelect Agnes Audier as Director	Mgmt	For
7	Reelect Nazan Somer Ozelgin as Director	Mgmt	For
8	Reelect Danielle Lagarde as Director	Mgmt	For
9	Reelect Lorenz von Habsburg Lothringen as Director	Mgmt	For
10	Reelect Daniel Schmucki as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Worldline SA

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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Worldline SA

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

### Neoen SA

Meeting Date: 05/25/2021

Country: France

Record Date: 05/21/2021

Meeting Type: Annual/Special

Ticker: NEOEN

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For
4	Approve Compensation Report	Mgmt	For
5	Approve Compensation of Xavier Barbaro, Chairman and CEO	Mgmt	For
6	Approve Compensation of Romain Desrousseaux, Vice-CEO	Mgmt	For
7	Approve Remuneration Policy of Directors	Mgmt	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For
9	Approve Remuneration Policy of Vice-CEO	Mgmt	For
10	Reelect Bpifrance Investissement as Director	Mgmt	For
11	Reelect Helen Lee Bouygues as Director	Mgmt	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	



## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Neoen SA

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

### Dassault Systemes SA

Meeting Date: 05/26/2021

Country: France

Record Date: 05/24/2021

Meeting Type: Annual/Special

Ticker: DSY

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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Dassault Systemes SA

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

### Esker SA

Meeting Date: 06/16/2021

Country: France

Record Date: 06/14/2021

Meeting Type: Annual/Special

Ticker: ALESK

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Esker SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Discharge Management and Supervisory Board Members	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.55 per Share	Mgmt	For
4	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 60,000	Mgmt	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
6	Renew Appointment of ORFIS as Auditor	Mgmt	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
8	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
9	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
10	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

### Adevinta ASA

**Meeting Date:** 06/29/2021

**Country:** Norway

**Record Date:**

**Meeting Type:** Annual

**Ticker:** ADE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Notice of Meeting and Agenda	Mgmt	For
2	Elect Chairman of Meeting	Mgmt	For
3	Designate Inspector(s) of Minutes of Meeting	Mgmt	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Adevinta ASA

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Approve Company's Corporate Governance Statement	Mgmt	For
6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For
7	Approve Remuneration of Auditors	Mgmt	For
8a	Reelect Orla Noonan (Chairman) as Director	Mgmt	For
8b	Reelect Fernando Abril-Martorell Hernandez as Director	Mgmt	For
8c	Reelect Peter Brooks-Johnson as Director	Mgmt	For
8d	Reelect Sophie Javary as Director	Mgmt	For
8e	Reelect Kristin Skogen Lund as Director	Mgmt	For
8f	Elect Julia Jaekel as New Director	Mgmt	For
8g	Elect Michael Nilles as New Director	Mgmt	For
9	Approve Remuneration of Directors in the Amount of NOK 1.45 Million for Chairman and NOK 750,000 for the Other Directors; Approve Committee Fees	Mgmt	For
10	Elect Ole E. Dahl as Member of Nominating Committee	Mgmt	For
11	Approve Remuneration of Nominating Committee	Mgmt	For
12	Approve Creation of NOK 24.5 Million Pool of Capital without Preemptive Rights	Mgmt	Against
13	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 7.5 Billion; Approve Creation of NOK 24.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Against
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For
15	Amend eBay Classified Closing Articles Re: Shareholder Rights	Mgmt	For

## Experian Plc

**Meeting Date:** 07/21/2021

**Country:** Jersey

**Record Date:** 07/19/2021

**Meeting Type:** Annual

**Ticker:** EXPN

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Experian Plc

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

## Halma Plc

Meeting Date: 07/22/2021

Country: United Kingdom

Record Date: 07/20/2021

Meeting Type: Annual

Ticker: HLMA

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Halma Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Approve Remuneration Policy	Mgmt	For
5	Elect Dame Louise Makin as Director	Mgmt	For
6	Elect Dharmash Mistry as Director	Mgmt	For
7	Re-elect Carole Cran as Director	Mgmt	For
8	Re-elect Jo Harlow as Director	Mgmt	For
9	Re-elect Tony Rice as Director	Mgmt	For
10	Re-elect Marc Ronchetti as Director	Mgmt	For
11	Re-elect Roy Twite as Director	Mgmt	For
12	Re-elect Jennifer Ward as Director	Mgmt	For
13	Re-elect Andrew Williams as Director	Mgmt	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
16	Authorise Issue of Equity	Mgmt	For
17	Authorise UK Political Donations and Expenditure	Mgmt	Against
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

## Wavestone SA

Meeting Date: 07/27/2021

Country: France

Record Date: 07/23/2021

Meeting Type: Annual/Special

Ticker: WAVE

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Wavestone 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 0.23 per Share	Mgmt	For
4	Acknowledge Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Elect Marlene Ribeiro as Supervisory Board Member	Mgmt	For
6	Elect Veronique Beaumont as Supervisory Board Member	Mgmt	For
7	Approve Compensation Report	Mgmt	For
8	Approve Compensation of Pascal Imbert, Chairman of the Management Board	Mgmt	For
9	Approve Compensation of Patrick Hirigoyen, CEO and Member of the Management Board	Mgmt	For
10	Approve Compensation of Michel Dancoisne, Chairman of the Supervisory Board	Mgmt	For
11	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 176,000	Mgmt	For
12	Approve Remuneration Policy of Pascal Imbert, Chairman of the Management Board	Mgmt	For
13	Approve Remuneration Policy of Patrick Hirigoyen, CEO and Management Board Member	Mgmt	For
14	Approve Remuneration Policy of Supervisory Board Members and Chairman	Mgmt	For
15	Approval of Reimbursement by the companies of the Wavestone Group	Mgmt	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Wavestone SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 151,474	Mgmt	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100,982	Mgmt	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Item 18	Mgmt	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Item 19	Mgmt	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Item 20	Mgmt	Against
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
25	Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	Against
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
27	Set Total Limit for Capital Increase to Result from Issuance Requests aUnder Items 18-26 and Under Items 25-26 of 19 September 2019 t EUR 151,474	Mgmt	For
28	Authorize Capitalization of Reserves of Up to EUR 400,000 for Bonus Issue or Increase in Par Value	Mgmt	For
29	Amend Article 18 of Bylaws Re: Representative of Employee Shareholders to the Board	Mgmt	For
30	Amend Article 18 of Bylaws Re: Supervisory Board Composition	Mgmt	For
31	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 POSITIVE IMPACT EUROPE

## Alstom SA

**Meeting Date:** 07/28/2021

**Country:** France

**Record Date:** 07/26/2021

**Meeting Type:** Annual/Special

**Ticker:** ALO

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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Alstom SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
17	Authorize up to 5 Million Shares for Use in Restricted Stock Plans	Mgmt	For
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

### Soitec SA

**Meeting Date:** 07/28/2021

**Country:** France

**Record Date:** 07/26/2021

**Meeting Type:** Annual/Special

**Ticker:** SOI

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

## Soitec 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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Elect Francoise Chombar as Director	Mgmt	Against
6	Elect Shuo Zhang as Director	Mgmt	For
7	Elect Eric Meurice as Director	Mgmt	For
8	Reelect Satoshi Onishi as Director	Mgmt	For
9	Ratify Appointment of Guillemette Picard as Director	Mgmt	For
10	Approve Compensation of Corporate Officers	Mgmt	For
11	Approve Compensation of Paul Boudre, CEO	Mgmt	For
12	Approve Compensation of Eric Meurice, Chairman of the Board	Mgmt	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
14	Approve Remuneration Policy of CEO	Mgmt	Against
15	Approve Remuneration Policy of Directors	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 32.5 Million	Mgmt	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6.5 Million	Mgmt	Against
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 6.5 Million	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Soitec SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 6.5 Million	Mgmt	Against
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 17-20	Mgmt	Against
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	Against
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
24	Authorize Capitalization of Reserves of Up to EUR 32.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For
25	Authorize Capital Increase of Up to EUR 6.5 Million for Future Exchange Offers	Mgmt	Against
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
27	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
29	Add Article of Bylaws Re: Corporate Purpose	Mgmt	For
30	Amend Article 7 of Bylaws Re: Shareholders Identification	Mgmt	For
31	Amend Article 16 of Bylaws Re: Board Power	Mgmt	For
32	Amend Articles 12.4 and 18 of Bylaws Re: Board Remuneration	Mgmt	For
33	Amend Article 19 of Bylaws to Comply with Legal Changes	Mgmt	For
34	Amend Articles 21.3,23 and 24 of Bylaws Re: Quorum	Mgmt	For
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

### Aalberts NV

**Meeting Date:** 09/30/2021

**Country:** Netherlands

**Record Date:** 09/02/2021

**Meeting Type:** Extraordinary Shareholders

**Ticker:** AALB

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Aalberts NV

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

### Chr. Hansen Holding A/S

Meeting Date: 11/24/2021

Country: Denmark

Record Date: 11/17/2021

Meeting Type: Annual

Ticker: CHR

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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER POSITIVE IMPACT EUROPE

### Chr. Hansen Holding A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
7b.e	Reelect Kevin Lane as Director	Mgmt	For
7b.f	Reelect Lillie Li Valeur as Director	Mgmt	For
8	Reelect PricewaterhouseCoopers as Auditor	Mgmt	Abstain
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For



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

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