



RAPPORT DE VOTE
ODDO BHF AVENIR EUROPE

JUIN 2021

Le Rapport de vote qui suit est publié dans le cadre des informations requises par le label ISR de l'Etat Français. Ce document contient les statistiques générales de vote du fonds ODDO BHF Avenir Europe ainsi que l'inventaire des votes exercés au cours de l'année 2020.

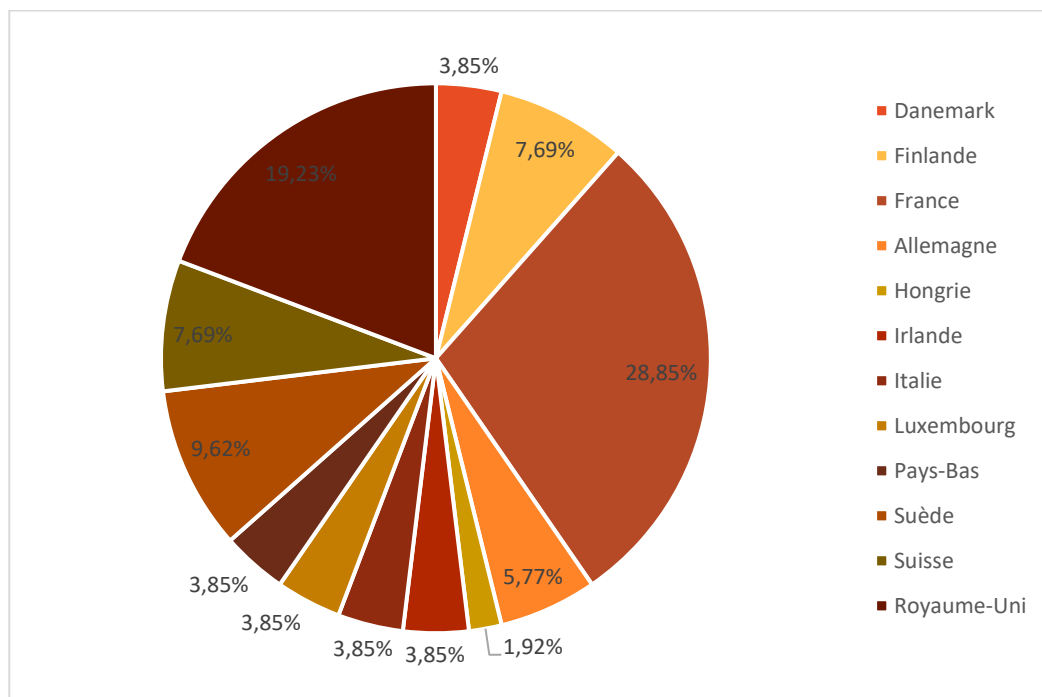
I. Statistiques générales de vote

A. Votes aux Assemblées Générales – ODDO BHF AVENIR EUROPE

En 2020, ODDO BHF Asset Management SAS a voté aux assemblées générales de **49 sociétés européennes cotées**, ce qui représentait 909 résolutions. Sur cette période, ODDO BHF Asset Management SAS avait le pouvoir d'exercer son droit de vote sur 51 sociétés. Par conséquent, son taux de participation aux AG des sociétés du portefeuille a été de 96,08%.

D'un point de vue géographique, la France a représenté 28,85% des AG votées en 2020, devant le Royaume-Uni (19,23%), la Suède (9,62%) et la Finlande (7,69%).

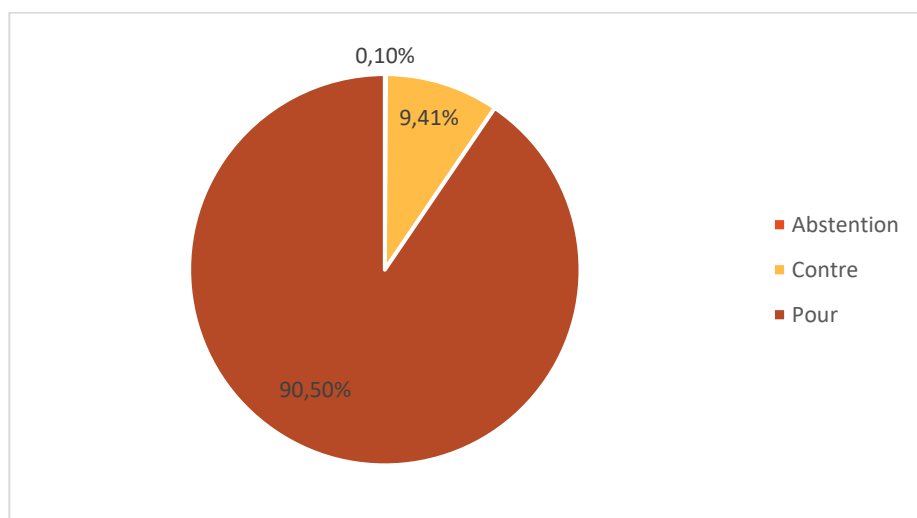
Répartition géographique des votes aux assemblées générales en 2020 – ODDO BHF AVENIR EUROPE



B. Répartition des votes par résolution – ODDO BHF AVENIR EUROPE

Sur les 933 résolutions présentées en 2020, ODDO BHF Asset Management SAS en a voté 909, soit un **taux de participation de 97,42%**. Les **votes opposés** ont représenté **9,41%**.

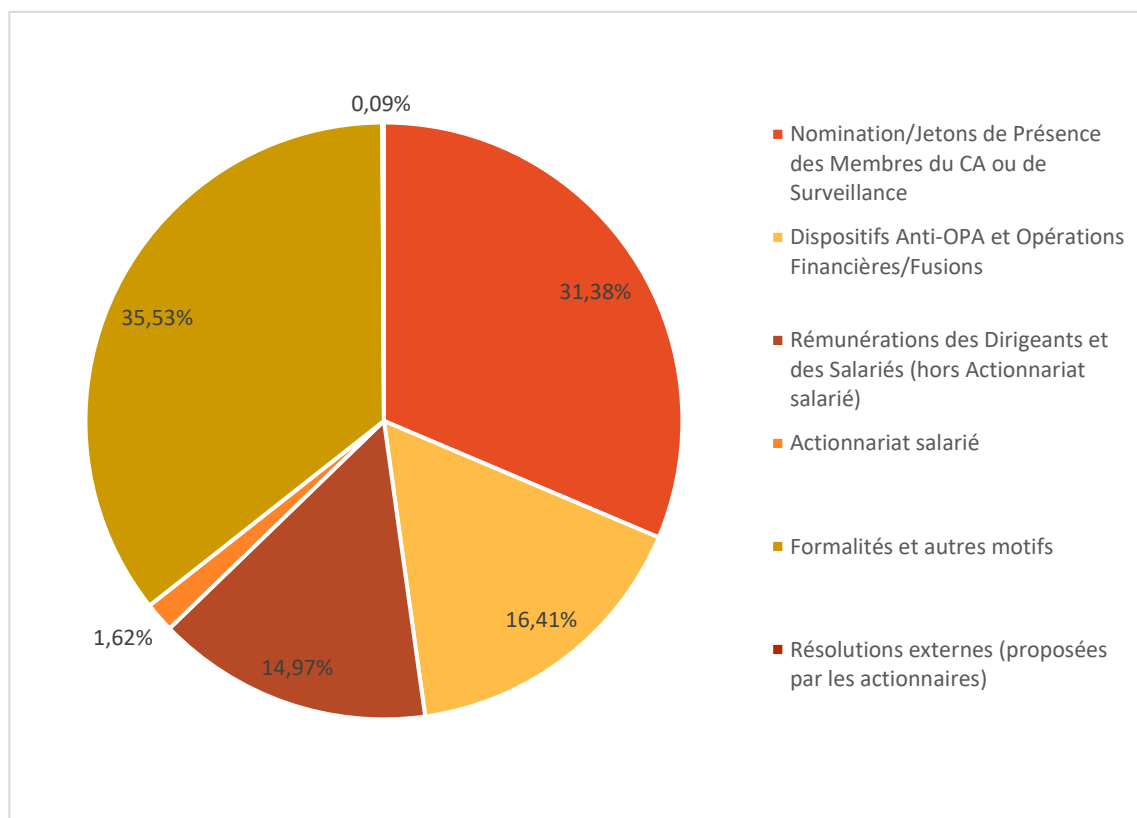
Répartition des votes par nature – ODDO BHF AVENIR EUROPE



Répartition de nos votes par catégorie au cours de l'exercice 2020 :

- 35,53% concernaient les formalités et les questions similaires (approbation des comptes, modifications des statuts, et nomination et rémunération du commissaire aux comptes),
- 31,38% portaient sur les nominations et les honoraires pour les conseils d'administration ou de surveillance,
- 16,41% considéraient les mécanismes anti-OPA, et les fusions et opérations de sociétés,
- 14,97% examinaient la rémunération des dirigeants et des employés

Répartition des résolutions votées par catégorie – ODDO BHF AVENIR EUROPE



Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Sodexo SA

Meeting Date: 01/21/2020

Country: France

Primary Security ID: F84941123

Record Date: 01/17/2020

Meeting Type: Annual/Special

Ticker: SW

Shares Voted: 882,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share and an Extra of EUR 0.29 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Veronique Laury as Director	Mgmt	For	For	For
5	Elect Luc Messier as Director	Mgmt	For	For	For
6	Reelect Sophie Stabile as Director	Mgmt	For	For	For
7	Reelect Cecile Tandeau de Marsac as Director	Mgmt	For	For	For
8	Approve Compensation of Sophie Bellon, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Denis Machuel, CEO	Mgmt	For	For	For
10	Approve Remuneration Policy for Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy for CEO	Mgmt	For	For	For
12	Approve Additional Pension Scheme Agreement with Denis Machuel	Mgmt	For	Against	Against
13	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Delete Article 6 of Bylaws Re: Contribution	Mgmt	For	For	For
15	Amend Article 9.4 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	Against	Against
16	Amend Article 11.4 of Bylaws Re: Appointment of Directors Representing Employees	Mgmt	For	For	For
17	Amend Article 12 of Bylaws Re: Written Consultation	Mgmt	For	For	For
18	Amend Article 15 of Bylaws Re: Remove Appointment of Alternate Auditor	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Sodexo SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Amend Article 18 of Bylaws Re: Dividends	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 85 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

GN Store Nord A/S

Meeting Date: 03/11/2020

Country: Denmark

Primary Security ID: K4001S214

Record Date: 03/04/2020

Meeting Type: Annual

Ticker: GN

Shares Voted: 2,916,832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 1.45 Per Share	Mgmt	For	For	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	For	For
6.1	Reelect Per Wold-Olsen as Director	Mgmt	For	For	For
6.2	Reelect Wolfgang Reim as Director	Mgmt	For	For	For
6.3	Reelect Helene Barnekow as Director	Mgmt	For	For	For
6.4	Reelect Ronica Wang as Director	Mgmt	For	For	For
6.5	Elect Jukka Pekka Pertola as New Director	Mgmt	For	Abstain	Abstain

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.6	Elect Montserrat Maresch Pascual as New Director	Mgmt	For	For	For
6.7	Elect Anette Weber as New Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
8.2	Approve DKK 16.7 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
8.4	Amend Articles Re: Advisory Vote on Remuneration Report on Annual General Meetings	Mgmt	For	For	For
9	Other Business (Non-Voting)	Mgmt			

SKF AB

Meeting Date: 03/26/2020

Country: Sweden

Primary Security ID: W84237143

Record Date: 03/20/2020

Meeting Type: Annual

Ticker: SKF.B

Shares Voted: 3,828,414

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends of SEK 6.25 Per Share	Mgmt	For	For	For
11	Approve Discharge of Board and President	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

SKF AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chairman and SEK 760,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Hans Straberg as Director	Mgmt	For	For	For
14.2	Reelect Hock Goh as Director	Mgmt	For	For	For
14.3	Reelect Alrik Danielson as Director	Mgmt	For	For	For
14.4	Reelect Ronnie Leten as Director	Mgmt	For	For	For
14.5	Reelect Barb Samardzich as Director	Mgmt	For	For	For
14.6	Reelect Colleen Repplier as Director	Mgmt	For	For	For
14.7	Reelect Geert Follens as Director	Mgmt	For	For	For
14.8	Elect Hakan Buskhe as New Director	Mgmt	For	For	For
14.9	Elect Susanna Schneeberger as New Director	Mgmt	For	For	For
15	Elect Hans Straberg as Board Chairman	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
17	Approve 2020 Performance Share Program	Mgmt	For	Against	Against
18	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For

SimCorp A/S

Meeting Date: 04/24/2020

Country: Denmark

Primary Security ID: K8851Q129

Record Date: 04/17/2020

Meeting Type: Special

Ticker: SIM

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Creation of DKK 4 Million Pool of Capital without Preemptive Rights	Mgmt	For	Do Not Vote	Do Not Vote

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

SimCorp A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Do Not Vote	Do Not Vote
3	Other Business	Mgmt			

The Chemical Works of Gedeon Richter Plc

Meeting Date: 04/28/2020

Country: Hungary

Primary Security ID: X3124S107

Record Date: 04/24/2020

Meeting Type: Annual

Ticker: RICHT

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Use of Electronic Vote Collection Method	Mgmt			
2	Authorize Company to Produce Sound Recording of Meeting Proceedings	Mgmt			
3	Elect Chairman and Other Meeting Officials	Mgmt			
4	Approve Consolidated Financial Statements	Mgmt			
5	Approve Management Board Report on Company's Operations, Business Policy, and Company's Financial Situation	Mgmt			
6	Approve Financial Statements	Mgmt			
7	Approve Allocation of Income and Dividends of HUF 63 per Share	Mgmt			
8	Approve Company's Corporate Governance Statement	Mgmt			
9.1	Amend Bylaws Re: General Meeting	Mgmt			
9.2	Amend Bylaws Re: Board of Directors	Mgmt			
9.3	Amend Bylaws Re: Board of Directors	Mgmt			
9.4	Amend Bylaws Re: Supervisory Board	Mgmt			
10	Approve Remuneration Policy	Mgmt			
11	Approve Report on Share Repurchase Program	Mgmt			
12	Authorize Share Repurchase Program	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

The Chemical Works of Gedeon Richter Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.1	Elect Peter Cserhati as Management Board Member	Mgmt			
13.2	Reelect Erik Bogsch as Management Board Member	Mgmt			
13.3	Reelect Gabor Orban as Management Board Member	Mgmt			
13.4	Reelect Ilona Pinterne as Management Board Member	Mgmt			
13.5	Reelect Elek Vizi as Management Board Member	Mgmt			
14	Approve Remuneration of Management Board Members	Mgmt			
15	Approve Remuneration of Supervisory Board Members	Mgmt			
16	Ratify Deloitte Auditing and Consulting Ltd. as Auditor	Mgmt			
17	Approve Auditor's Remuneration	Mgmt			
18	Transact Other Business	Mgmt			

Hikma Pharmaceuticals Plc

Meeting Date: 04/30/2020

Country: United Kingdom

Primary Security ID: G4576K104

Record Date: 04/28/2020

Meeting Type: Annual

Ticker: HIK

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Do Not Vote	
2	Approve Final Dividend	Mgmt	For	Do Not Vote	
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Do Not Vote	
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	Do Not Vote	
5	Elect Cynthia Schwalm as Director	Mgmt	For	Do Not Vote	
6	Re-elect Said Darwazah as Director	Mgmt	For	Do Not Vote	
7	Re-elect Siggi Olafsson as Director	Mgmt	For	Do Not Vote	

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Hikma Pharmaceuticals Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Mazen Darwazah as Director	Mgmt	For	Do Not Vote	
9	Re-elect Robert Pickering as as Director	Mgmt	For	Do Not Vote	
10	Re-elect Ali Al-Husry as Director	Mgmt	For	Do Not Vote	
11	Re-elect Patrick Butler as Director	Mgmt	For	Do Not Vote	
12	Re-elect Dr Pamela Kirby as Director	Mgmt	For	Do Not Vote	
13	Re-elect Dr Jochen Gann as Director	Mgmt	For	Do Not Vote	
14	Re-elect John Castellani as Director	Mgmt	For	Do Not Vote	
15	Re-elect Nina Henderson as Director	Mgmt	For	Do Not Vote	
16	Approve Remuneration Policy	Mgmt	For	Do Not Vote	
17	Approve Remuneration Report	Mgmt	For	Do Not Vote	
18	Authorise Issue of Equity	Mgmt	For	Do Not Vote	
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Do Not Vote	
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Do Not Vote	
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	Do Not Vote	
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	Do Not Vote	

Nexi SpA

Meeting Date: 05/05/2020

Country: Italy

Primary Security ID: T6S18J104

Record Date: 04/23/2020

Meeting Type: Annual

Ticker: NEXI

Shares Voted: 1,814,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Nexi SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Elect Director	Mgmt	For	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Edenred SA

Meeting Date: 05/07/2020

Country: France

Primary Security ID: F3192L109

Record Date: 05/05/2020

Meeting Type: Annual/Special

Ticker: EDEN

Shares Voted: 105,334

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Reelect Jean-Paul Bailly as Director	Mgmt	For	For	For
6	Reelect Dominique D Hinnin as Director	Mgmt	For	For	For
7	Elect Alexandre de Juniac as Director	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Board Members	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	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	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 24,320,485	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
20	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 160,515,205 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For	For	For
24	Amend Article 15 of Bylaws Re: Board Deliberation	Mgmt	For	For	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	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Securitas AB

Meeting Date: 05/07/2020

Country: Sweden

Primary Security ID: W7912C118

Record Date: 04/30/2020

Meeting Type: Annual

Ticker: SECU.B

Shares Voted: 2,183,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Dividend Proposal	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.80 Per Share	Mgmt	For	For	For
9.c	Approve May 11, 2020, as Record Date for Dividend Payment	Mgmt	For	For	For
9.d	Approve Discharge of Board and President	Mgmt	For	For	For
10	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of SEK 2.3 Million for Chairman, SEK 870,000 for Vice Chairman, and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
12	Reelect Ingrid Bonde, John Brandon, Anders Boos, Fredrik Cappelen, Carl Douglas, Marie Ehrling (Chairman), Sofia Schorling Hogberg and Dick Seger as Directors	Mgmt	For	Against	Against
13	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Against	Against

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Securitas AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
16	Approve 2020 Incentive Scheme and Related Hedging Measures	Mgmt	For	For	For
17	Approve Performance Share Program LTI 2020/2022 for Key Employees and Related Financing	Mgmt	For	Against	Against
18	Close Meeting	Mgmt			

SoftwareONE Holding AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H5682F102

Record Date:

Meeting Type: Annual

Ticker: SWON

Shares Voted: 1,397,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.21 per Share from Foreign Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1.a	Reelect Daniel von Stockar as Director	Mgmt	For	For	For
5.1.b	Reelect Beat Curti as Director	Mgmt	For	For	For
5.1.c	Reelect Jose Duarte as Director	Mgmt	For	For	For
5.1.d	Reelect Andreas Fleischmann as Director	Mgmt	For	For	For
5.1.e	Reelect Rene Gilli as Director	Mgmt	For	For	For
5.1.f	Reelect Johannes Huth as Director	Mgmt	For	For	For
5.1.g	Reelect Timo Ihamuotila as Director	Mgmt	For	For	For
5.1.h	Reelect Peter Kurer as Director	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

SoftwareONE Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.i	Reelect Marie-Pierre Rogers as Director	Mgmt	For	For	For
5.1.j	Reelect Jean-Pierre Saad as Director	Mgmt	For	For	For
5.2	Reelect Daniel von Stockar as Board Chairman	Mgmt	For	For	For
5.3.1	Reappoint Johannes Huth as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Peter Kurer as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Marie-Pierre Rogers as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.4	Reappoint Daniel von Stockar as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
5.5	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million from 2020 AGM Until 2021 AGM	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 12 Million for Fiscal 2021	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 12 Million for Fiscal 2020	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

SoftwareONE Holding AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H5682F102

Record Date:

Meeting Type: Annual

Ticker: SWON

Shares Voted: 1,397,619

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Vifor Pharma AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H9150Q103

Record Date:

Meeting Type: Annual

Ticker: VIFN

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Vifor Pharma AG

Shares Voted: 618,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.00 per Share	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 4 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 18.5 Million	Mgmt	For	For	For
6	Approve Creation of CHF 65,000 Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
7.1.1	Reelect Jacques Theurillat as Director and Board Chairman	Mgmt	For	For	For
7.1.2	Reelect Romeo Cerutti as Director	Mgmt	For	For	For
7.1.3	Reelect Michel Burnier as Director	Mgmt	For	For	For
7.1.4	Reelect Sue Mahony as Director	Mgmt	For	For	For
7.1.5	Reelect Kim Stratton as Director	Mgmt	For	For	For
7.1.6	Reelect Gianni Zampieri as Director	Mgmt	For	For	For
7.1.7	Elect Gilbert Achermann as Director	Mgmt	For	For	For
7.2.1	Reappoint Sue Mahony as Member of the Compensation Committee	Mgmt	For	For	For
7.2.2	Reappoint Michel Burnier as Member of the Compensation Committee	Mgmt	For	For	For
7.2.3	Reappoint Romeo Cerutti as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Designate Walder Wyss AG as Independent Proxy	Mgmt	For	For	For
7.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	Against	Against
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

Vifor Pharma AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H9150Q103

Record Date:

Meeting Type: Annual

Ticker: VIFN

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Vifor Pharma AG

Shares Voted: 618,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

ASM International NV

Meeting Date: 05/18/2020

Country: Netherlands

Primary Security ID: N07045201

Record Date: 04/20/2020

Meeting Type: Annual

Ticker: ASM

Shares Voted: 623,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
6.a	Approve Regular Dividend	Mgmt	For	For	For
6.b	Approve Extra-Ordinary Dividend	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Elect Benjamin Gek Lim Loh to Management Board	Mgmt	For	For	For
10.a	Elect Monica de Virgiliis to Supervisory Board	Mgmt	For	For	For
10.b	Elect Didier Lamouche to Supervisory Board	Mgmt	For	For	For
10.c	Reelect Martin van Pernis to Supervisory Board	Mgmt	For	For	For
11	Amend Article 34 Re: Implementation Act SRDII	Mgmt	For	For	For
12	Ratify KPMG as Auditors	Mgmt	For	For	For
13.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	Refer	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

ASM International NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Refer	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Other Business (Non-Voting)	Mgmt			
17	Close Meeting	Mgmt			

SEB SA

Meeting Date: 05/19/2020

Country: France

Primary Security ID: F82059100

Record Date: 05/15/2020

Meeting Type: Annual/Special

Ticker: SK

Shares Voted: 324,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	Mgmt	For	For	For
4	Reelect Thierry de La Tour d Artaise as Director	Mgmt	For	Against	Against
5	Reelect Fonds Strategique de Participations as Director	Mgmt	For	For	For
6	Reelect Venelle Investissement as Director	Mgmt	For	For	For
7	Reelect Jerome Lescure as Director	Mgmt	For	For	For
8	Approve Termination Package of Thierry de La Tour d Artaise, Chairman and CEO	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Chairman and CEO	Mgmt	For	Against	Against
12	Approve Compensation of Vice-CEO	Mgmt	For	Against	Against

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

SEB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	Against	Against
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	Against	Against
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	Against	Against
18	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-18 at EUR 10 Million	Mgmt	For	For	For
19	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	For	Against	Against
20	Authorize up to 200,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	Against	Against
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Amend Article 46 of Bylaws Re: Distribution of Free Shares	Mgmt	For	Against	Against
23	Amend Article 16 of Bylaws Re: Board Parity	Mgmt	For	For	For
24	Amend Article 16 of Bylaws Re: Shareholder Employee Representatives	Mgmt	For	For	For
25	Amend Article 24 of Bylaws Re: Directors Remuneration	Mgmt	For	For	For
26	Amend Articles 33, 39, 41 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Avast Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G0713S109

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: AVST

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Avast Plc

Shares Voted: 11,153,091

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect John Schwarz as Director	Mgmt	For	For	For
5	Re-elect Ondrej Vlcek as Director	Mgmt	For	For	For
6	Re-elect Philip Marshall as Director	Mgmt	For	For	For
7	Re-elect Pavel Baudis as Director	Mgmt	For	For	For
8	Re-elect Eduard Kucera as Director	Mgmt	For	For	For
9	Re-elect Warren Finegold as Director	Mgmt	For	For	For
10	Re-elect Maggie Chan Jones as Director	Mgmt	For	For	For
11	Re-elect Ulf Claesson as Director	Mgmt	For	For	For
12	Re-elect Erwin Gunst as Director	Mgmt	For	For	For
13	Re-elect Tamara Minick-Scokalo as Director	Mgmt	For	For	For
14	Re-elect Belinda Richards as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

GW Pharmaceuticals Plc

Meeting Date: 05/26/2020

Country: United Kingdom

Primary Security ID: 36197T103

Record Date: 03/31/2020

Meeting Type: Annual

Ticker: GWPH

Shares Voted: 127,658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Re-elect Geoffrey Guy as Director	Mgmt	For	For	For
2	Re-elect Cabot Brown as Director	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
4	Approve Remuneration Report	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Ratify Deloitte and Touche LLP as Auditors	Mgmt	For	For	For
7	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Issue of Equity or Equity-Linked Securities without Pre-emptive Rights	Mgmt	For	Refer	For

Safran SA

Meeting Date: 05/28/2020

Country: France

Primary Security ID: F4035A557

Record Date: 05/26/2020

Meeting Type: Annual/Special

Ticker: SAF

Shares Voted: 1,131,413

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Patricia Bellinger as Director	Mgmt	For	For	For
5	Ratify Appointment of Saraiva as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
6	Elect Marc Aubry as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Elect Anne Aubert as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Fernanda Saraiva as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
B	Elect Carlos Arvizuas as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
8	Approve Compensation of Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of CEO	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.1 Million	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Amend Article 14 of Bylaws Re: Board Composition	Mgmt	For	For	For
17	Amend Article 3 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Ipsen SA

Meeting Date: 05/29/2020

Country: France

Primary Security ID: F5362H107

Record Date: 05/27/2020

Meeting Type: Annual/Special

Ticker: IPN

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Ipsen SA

Shares Voted: 1,134,988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 1 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions	Mgmt	For	For	For
5	Approve Termination Package of Marc de Garidel, Chairman of the Board	Mgmt	For	Against	Against
6	Approve Severance Agreement with David Meek, CEO Until Dec. 31, 2019	Mgmt	For	For	For
7	Ratify Appointment of Highrock as Director	Mgmt	For	For	For
8	Ratify Appointment of Beech Tree as Director	Mgmt	For	For	For
9	Reelect Beech Tree as Director	Mgmt	For	For	For
10	Reelect Carol Xueref as Director	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
14	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
15	Approve Compensation of Marc de Garidel, Chairman of the Board	Mgmt	For	For	For
16	Approve Compensation of David Meek, CEO Until Dec. 31, 2019	Mgmt	For	Against	Against
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
19	Amend Article 12 of Bylaws Re: Employee Representatives	Mgmt	For	For	For
20	Amend Article 16 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Ipsen SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Amend Article 10 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
22	Amend Articles 12 and 13 of Bylaws Re: Shares Held by Directors	Mgmt	For	For	For
23	Amend Article 17 of Bylaws Re: Board Powers	Mgmt	For	For	For
24	Amend Article 21 of Bylaws Re: AGM	Mgmt	For	For	For
25	Amend Articles 10, 19 and 26 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
26	Textual References Regarding Change of Codification	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

TeamViewer AG

Meeting Date: 05/29/2020

Country: Germany

Primary Security ID: D8T895100

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: TMV

Shares Voted: 1,938,570

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For
4.1	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For
4.2	Ratify Ernst & Young GmbH as Auditors for Fiscal 2021 until the Next AGM	Mgmt	For	For	For
5	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Allegion Plc

Meeting Date: 06/04/2020

Country: Ireland

Primary Security ID: G0176J109

Record Date: 04/09/2020

Meeting Type: Annual

Ticker: ALLE

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Allegion Plc

Shares Voted: 234,856

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1b	Elect Director Steven C. Mizell	Mgmt	For	For	For
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For	For
1d	Elect Director David D. Petratis	Mgmt	For	For	For
1e	Elect Director Dean I. Schaffer	Mgmt	For	For	For
1f	Elect Director Charles L. Szews	Mgmt	For	For	For
1g	Elect Director Martin E. Welch, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	Refer	For

PageGroup Plc

Meeting Date: 06/04/2020

Country: United Kingdom

Primary Security ID: G68668105

Record Date: 06/02/2020

Meeting Type: Annual

Ticker: PAGE

Shares Voted: 4,708,221

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect David Lowden as Director	Mgmt	For	For	For
5	Re-elect Simon Boddie as Director	Mgmt	For	For	For
6	Re-elect Patrick De Smedt as Director	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

PageGroup Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Steve Ingham as Director	Mgmt	For	For	For
8	Re-elect Kelvin Stagg as Director	Mgmt	For	For	For
9	Re-elect Michelle Healy as Director	Mgmt	For	For	For
10	Re-elect Sylvia Metayer as Director	Mgmt	For	For	For
11	Re-elect Angela Seymour-Jackson as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Sopra Steria Group SA

Meeting Date: 06/09/2020

Country: France

Primary Security ID: F20906115

Record Date: 06/05/2020

Meeting Type: Annual/Special

Ticker: SOP

Shares Voted: 136,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Pierre Pasquier, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Vincent Paris, CEO	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Sopra Steria Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capital	Mgmt	For	Refer	For
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital	Mgmt	For	Refer	For
16	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers	Mgmt	For	Refer	For
20	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Amend Article 14 of Bylaws Re: Director Nomination	Mgmt	For	For	For
23	Amend Articles 8, 9, 10, 11, 16, 17, 20, 22, 23, 26, 27, 28, 31, 32, 33, 34 and 35 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
24	Reelect Sylvie Remond as Director	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Sopra Steria Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Reelect Jessica Scale as Director	Mgmt	For	For	For
26	Elect Noelle Lenoir as Director	Mgmt	For	For	For
27	Elect Andre Einaudi as Director	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Worldline SA

Meeting Date: 06/09/2020

Country: France

Primary Security ID: F9867T103

Record Date: 06/05/2020

Meeting Type: Annual/Special

Ticker: WLN

Shares Voted: 821,576

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Approve Transaction with Atos Re: Separation Agreement	Mgmt	For	For	For
5	Approve Transaction with SIX Group AG Re: Voting Agreement	Mgmt	For	For	For
6	Approve Transaction with SIX Group AG Re: Participation	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For	For
8	Reelect Gilles Grapinet as Director	Mgmt	For	For	For
9	Reelect Aldo Cardoso as Director	Mgmt	For	Against	Against
10	Reelect Giulia Fitzpatrick as Director	Mgmt	For	For	For
11	Ratify Appointment of Daniel Schmucki as Director	Mgmt	For	For	For
12	Ratify Appointment of Johannes Dijsselhof as Censor	Mgmt	For	Against	Against
13	Ratify Appointment of Gilles Arditti as Censor	Mgmt	For	For	For
14	Ratify Appointment of Pierre Barnabe as Censor	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Elect Gilles Arditti as Director	Mgmt	For	For	For
16	Elect Bernard Bourigeaud as Director	Mgmt	For	For	For
17	Elect Thierry Sommelet as Director	Mgmt	For	For	For
18	Elect Michael Stollarz as Director	Mgmt	For	For	For
19	Elect Caroline Parot as Director	Mgmt	For	For	For
20	Elect Agnes Audier as Director	Mgmt	For	For	For
21	Elect Nazan Somer Ozelgin as Director	Mgmt	For	For	For
22	Renew Appointment of Grant Thornton as Auditor	Mgmt	For	For	For
23	Acknowledge End of Mandate of IGEC as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For
24	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
25	Approve Compensation of Gilles Grapinet, Chairman and CEO	Mgmt	For	Against	Against
26	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	Against	Against
27	Approve Remuneration Policy of Non-Executive Directors	Mgmt	For	For	For
28	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
29	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
30	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
31	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
32	Authorize Capital Increase of Up to EUR 72.5 Million for Future Exchange Offers Re: Ingenico Shares	Mgmt	For	For	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	For	For
34	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
35	Authorize up to 0.43 Percent of Issued Capital for Use in Restricted Stock Plans Re: Ingenico Employees and Corporate Officers	Mgmt	For	Against	Against

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Worldline SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
36	Amend Article 19 of Bylaws Re: Chairman Age Limit	Mgmt	For	For	For
37	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights Up to 50 Percent of Issued Capital	Mgmt	For	For	For
38	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights Up to 10 Percent of Issued Capital	Mgmt	For	Refer	For
39	Approve Issuance of Equity or Equity-Linked Securities for Up to 10 Percent of Issued Capital Per Year for Private Placements	Mgmt	For	Refer	For
40	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
41	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
42	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
43	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
44	Authorize up to 0.035 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
45	Amend Article 2 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For
46	Amend Article 16 of Bylaws Re: Employee Representative	Mgmt	For	For	For
47	Amend Article 17 of Bylaws Re: Board Powers	Mgmt	For	For	For
48	Amend Article 20 of Bylaws Re: Board Remuneration	Mgmt	For	For	For
49	Amend Article 26 of Bylaws Re: Censors	Mgmt	For	For	For
50	Amend Article 18 of Bylaws Re: Written Consultation	Mgmt	For	For	For
51	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Ingenico Group SA

Meeting Date: 06/11/2020

Country: France

Primary Security ID: F5276G104

Record Date: 06/09/2020

Meeting Type: Annual/Special

Ticker: ING

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Ingenico Group SA

Shares Voted: 940,513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions	Mgmt	For	For	For
4	Reelect Bernard Bourigeaud as Director	Mgmt	For	For	For
5	Reelect Caroline Parot as Director	Mgmt	For	For	For
6	Reelect Nazan Somer Ozelgin as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Nicolas Huss, CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6,371,304	Mgmt	For	Refer	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 6,371,304	Mgmt	For	Refer	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Ingenico Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
21	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 at 10 Percent of Issued Capital	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
24	Amend Article 12 of Bylaws Re: Employee Representatives	Mgmt	For	For	For
25	Amend Article 12 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For
26	Amend Articles 11, 14, 15, 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Konecranes Oyj

Meeting Date: 06/11/2020

Country: Finland

Primary Security ID: X4550J108

Record Date: 06/01/2020

Meeting Type: Annual

Ticker: KCR

Shares Voted: 48,253

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	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	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Konecranes Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.65 Per Share; Authorize Board to Decide on the Distribution of an Extra Dividend of up to EUR 0.55 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 140,000 for Chairman, EUR 100,000 for Vice Chairman and EUR 70,000 for Other Directors; Approve Meeting Fees and Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Seven	Mgmt	For	For	For
13	Reelect Janina Kugel, Ulf Liljedahl, Per Vegard Nerseth, Paivi Rekonen and Christoph Vitzthum (Chair) as Directors; Elect Niko Morkkila and Janne Martin as New Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Ernst & Young as Auditors	Mgmt	For	Against	Against
16	Amend Articles Re: Board of Directors and Term of Office	Mgmt	For	For	For
17	Approve Charter for the Shareholders' Nomination Board	Mgmt	For	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For	For
19	Approve Issuance of up to 7.5 Million Shares without Preemptive Rights	Mgmt	For	Refer	For
20	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
21	Approve Transfer of up to 500,000 Shares in Connection to Share Saving Plans for Entitled Participants	Mgmt	For	For	For
22	Approve Charitable Donations of up to EUR 200,000	Mgmt	For	For	For
23	Close Meeting	Mgmt			

Sonova Holding AG

Meeting Date: 06/11/2020

Country: Switzerland

Primary Security ID: H8024W106

Record Date:

Meeting Type: Annual

Ticker: SOON

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Sonova Holding AG

Shares Voted: 186,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Issuance of Scrip Dividend	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Robert Spoerry as Director and Board Chairman	Mgmt	For	For	For
4.1.2	Reelect Beat Hess as Director	Mgmt	For	For	For
4.1.3	Reelect Lynn Bleil as Director	Mgmt	For	For	For
4.1.4	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
4.1.5	Reelect Michael Jacobi as Director	Mgmt	For	For	For
4.1.6	Reelect Stacy Seng as Director	Mgmt	For	For	For
4.1.7	Reelect Ronald van der Vis as Director	Mgmt	For	For	For
4.1.8	Reelect Jinlong Wang as Director	Mgmt	For	For	For
4.2	Elect Adrian Widmer as Director	Mgmt	For	For	For
4.3.1	Reappoint Robert Spoerry as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Beat Hess as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Stacy Seng as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 15.2 Million	Mgmt	For	For	For
6	Approve Creation of CHF 321,990.65 Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Sonova Holding AG

Meeting Date: 06/11/2020

Country: Switzerland

Primary Security ID: H8024W106

Record Date:

Meeting Type: Annual

Ticker: SOON

Shares Voted: 186,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Metso Oyj

Meeting Date: 06/16/2020

Country: Finland

Primary Security ID: X6000X108

Record Date: 06/04/2020

Meeting Type: Annual

Ticker: METSO

Shares Voted: 938,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	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	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.47 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chairman, EUR 66,000 for Vice Chairman and EUR 53,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Board of Neles Corporation; Approve Meeting Fees	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Metso Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Fix Number of Directors at Seven; Fix Number of Directors of Neles Corporation at Seven	Mgmt	For	For	For
13	Reelect Mikael Lilius (Chairman), Christer Gardell (Deputy Chairman), Lars Josefsson, Antti Mäkinen, Kari Stadigh and Arja Talma as Directors; Elect Emanuela Speranza as New Director; Elect Board of Directors of Neles Corporation	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Approve Issuance of up to 10 Million Shares without Preemptive Rights	Mgmt	For	Refer	For
18	Close Meeting	Mgmt			

Valmet Corp.

Meeting Date: 06/16/2020

Country: Finland

Primary Security ID: X96478114

Record Date: 06/04/2020

Meeting Type: Annual

Ticker: VALMT

Shares Voted: 594,926

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	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	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.80 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Valmet Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
11	Approve Remuneration of Directors in the Amount of EUR 115,000 for Chairman, EUR 67,500 for Vice Chairman and EUR 54,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Seven	Mgmt	For	For	For
13	Reelect Aaro Cantell (Vice Chair), Pekka Kempainen, Monika Maurer, Mikael Makinen (Chair), Eriikka Soderstrom, Tarja Tyni and Rogerio Ziviani as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 15 Million Shares without Preemptive Rights	Mgmt	For	Refer	For
18	Close Meeting	Mgmt			

G4S Plc

Meeting Date: 06/17/2020

Country: United Kingdom

Primary Security ID: G39283109

Record Date: 06/15/2020

Meeting Type: Annual

Ticker: GFS

Shares Voted: 19,765,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Michel van der Bel as Director	Mgmt	For	For	For
5	Elect Clare Chapman as Director	Mgmt	For	For	For
6	Re-elect Ashley Almanza as Director	Mgmt	For	For	For
7	Re-elect John Connolly as Director	Mgmt	For	For	For
8	Re-elect Elisabeth Fleuriot as Director	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

G4S Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Winnie Kin Wah Fok as Director	Mgmt	For	For	For
10	Re-elect Steve Mogford as Director	Mgmt	For	For	For
11	Re-elect John Ramsay as Director	Mgmt	For	For	For
12	Re-elect Barbara Thoralfsson as Director	Mgmt	For	For	For
13	Re-elect Tim Weller as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 06/17/2020

Country: Netherlands

Primary Security ID: N83574108

Record Date: 05/20/2020

Meeting Type: Annual

Ticker: STM

Shares Voted: 3,063,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
4.a	Approve Remuneration Report	Mgmt	For	Against	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.b	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
4.c	Approve Remuneration Policy for Management Board	Mgmt	For	Against	For
4.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.e	Approve Dividends	Mgmt	For	For	For
4.f	Approve Discharge of Management Board	Mgmt	For	For	For
4.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4.h	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
5	Approve Restricted Stock Grants to President and CEO	Mgmt	For	Against	For
6	Elect Ana de Pro Gonzalo to Supervisory Board	Mgmt	For	For	For
7	Elect Yann Delabriere to Supervisory Board	Mgmt	For	For	For
8	Reelect Heleen Kersten to Supervisory Board	Mgmt	For	For	For
9	Reelect Alessandro Rivera to Supervisory Board	Mgmt	For	For	For
10	Reelect Frederic Sanchez to Supervisory Board	Mgmt	For	For	For
11	Reelect Maurizio Tamagnini to Supervisory Board	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	Against	Against
13.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Case of Merger or Acquisition and Exclude Pre-emptive Rights	Mgmt	For	Refer	Against
14	Allow Questions	Mgmt			
15	Close Meeting	Mgmt			

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 06/23/2020

Country: France

Primary Security ID: F61824144

Record Date: 06/19/2020

Meeting Type: Annual/Special

Ticker: ML

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Compagnie Generale des Etablissements Michelin SCA

Shares Voted: 1,398,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux, General Manager Since May 17, 2019	Mgmt	For	For	For
10	Approve Compensation of Yves Chapo, Manager	Mgmt	For	For	For
11	Approve Compensation of Jean-Dominique Senard, General Manager Until May 17, 2019	Mgmt	For	For	For
12	Approve Compensation of Michel Rollier, Chairman of Supervisory Board	Mgmt	For	For	For
13	Elect Anne-Sophie de La Bigne as Supervisory Board Member	Mgmt	For	For	For
14	Elect Jean-Pierre Duprieu as Supervisory Board Member	Mgmt	For	For	For
15	Elect Patrick de La Chevardiere as Supervisory Board Member	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 126 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	Refer	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	Refer	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
20	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 126 Million	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize up to 0.9 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached	Mgmt	For	For	For
26	Amend Article 15 of Bylaws Re: Employee Representatives	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Savills Plc

Meeting Date: 06/25/2020

Country: United Kingdom

Primary Security ID: G78283119

Record Date: 06/23/2020

Meeting Type: Annual

Ticker: SVS

Shares Voted: 2,350,111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Nicholas Ferguson as Director	Mgmt	For	For	For
5	Re-elect Mark Ridley as Director	Mgmt	For	For	For
6	Re-elect Tim Freshwater as Director	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Savills Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Rupert Robson as Director	Mgmt	For	For	For
8	Re-elect Simon Shaw as Director	Mgmt	For	For	For
9	Re-elect Stacey Cartwright as Director	Mgmt	For	For	For
10	Re-elect Florence Tondou-Melique as Director	Mgmt	For	For	For
11	Elect Dana Roffman as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Against
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Trainline Plc

Meeting Date: 06/25/2020

Country: United Kingdom

Primary Security ID: G8992Y119

Record Date: 06/23/2020

Meeting Type: Annual

Ticker: TRN

Shares Voted: 72,777

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Amend Performance Share Plan	Mgmt	For	For	For
5	Elect Brian McBride as Director	Mgmt	For	For	For
6	Elect Clare Gilmartin as Director	Mgmt	For	For	For
7	Elect Duncan Tatton-Brown as Director	Mgmt	For	For	For
8	Elect Kjersti Wiklund as Director	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Trainline Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Elect Shaun McCabe as Director	Mgmt	For	For	For
10	Appoint KPMG LLP as Auditors	Mgmt	For	Against	Against
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bureau Veritas SA

Meeting Date: 06/26/2020

Country: France

Primary Security ID: F96888114

Record Date: 06/24/2020

Meeting Type: Annual

Ticker: BVI

Shares Voted: 1,197,159

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Jerome Michiels as Director	Mgmt	For	For	For
6	Reelect Sian Herbert-Jones as Director	Mgmt	For	For	For
7	Reelect Stephanie Besnier as Director	Mgmt	For	For	For
8	Reelect Claude Ehlingeras Director	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Aldo Cardoso, Chairman of the board	Mgmt	For	For	For
14	Approve Compensation of Didier Michaud-Daniel, CEO	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Eurofins Scientific SE

Meeting Date: 06/26/2020

Country: Luxembourg

Primary Security ID: F3322K104

Record Date: 06/12/2020

Meeting Type: Annual/Special

Ticker: ERF

Shares Voted: 134,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's Reports	Mgmt	For	For	For
2	Receive and Approve Director's Special Reports Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Financial Statements	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Against	For
10	Approve Remuneration Report	Mgmt	For	Against	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Anthony Stuart Anderson as Director	Mgmt	For	For	For
12	Reelect Gilles Martin as Director	Mgmt	For	Against	For
13	Reelect Valerie Hanote as Director	Mgmt	For	For	For
14	Reelect Yves-Loic Martin as Director	Mgmt	For	For	For
15	Elect Pascal Rakovsky as Director	Mgmt	For	For	For
16	Renew Appointment of Deloitte Audit as Auditor	Mgmt	For	For	For
17	Approve Remuneration of Directors	Mgmt	For	For	For
18	Acknowledge Information on Repurchase Program	Mgmt	For	For	For
19	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	Special Meeting Agenda	Mgmt			
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Refer	Against
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Faurecia SA

Meeting Date: 06/26/2020

Country: France

Primary Security ID: F3445A108

Record Date: 06/24/2020

Meeting Type: Annual/Special

Ticker: EO

Shares Voted: 1,219,513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Additional Pension Scheme Agreement with Patrick Koller, CEO	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Faurecia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Michel de Rosen as Director	Mgmt	For	Against	Against
7	Reelect Odile Desforges as Director	Mgmt	For	For	For
8	Reelect Linda Hasenfratz as Director	Mgmt	For	For	For
9	Reelect Olivia Larmaraud as Director	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Michel de Rosen, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Patrick Koller, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 290 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 95 Million	Mgmt	For	Refer	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 95 Million	Mgmt	For	Refer	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
23	Authorize up to 2 Million Shares for Use in Restricted Stock Plans	Mgmt	For	Against	Against
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Faurecia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Amend Articles 12, 16 and 23 of Bylaws Re: Executives, Board Remuneration and Transactions	Mgmt	For	For	For
27	Amend Article 17 of Bylaws Re: Chairman of the Board Age Limit	Mgmt	For	For	For
28	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	For
29	Amend Article 31 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	Against	Against
30	Delete Article 30 of Bylaws Re: Shareholders Identification	Mgmt	For	For	For
31	Textual References Regarding Change of Codification	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Getinge AB

Meeting Date: 06/26/2020

Country: Sweden

Primary Security ID: W3443C107

Record Date: 06/19/2020

Meeting Type: Annual

Ticker: GETI.B

Shares Voted: 647,956

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Getinge AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.d	Receive Board's Proposal on Dividend Payment	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
9	Approve Allocation of Income and Dividends of SEK 1.50 Per Share	Mgmt	For	For	For
10.a	Approve Discharge of Board Member Carl Bennet	Mgmt	For	For	For
10.b	Approve Discharge of Board Member Johan Bygge	Mgmt	For	For	For
10.c	Approve Discharge of Board Member Cecilia Daun Wennborg	Mgmt	For	For	For
10.d	Approve Discharge of Board Member Barbro Friden	Mgmt	For	For	For
10.e	Approve Discharge of Board Member Dan Frohm	Mgmt	For	For	For
10.f	Approve Discharge of Board Member Sofia Hasselberg	Mgmt	For	For	For
10.g	Approve Discharge of Board Chairman Johan Malmquist	Mgmt	For	For	For
10.h	Approve Discharge of Board Member Mattias Perjos	Mgmt	For	For	For
10.i	Approve Discharge of Board Member Malin Persson	Mgmt	For	For	For
10.j	Approve Discharge of Board Member Johan Stern	Mgmt	For	For	For
10.k	Approve Discharge of Employee Representative Peter Jormalm	Mgmt	For	For	For
10.l	Approve Discharge of Employee Representative Rickard Karlsson	Mgmt	For	For	For
10.m	Approve Discharge of Employee Representative Ake Larsson	Mgmt	For	For	For
10.n	Approve Discharge of Employee Representative Mattias Perjos	Mgmt	For	For	For
11.a	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	For
11.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
12.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.3 Million; Approve Remuneration for Committee Work	Mgmt	For	For	For
12.b	Approve Remuneration of Auditors	Mgmt	For	For	For
13.a	Reelect Carl Bennet as Director	Mgmt	For	Against	Against

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Getinge AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.b	Reelect Johan Bygge as Director	Mgmt	For	For	For
13.c	Reelect Cecilia Daun Wennborg as Director	Mgmt	For	Against	Against
13.d	Reelect Barbro Friden as Director	Mgmt	For	For	For
13.e	Reelect Dan Frohm as Director	Mgmt	For	For	For
13.f	Reelect Sofia Hasselberg as Director	Mgmt	For	For	For
13.g	Reelect Johan Malmquist as Director	Mgmt	For	For	For
13.h	Reelect Mattias Perjos as Director	Mgmt	For	For	For
13.i	Reelect Malin Persson as Director	Mgmt	For	For	For
13.j	Reelect Johan Stern as Director	Mgmt	For	For	For
13.k	Reelect Johan Malmquist as Board Chairman	Mgmt	For	For	For
14	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Against	Against
15	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
17	Amend Articles of Association Re: Editorial Changes of Article 1; Notice of Meeting; Editorial Changes of Article 13	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Nexi SpA

Meeting Date: 06/29/2020

Country: Italy

Primary Security ID: T6S18J104

Record Date: 06/18/2020

Meeting Type: Special

Ticker: NEXI

Shares Voted: 1,814,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Business Authorize the Conversion of Bonds "EUR 500,000,000 1.75 per cent. Equity Linked Bonds due 2027" and Approve Capital Increase without Preemptive Rights to Service the Conversion of Bonds	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

bioMerieux SA

Meeting Date: 06/30/2020

Country: France

Primary Security ID: F1149Y232

Record Date: 06/26/2020

Meeting Type: Annual/Special

Ticker: BIM

Shares Voted: 899,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 0.19 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
6	Reelect Marie-Helene Habert-Dassault as Director	Mgmt	For	For	For
7	Reelect Harold Boel as Director	Mgmt	For	For	For
8	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Alexandre Merieux, Chairman and CEO	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
17	Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

bioMerieux SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Eliminate Preemptive Rights Pursuant to Item 18 Above	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Alstom SA

Meeting Date: 07/08/2020

Country: France

Primary Security ID: F0259M475

Record Date: 07/06/2020

Meeting Type: Annual/Special

Ticker: ALO

Shares Voted: 3,421,444

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Transaction with Bouygues Re: Acquisition of Bombardier Transport	Mgmt	For	For	For
5	Reelect Yann Delabriere as Director	Mgmt	For	For	For
6	Elect Frank Mastiaux as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Board Members	Mgmt	For	For	For
11	Ratify Change Location of Registered Office to Saint-Ouen-sur-Seine	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 510 Million	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 155 Million	Mgmt	For	Refer	Against
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 155 Million	Mgmt	For	Refer	For
16	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	Refer	Against
19	Authorize Capital Increase of Up to EUR 155 Million for Future Exchange Offers	Mgmt	For	Refer	For
20	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 155 Million	Mgmt	For	Refer	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
24	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For	For	For
25	Amend Article 10 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For
26	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

HomeServe Plc

Meeting Date: 07/17/2020

Country: United Kingdom

Primary Security ID: G4639X119

Record Date: 07/15/2020

Meeting Type: Annual

Ticker: HSV

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

HomeServe Plc

Shares Voted: 2,348,447

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Barry Gibson as Director	Mgmt	For	Against	For
6	Re-elect Richard Harpin as Director	Mgmt	For	For	For
7	Re-elect David Bower as Director	Mgmt	For	Against	For
8	Re-elect Tom Rusin as Director	Mgmt	For	Against	For
9	Re-elect Katrina Cliffe as Director	Mgmt	For	For	For
10	Re-elect Stella David as Director	Mgmt	For	Against	For
11	Re-elect Edward Fitzmaurice as Director	Mgmt	For	For	For
12	Re-elect Olivier Grémillon as Director	Mgmt	For	For	For
13	Re-elect Ron McMillan as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	Against	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

AVEVA Group Plc

Meeting Date: 07/21/2020

Country: United Kingdom

Primary Security ID: G06812120

Record Date: 07/17/2020

Meeting Type: Annual

Ticker: AVV

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

AVEVA Group Plc

Shares Voted: 612,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
4	Amend Long Term Incentive Plan	Mgmt	For	Against	Against
5	Approve Final Dividend	Mgmt	For	For	For
6	Approve Global Employee Share Purchase Plan	Mgmt	For	For	For
7	Elect Olivier Blum as Director	Mgmt	For	For	For
8	Re-elect Craig Hayman as Director	Mgmt	For	For	For
9	Re-elect Peter Herweck as Director	Mgmt	For	For	For
10	Re-elect Philip Aiken as Director	Mgmt	For	For	For
11	Re-elect James Kidd as Director	Mgmt	For	For	For
12	Re-elect Jennifer Allerton as Director	Mgmt	For	For	For
13	Re-elect Christopher Humphrey as Director	Mgmt	For	For	For
14	Re-elect Ron Moberg as Director	Mgmt	For	For	For
15	Re-elect Paula Dowdy as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	Against	Against
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ICON plc

Meeting Date: 07/21/2020

Country: Ireland

Primary Security ID: G4705A100

Record Date: 05/29/2020

Meeting Type: Annual

Ticker: ICLR

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

ICON plc

Shares Voted: 898,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary Pendergast	Mgmt	For	For	For
1.2	Elect Director Hugh Brady	Mgmt	For	For	For
1.3	Elect Director Ronan Murphy	Mgmt	For	For	For
1.4	Elect Director Julie O'Neill	Mgmt	For	For	For
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	Against	Against
4	Authorize Issue of Equity	Mgmt	For	For	For
5	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	Refer	For
6	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
7	Authorize Share Repurchase Program	Mgmt	For	For	For
8	Approve the Price Range for the Reissuance of Shares	Mgmt	For	For	For

MTU Aero Engines AG

Meeting Date: 08/05/2020

Country: Germany

Primary Security ID: D5565H104

Record Date:

Meeting Type: Annual

Ticker: MTX

Shares Voted: 611,217

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

MTU Aero Engines AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Articles Re: Online Participation	Mgmt	For	For	For

Carl Zeiss Meditec AG

Meeting Date: 08/06/2020

Country: Germany

Primary Security ID: D14895102

Record Date: 07/15/2020

Meeting Type: Annual

Ticker: AFX

Shares Voted: 551,692

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

Elekta AB

Meeting Date: 08/26/2020

Country: Sweden

Primary Security ID: W2479G107

Record Date: 08/20/2020

Meeting Type: Annual

Ticker: EKTA.B

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Elektá AB

Shares Voted: 7,418,339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4.1	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
4.2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of SEK 0.90 Per Share	Mgmt	For	For	For
9.1	Approve Discharge of Board Member and Chair Laurent Leksell	Mgmt	For	For	For
9.2	Approve Discharge of Board Member Caroline Leksell Cooke	Mgmt	For	For	For
9.3	Approve Discharge of Board Member Johan Malmquist	Mgmt	For	For	For
9.4	Approve Discharge of Board Member Tomas Puusepp	Mgmt	For	For	For
9.5	Approve Discharge of Board Member Wolfgang Reim	Mgmt	For	For	For
9.6	Approve Discharge of Board Member Jan Secher	Mgmt	For	For	For
9.7	Approve Discharge of Board Member Birgitta Stymne Goransson	Mgmt	For	For	For
9.8	Approve Discharge of Board Member Cecilia Wikstrom	Mgmt	For	For	For
9.9	Approve Discharge of President and CEO Richard Hausmann	Mgmt	For	For	For
10.1	Determine Number of Members (7) of Board	Mgmt	For	For	For
10.2	Determine Number Deputy Members (0) of Board	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Aggregate Amount of SEK 4.6 Million	Mgmt	For	For	For
11.2	Approve Remuneration of Auditors	Mgmt	For	For	For
12.1	Reelect Laurent Leksell as Director	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Elekta AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Reelect Caroline Leksell Cooke as Director	Mgmt	For	For	For
12.3	Reelect Johan Malmquist as Director	Mgmt	For	For	For
12.4	Reelect Wolfgang Reim as Director	Mgmt	For	For	For
12.5	Reelect Jan Secher as Director	Mgmt	For	For	For
12.6	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	For
12.7	Reelect Cecilia Wikstrom as Director	Mgmt	For	For	For
12.8	Elect Laurent Leksell as Board Chair	Mgmt	For	For	For
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
15.a	Approve Performance Share Plan 2020	Mgmt	For	For	For
15.b	Approve Equity Plan Financing	Mgmt	For	For	For
16	Approve Equity Plan Financing of 2018, 2019 and 2020 Performance Share Plans	Mgmt	For	Against	Against
17.a	Authorize Share Repurchase Program	Mgmt	For	For	For
17.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
18	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	Mgmt	For	For	For
19	Amend Articles	Mgmt	For	For	For

Logitech International S.A.

Meeting Date: 09/09/2020

Country: Switzerland

Primary Security ID: H50430232

Record Date: 09/03/2020

Meeting Type: Annual

Ticker: LOGN

Shares Voted: 670,057

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Appropriation of Retained Earnings and Declaration of Dividend	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Creation of CHF 4.3 Million Pool of Authorized Capital without Preemptive Rights	Mgmt	For	Refer	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Elections to the Board of Directors	Mgmt			
6A	Elect Director Patrick Aebischer	Mgmt	For	For	For
6B	Elect Director Wendy Becker	Mgmt	For	For	For
6C	Elect Director Edouard Bugnion	Mgmt	For	For	For
6D	Elect Director Bracken Darrell	Mgmt	For	For	For
6E	Elect Director Guy Gecht	Mgmt	For	For	For
6F	Elect Director Didier Hirsch	Mgmt	For	For	For
6G	Elect Director Neil Hunt	Mgmt	For	For	For
6H	Elect Director Marjorie Lao	Mgmt	For	For	For
6I	Elect Director Neela Montgomery	Mgmt	For	For	For
6J	Elect Director Michael Polk	Mgmt	For	For	For
6K	Elect Director Riet Cadonau	Mgmt	For	For	For
6L	Elect Director Deborah Thomas	Mgmt	For	For	For
7	Elect Wendy Becker as Board Chairman	Mgmt	For	For	For
	Elections to the Compensation Committee	Mgmt			
8A	Appoint Edouard Bugnion as Member of the Compensation Committee	Mgmt	For	For	For
8B	Appoint Neil Hunt as Member of the Compensation Committee	Mgmt	For	For	For
8C	Appoint Michael Polk as Member of the Compensation Committee	Mgmt	For	For	For
8D	Appoint Riet Cadonau as Member of the Compensation Committee	Mgmt	For	For	For
9	Approve Remuneration of Board of Directors in the Amount of CHF 3,500,000	Mgmt	For	For	For
10	Approve Remuneration of the Group Management Team in the Amount of USD 29,400,000	Mgmt	For	For	For
11	Ratify KPMG AG as Auditors and Ratify KPMG LLP as Independent Registered Public Accounting Firm for Fiscal Year 2021	Mgmt	For	For	For
12	Designate Etude Regina Wenger & Sarah Keiser-Wuger as Independent Representative	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Logitech International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Authorize Independent Representative to Vote on Any Amendment to Previous Resolutions	Mgmt	For	Against	Against

Logitech International S.A.

Meeting Date: 09/09/2020	Country: Switzerland	Primary Security ID: H50430232
Record Date: 09/03/2020	Meeting Type: Annual	Ticker: LOGN
Shares Voted: 670,057		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Share Re-registration Consent	Mgmt	For	For	For

Alstom SA

Meeting Date: 10/29/2020	Country: France	Primary Security ID: F0259M475
Record Date: 10/27/2020	Meeting Type: Special	Ticker: ALO
Shares Voted: 3,156,318		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Shares with Double Voting Rights	Mgmt			
	Extraordinary Business	Mgmt			
1	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 15 of Bylaws Accordingly	Mgmt	For	For	For
2	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Alstom SA

Meeting Date: 10/29/2020	Country: France	Primary Security ID: F0259M475
Record Date: 10/27/2020	Meeting Type: Special	Ticker: ALO

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Alstom SA

Shares Voted: 3,156,318

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Elect Caisse de Depot et Placement du Quebec as Director	Mgmt	For	For	For
2	Elect Serge Godin as Director	Mgmt	For	For	For
3	Approve Amendment of Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
4	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 790 Million to be issued in Connection with Acquisition	Mgmt	For	For	For
5	Authorize New Class of Preferred Stock and Amend Bylaws Accordingly	Mgmt	For	For	For
6	Authorization of Capital Issuance of Class B Preferred Shares without Preemptive Rights Reserved for CDP Investissements Inc. to Aggregate Nominal Amount of EUR 570 Million to be issued in Connection with Acquisition	Mgmt	For	For	For
7	Authorization of Capital Issuance of Ordinary Shares without Preemptive Rights Reserved for CDP Investissements Inc. to Aggregate Nominal Amount of EUR 570 Million to be issued in Connection with Acquisition	Mgmt	For	For	For
8	Authorization of Capital Issuance of Ordinary Shares without Preemptive Rights Reserved for Bombardier UK Holding Limited to Aggregate Nominal Amount of 120 Million to be Issued in Connection with Acquisition	Mgmt	For	For	For
9	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
10	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
11	Remove Double-Voting Rights for Long-Term Registered Shareholders and Amend Article 15 of Bylaws Accordingly	Mgmt	For	For	For
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

Neles Oyj

Meeting Date: 10/29/2020

Country: Finland

Primary Security ID: X6000X108

Record Date: 10/19/2020

Meeting Type: Special

Ticker: NELES

Shares Voted: 1,778,049

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	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	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
	Shareholder Proposal Submitted by Valmet Corporation	Mgmt			
6	Increase Number of Board Members to Eight; Elect Jukka Tiitinen as New Director	SH	None	Against	Against
7	Close Meeting	Mgmt			

Eurofins Scientific SE

Meeting Date: 11/16/2020

Country: Luxembourg

Primary Security ID: L31839134

Record Date: 11/02/2020

Meeting Type: Special

Ticker: ERF

Shares Voted: 116,089

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Approve Stock Split	Mgmt	For	For	For
2	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
3	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

AVEVA Group Plc

Meeting Date: 11/24/2020

Country: United Kingdom

Primary Security ID: G06812120

Record Date: 11/20/2020

Meeting Type: Special

Ticker: AVV

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Europe

AVEVA Group Plc

Shares Voted: 599,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Acquisition of OSIsoft, LLC	Mgmt	For	For	For

Securitas AB

Meeting Date: 12/09/2020

Country: Sweden

Primary Security ID: W7912C118

Record Date: 12/01/2020

Meeting Type: Special

Ticker: SECU.B

Shares Voted: 2,183,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For
3	Approve Agenda of Meeting	Mgmt	For	For	For
4.1	Designate Charlotte Kyller as Inspector of Minutes of Meeting	Mgmt	For	For	For
4.2	Designate Axel Martensson as Inspector of Minutes of Meeting	Mgmt	For	For	For
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
6	Approve Dividends of SEK 4.80 Per Share	Mgmt	For	For	For
7	Amend Articles of Association Re: Company Name; Participation at General Meetings; Share Registrar	Mgmt	For	For	For



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