



VOTING REPORT
ODDO BHF AVENIR

JUNE 2021



The following Voting Report is published as part of the information required by the French government's SRI label. This document contains the general voting statistics of the fund ODDO BHF Avenir as well as an inventory of votes exercised during the year 2020.

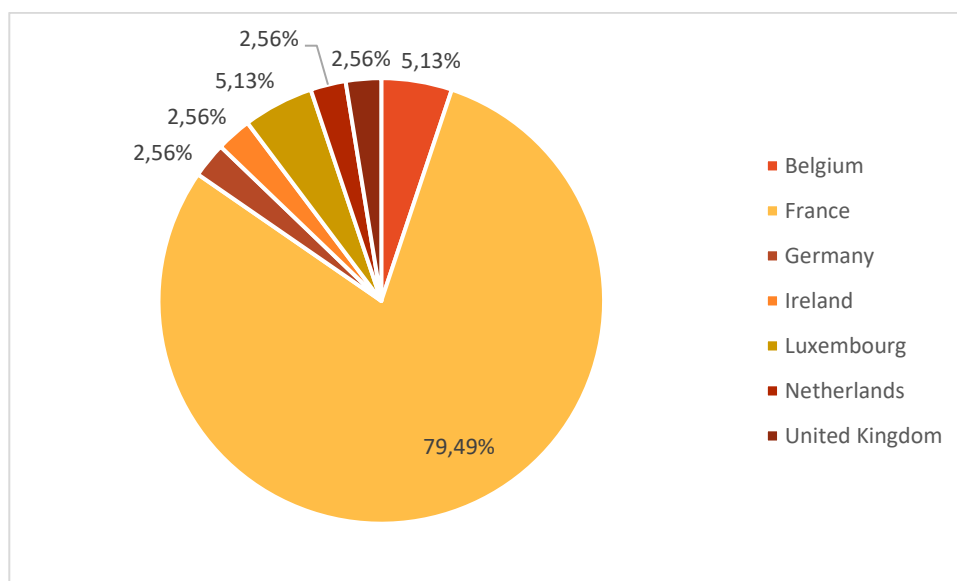
I. General voting statistics

A. Votes at AGMs – ODDO BHF AVENIR

In 2020, ODDO BHF Asset Management SAS voted at the AGMs of **39 listed European companies**, representing 840 resolutions. The number of companies in which ODDO BHF Asset Management SAS had voting rights and for which it could have exercised its rights over this period was 39. Consequently, its participation rate at the AGMs of portfolio companies was **100%**.

From a geographical perspective, France represented 79,49% of AGMs voted at in 2020, ahead of Belgium (5,13%) and Luxembourg (5,13%).

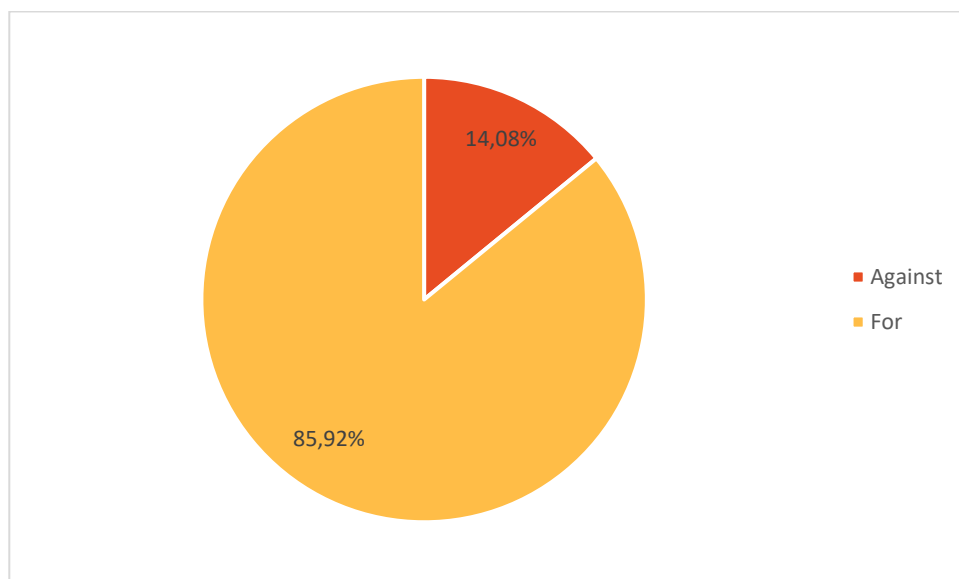
Geographical breakdown of votes at AGMs in 2020 – ODDO BHF AVENIR



B. Breakdown of votes by resolutions – ODDO BHF AVENIR

Of the 840 possible resolutions in 2020, ODDO BHF Asset Management SAS voted on the totality, representing a participation rate of **100%**. **Opposing votes** represented **14,08%**.

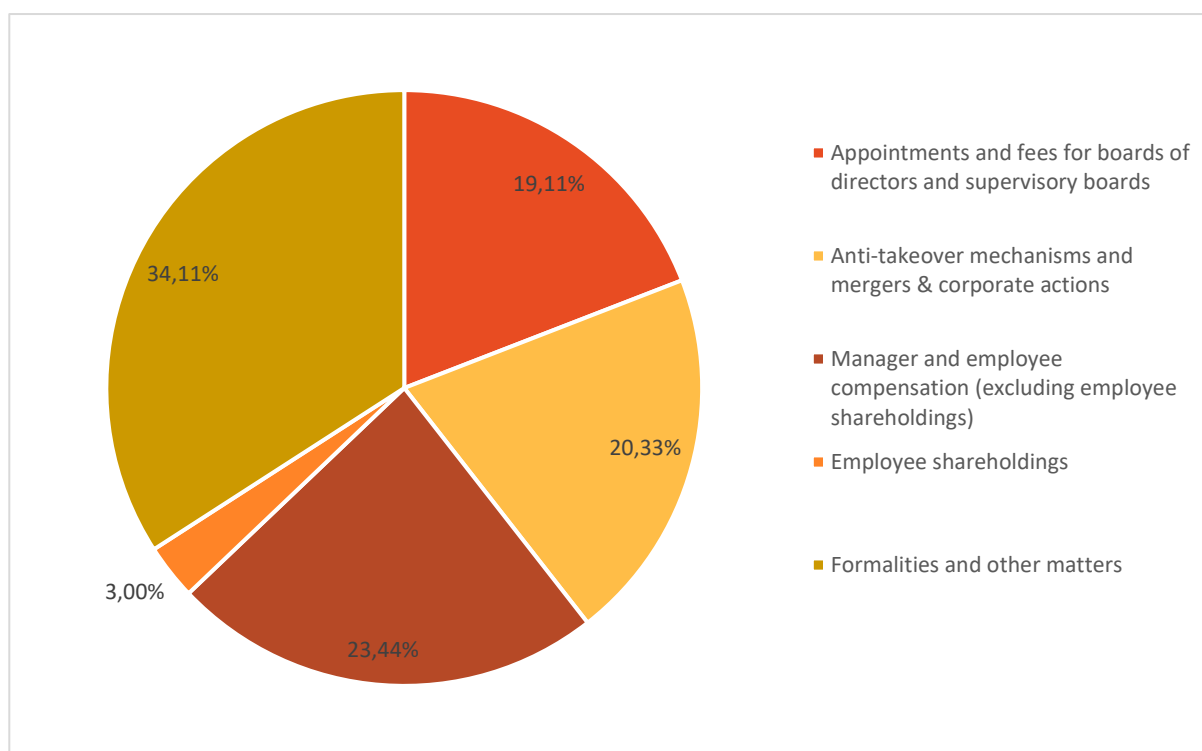
Breakdown of votes by nature – ODDO BHF AVENIR



Broken down by category, our votes during the financial year 2020 were the following:

- 34,11% involved formalities and similar matters (approval of accounts, amendments to articles of incorporation, and external auditor appointment and compensation),
- 23,44% focused on manager and employee compensation,
- 20,33% concerned anti-takeover mechanisms, and mergers & corporate actions?
- 19,11%. analysed appointments and fees for boards of directors or supervisory boards

Breakdown of resolutions voted by category – ODDO BHF AVENIR



Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

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: 455,529

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

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

Elior Group SA

Meeting Date: 03/20/2020

Country: France

Primary Security ID: F3253Q112

Record Date: 03/18/2020

Meeting Type: Annual/Special

Ticker: ELIOR

Shares Voted: 328,773

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 0.29 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Amendment of Non-Compete Agreement with Philippe Guillemot, CEO	Mgmt	For	For	For
6	Approve Amendment of Severance Agreement with Philippe Guillemot, CEO	Mgmt	For	For	For
7	Approve Compensation of Gilles Cojan, Chairman of the Board	Mgmt	For	For	For
8	Approve Compensation of Philippe Guillemot, 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

Elior Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	Mgmt	For	For	For
12	Reelect Anne Busquet as Director	Mgmt	For	For	For
13	Reelect Servinvest as Director	Mgmt	For	For	For
14	Reelect Emesa Corporacion Empresarial S.L as Director	Mgmt	For	For	For
15	Elect Sofibim as Director	Mgmt	For	For	For
16	Appoint Deloitte & Associés as Auditor and Beas as Alternate Auditor	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 520,000	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 260,000	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	Authorize Capitalization of Reserves 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
24	Amend Article 15 of Bylaws Re: Employee Representative	Mgmt	For	For	For
25	Amend Article 16 of Bylaws Re: Board Decisions	Mgmt	For	For	For
26	Amend Article 21 of Bylaws Re: Appointment of Auditor	Mgmt	For	For	For
27	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

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: 381,955

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
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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Edenred SA

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

Lumibird SA

Meeting Date: 05/15/2020

Country: France

Primary Security ID: F7627R110

Record Date: 05/13/2020

Meeting Type: Annual/Special

Ticker: LBIRD

Shares Voted: 37,521

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 Absence 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

Lumibird SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Remuneration of Directors in the Aggregate Amount of EUR 34,000	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Marc Le Flohic, Chairman and CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
12	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
14	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
15	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SEB SA

Meeting Date: 05/19/2020

Country: France

Primary Security ID: F82059100

Record Date: 05/15/2020

Meeting Type: Annual/Special

Ticker: SK

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

SEB SA

Shares Voted: 140,989

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
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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

SEB SA

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

Dassault Systemes SA

Meeting Date: 05/26/2020

Country: France

Primary Security ID: F2457H472

Record Date: 05/22/2020

Meeting Type: Annual/Special

Ticker: DSY

Shares Voted: 96,904

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 Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy 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

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Bernard Charles, Vice-Chairman and CEO	Mgmt	For	Against	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Reelect Marie-Helene Habert-Dassault as Director	Mgmt	For	For	For
10	Reelect Laurence Lescourret as Director	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For	For	For
12	Authorize Repurchase of Up to 5 Million Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Amend Articles 14, 16 and 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
15	Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Delegate Power to the Board to Carry Mergers by Absorption	Mgmt	For	Against	Against
18	Pursuant to Item 17 Above, Delegate Power to the Board to Issue Shares in Connection with Mergers by Absorption	Mgmt	For	Against	Against
19	Delegate Power to the Board to Carry Spin-Off Agreements	Mgmt	For	Against	Against
20	Pursuant to Item 19 Above, Delegate Power to the Board to Issue Shares in Connection with Spin-Off Agreements	Mgmt	For	Against	Against
21	Delegate Power to the Board to Acquire Certain Assets of Another Company	Mgmt	For	Against	Against
22	Pursuant to Item 21 Above, Delegate Power to the Board to Issue Shares in Connection with Acquisitions	Mgmt	For	Against	Against
23	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

Vetoquinol SA

Meeting Date: 05/26/2020

Country: France

Primary Security ID: F97121101

Record Date: 05/22/2020

Meeting Type: Annual/Special

Ticker: VETO

Shares Voted: 354,407

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 Discharge of Directors	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.38 per Share	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 180,000	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Etienne Frechin	Mgmt	For	For	For
9	Approve Compensation of Matthieu Frechin, CEO	Mgmt	For	For	For
10	Approve Compensation of Jean-Yves Ravinet, Vice-CEO	Mgmt	For	For	For
11	Approve Compensation of Alain Masson, Vice-CEO	Mgmt	For	For	For
12	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
13	Reelect Martine Frechin as Director	Mgmt	For	For	For
14	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	Against	Against
15	Acknowledge End of Mandate of Christophe Georghiou as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Million	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

Vetoquinol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	Against	Against
19	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	Against	Against
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 10 Million	Mgmt	For	For	For
22	Amend Article 2 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For
23	Amend Articles 12, 18, 19 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
24	Amend Article 17 of Bylaws Re: Nomination of Censor	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
25	Appoint Luc Frechin as Censor	Mgmt	For	Against	Against
26	Approve Remuneration of Censors in the Aggregate Amount of EUR 4,000	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	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: 405,489

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	Elect Patricia Bellinger 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

Safran SA

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

Guerbet SA

Meeting Date: 05/29/2020

Country: France

Primary Security ID: F46788109

Record Date: 05/27/2020

Meeting Type: Annual/Special

Ticker: GBT

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Guerbet SA

Shares Voted: 219,640

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 Transaction with Yves L Epine	Mgmt	For	Against	Against
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Modification of Remuneration Policy of Yves L Epine, CEO	Mgmt	For	Against	Against
8	Approve Compensation of Yves L Epine, CEO	Mgmt	For	Against	Against
9	Approve Compensation of Marie-Claire Janailhac-Fritsch, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Pierre Andre, Vice-CEO	Mgmt	For	Against	Against
11	Approve Remuneration Policy of Marie-Claire Janailhac-Fritsch, Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of David Hale, CEO	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Pierre Andre, Vice-CEO	Mgmt	For	Against	Against
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 300,000	Mgmt	For	For	For
16	Reelect Didier Izabel as Director	Mgmt	For	Against	Against
17	Reelect Mark Fouquet as Director	Mgmt	For	Against	Against
18	Acknowledge End of Mandate of Beas as Alternate Auditor and Decision Not to Renew	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Amend Article 9 of Bylaws Re: Employee Representatives	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

Guerbet SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Amend Article 10 of Bylaws Re: Directors Denomination	Mgmt	For	For	For
22	Amend Article 11 of Bylaws Re: Board Deliberation	Mgmt	For	For	For
23	Amend Article 13 of Bylaws Re: Directors Remuneration	Mgmt	For	For	For
24	Amend Article 14 of Bylaws Re: Vice-CEOs Nomination	Mgmt	For	For	For
25	Amend Article 18 of Bylaws Re: Auditors	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Capitalization of Reserves of Up to EUR 2.515 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
28	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6.295 Million	Mgmt	For	For	For
29	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.255 Million	Mgmt	For	Refer	For
30	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1.255 Million	Mgmt	For	Refer	For
31	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
32	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
33	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
34	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
35	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
36	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

Ipsen SA

Meeting Date: 05/29/2020

Country: France

Primary Security ID: F5362H107

Record Date: 05/27/2020

Meeting Type: Annual/Special

Ticker: IPN

Shares Voted: 482,375

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Ipsen SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Amend Article 16 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For
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

Devoteam SA

Meeting Date: 06/05/2020

Country: France

Primary Security ID: F26011100

Record Date: 06/03/2020

Meeting Type: Annual/Special

Ticker: DVT

Shares Voted: 88,103

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 Transactions	Mgmt	For	For	For
4	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
5	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 140,000	Mgmt	For	For	For
6	Approve Compensation of Stanislas de Bentzmann, Chairman of the Management Board	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

Devoteam SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation of Godefroy de Bentzmann, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
10	Reelect Michel Bon as Supervisory Board Member	Mgmt	For	For	For
11	Reelect Elizabeth de Maulde as Supervisory Board Member	Mgmt	For	For	For
12	Reelect Roland de Laage de Meux as Supervisory Board Member	Mgmt	For	For	For
13	Reelect Vincent Montagne as Supervisory Board Member	Mgmt	For	Against	Against
14	Reelect Valerie Kniazeff as Supervisory Board Member	Mgmt	For	For	For
15	Ratify Appointment of Societe Tabag as Director	Mgmt	For	For	For
16	Renew Appointment of Grant Thornton as Auditor	Mgmt	For	For	For
17	Renew Appointment of IGEC as Alternate Auditor	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 400,000 and/or Capitalization of Reserves of Up to EUR 1 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 175,000, Including in the Event of a Public Tender Offer	Mgmt	For	Refer	Against
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	Against
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	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

Devoteam SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Filing of Required Documents/Other Formalities	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: 309,264

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
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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Sopra Steria Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
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: 356,459

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

Worldline SA

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Worldline SA

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Worldline SA

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

Verallia SAS

Meeting Date: 06/10/2020

Country: France

Primary Security ID: F96976117

Record Date: 06/08/2020

Meeting Type: Annual/Special

Ticker: VRLA

Shares Voted: 139,138

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 0.85 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation of Michel Giannuzzi, Chairman and CEO	Mgmt	For	Against	For
7	Approve Remuneration Policy of Michel Giannuzzi, Chairman and 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

Verallia SAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Compensation Report	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	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 Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 80 Million	Mgmt	For	Refer	Against
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 80 Million	Mgmt	For	Refer	Against
17	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	Against
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 14-16	Mgmt	For	Refer	Against
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers and/or Employees of the Group's Subsidiaries	Mgmt	For	For	For
22	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
23	Amend Article 15 of Bylaws Re: Board	Mgmt	For	For	For
24	Amend Article 16 of Bylaws Re: Employees of the Group's Subsidiaries	Mgmt	For	For	For
25	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

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

Shares Voted: 328,437

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Ingenico Group SA

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 6,371,304	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 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

Akka Technologies

Meeting Date: 06/16/2020

Country: Belgium

Primary Security ID: F0181L108

Record Date: 06/01/2020

Meeting Type: Annual/Special

Ticker: AKA

Shares Voted: 19,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual and Special Meeting	Mgmt			
	Ordinary Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Akka Technologies

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
5	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditor	Mgmt	For	For	For
8	Reelect Mauro Ricci as Director	Mgmt	For	Against	Against
9	Reelect Muriel Barneoud as Director	Mgmt	For	For	For
10	Reelect Valerie Magloire as Director	Mgmt	For	For	For
11	Reelect Cecile Monnot as Director	Mgmt	For	Against	Against
12	Reelect Jean-Luc Perodeau as Director	Mgmt	For	For	For
13	Approve Remuneration of Directors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
15	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
	Special Meeting Agenda	Mgmt			
16	Approve Change-of-Control Clause Re: Revolving Credit Facility Agreement of EUR 355 Million	Mgmt	For	For	For
17	Approve Change-of-Control Clause Re: Revolving Credit Facility Agreement of EUR 15 Million	Mgmt	For	For	For
18	Approve Change-of-Control Clause Re: Convertible Subordinated Bonds	Mgmt	For	For	For
19	Transact Other Business	Mgmt			

Akka Technologies

Meeting Date: 06/16/2020

Country: Belgium

Primary Security ID: F0181L108

Record Date: 06/01/2020

Meeting Type: Special

Ticker: AKA

Shares Voted: 19,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Akka Technologies

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Implementation of Double Voting Rights	Mgmt	For	Against	Against
2	Receive Special Board Report Re: Capital Increase In Accordance with Article 7: 199, Paragraph 2, of the Companies and Associations Code	Mgmt			
3	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	Against	Against
4	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	Against	Against
5	Transact Other Business	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: 2,325,251

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
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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

G4S Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 1,329,838

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
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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

STMicroelectronics NV

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

Alten SA

Meeting Date: 06/18/2020

Country: France

Primary Security ID: F02626103

Record Date: 06/16/2020

Meeting Type: Annual

Ticker: ATE

Shares Voted: 425,203

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Alten SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Evelyne Feldman as Director	Mgmt	For	For	For
6	Reelect Philippe Tribadeau as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 200,000	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Simon Azoulay, Chairman and CEO	Mgmt	For	For	For
13	Approve Compensation of Gerald Attia, Vice-CEO	Mgmt	For	For	For
14	Approve Compensation of Pierre Marcel, Vice-CEO	Mgmt	For	For	For
15	Authorize Repurchase of Up to 7 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize up to 650,000 Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
17	Amend Article 16 of Bylaws Re: Employee Representative	Mgmt	For	For	For
18	Amend Article 18 of Bylaws Re: Written Consultation	Mgmt	For	For	For
19	Amend Articles 16 and 10 of Bylaws Re: Board Remuneration and Shareholders Identification	Mgmt	For	For	For
20	Textual References Regarding Change of Codification	Mgmt	For	Against	Against
21	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

Esker SA

Meeting Date: 06/18/2020

Country: France

Primary Security ID: F3164D101

Record Date: 06/16/2020

Meeting Type: Annual/Special

Ticker: ALESK

Shares Voted: 95,984

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Management and Supervisory Board Members	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 0.33 per Share	Mgmt	For	For	For
4	Approve Remuneration of Directors in the Aggregate Amount of EUR 40,000	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Elect Jean-Pierre Lac as Supervisory Board Member	Mgmt	For	Against	Against
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
8	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
10	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Synergie SA

Meeting Date: 06/18/2020

Country: France

Primary Security ID: F90342118

Record Date: 06/16/2020

Meeting Type: Annual/Special

Ticker: SDG

Shares Voted: 193,959

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Synergie SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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	Mgmt	For	For	For
5	Ratify Appointment of Michele Detaille as Supervisory Board Member	Mgmt	For	For	For
6	Elect HB Collector as Supervisory Board Member	Mgmt	For	Against	Against
7	Elect Victorien Vaney as Supervisory Board Member	Mgmt	For	Against	Against
8	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	Against
9	Approve Remuneration Policy of Management Board Members and CEO	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Other Management Board Members	Mgmt	For	Against	Against
11	Approve Remuneration Policy of Chairman and Members of the Supervisory Board	Mgmt	For	For	For
12	Approve Compensation Report	Mgmt	For	Against	Against
13	Approve Compensation of Daniel Augereau, Chairman of the Management Board	Mgmt	For	Against	Against
14	Approve Compensation of Yvon Drouet, Management Board Member and CEO	Mgmt	For	Against	Against
15	Approve Compensation of Sophie Sanchez, Management Board Member and CEO	Mgmt	For	Against	Against
16	Approve Compensation of Olga Medina, Management Board Member	Mgmt	For	Against	Against
17	Approve Compensation of Julien Vaney, Chairman of the Supervisory Board	Mgmt	For	For	For
18	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 150,000	Mgmt	For	For	For
19	Authorize Repurchase of Up to 4 Percent of Issued Share Capital	Mgmt	For	Against	Against
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Amend Article 23 of Bylaws Re: General Meetings	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

Synergie SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Virbac SA

Meeting Date: 06/22/2020	Country: France	Primary Security ID: F97900116
Record Date: 06/18/2020	Meeting Type: Annual	Ticker: VIRP
Shares Voted: 24,456		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Management Board Members	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	Reelect Solene Madelpuech as Supervisory Board Member	Mgmt	For	Against	Against
6	Reelect OJB Conseil as Supervisory Board Member	Mgmt	For	For	For
7	Ratify Appointment of Cyrille Petit Conseil as Supervisory Board Member	Mgmt	For	For	For
8	Renew Appointment of Xavier Yon Consulting Unipessoal Lda as Censor	Mgmt	For	Against	Against
9	Appoint Novances-Dechant et Associes as Alternate Auditor	Mgmt	For	For	For
10	Approve Compensation of Supervisory Board Members	Mgmt	For	For	For
11	Approve Compensation of Management Board Members	Mgmt	For	For	For
12	Approve Compensation of Marie-Helene Dick-Madelpuech, Chairman of the Supervisory Board Member	Mgmt	For	For	For
13	Approve Compensation of Sebastien Huron, Chairman of the Management Board	Mgmt	For	Against	Against
14	Approve Compensation of Christian Karst, Management Board Member	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

Virbac SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Compensation of Habib Ramdani, Management Board Member	Mgmt	For	Against	Against
16	Approve Compensation of Jean-Pierre Dick, Management Board Member	Mgmt	For	For	For
17	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
18	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against
19	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 160,000	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

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

Shares Voted: 444,699

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Compagnie Generale des Etablissements Michelin SCA

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Somfy SA

Meeting Date: 06/24/2020

Country: France

Primary Security ID: F8612B102

Record Date: 06/22/2020

Meeting Type: Annual/Special

Ticker: SO

Shares Voted: 228,675

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 1.25 per Share	Mgmt	For	For	For
4	Receive Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Victor Despature as Supervisory Board Member	Mgmt	For	For	For
6	Reelect Marie Bavarel-Despature as Supervisory Board Member	Mgmt	For	For	For
7	Elect Bertrand Parmentier as Supervisory Board Member	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 350,000	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and Members of the Management Board	Mgmt	For	Against	Against
10	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	Against	Against
11	Approve Compensation Report	Mgmt	For	For	For
12	Approve Compensation of Jean Guillaume Despature, Chairman of the Management Board	Mgmt	For	Against	Against
13	Approve Compensation of Pierre Ribeiro, CEO and Member of the Management Board	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

Somfy SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Compensation of Michel Rollier, Chairman of the Supervisory Board	Mgmt	For	For	For
15	Authorize Repurchase of Up to EUR 184,170,010	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Amend Article 18 of Bylaws Re: Employee Representative	Mgmt	For	For	For
18	Textual References Regarding Change of Codification	Mgmt	For	Against	Against
19	Authorize Filing of Required Documents/Other Formalities	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: 759,881

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
9	Approve Remuneration Policy of Directors	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

Bureau Veritas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 68,803

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
11	Reelect Anthony Stuart Anderson 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

Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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: 897,870

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
6	Reelect Michel de Rosen 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

Faurecia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
26	Amend Articles 12, 16 and 23 of Bylaws Re: Executives, Board Remuneration and Transactions	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

Faurecia SA

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

Teleperformance SE

Meeting Date: 06/26/2020

Country: France

Primary Security ID: F9120F106

Record Date: 06/24/2020

Meeting Type: Annual/Special

Ticker: TEP

Shares Voted: 10,000

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 2.40 per Share	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 Compensation of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and 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

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
11	Reelect Christobel Selecky as Director	Mgmt	For	For	For
12	Reelect Angela Maria Sierra-Moreno as Director	Mgmt	For	For	For
13	Reelect Jean Guez as Director	Mgmt	For	For	For
14	Reelect Bernard Canetti as Director	Mgmt	For	For	For
15	Reelect Philippe Dominati as Director	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	Refer	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 17-19	Mgmt	For	Refer	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Amend Article 14 of Bylaws Re: Employee Representatives	Mgmt	For	For	For
23	Amend Article 11 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	For	For
24	Amend Article 13 of Bylaws Re: Shareholders Identification	Mgmt	For	For	For
25	Amend Article 14 of Bylaws Re: Shares Hold by Board Members	Mgmt	For	For	For
26	Amend Article 20 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For	For
27	Amend Article 27 of Bylaws Re: Corporate Officers Remuneration	Mgmt	For	For	For
28	Amend Article 21 of Bylaws Re: Agreement Between Company and Corporate Officer	Mgmt	For	For	For
29	Amend Article 23 of Bylaws Re: Deadline of Notice of Meeting	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

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
30	Textual References Regarding Change of Codification	Mgmt	For	Against	Against
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

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: 303,442

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

bioMerieux SA

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

Quadient SA

Meeting Date: 07/06/2020

Country: France

Primary Security ID: F7488R100

Record Date: 07/02/2020

Meeting Type: Annual/Special

Ticker: QDT

Shares Voted: 191,911

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 0.35 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	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Denis Thiery, Chairman of the Board Until June 28, 2019	Mgmt	For	For	For
7	Approve Compensation of Didier Lamouche, Chairman of the Board Since June 28, 2019	Mgmt	For	For	For
8	Approve Compensation of Geoffrey Godet, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	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

Quadient SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Eric Courteille as Director	Mgmt	For	For	For
13	Reelect William Hoover Jr as Director	Mgmt	For	For	For
14	Renew Appointment of Auditex as Alternate Auditor	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Change Company Name to Quadient and Amend Article 3 of Bylaws Accordingly	Mgmt	For	For	For
17	Amend Article 13 of Bylaws Re: Employee Representatives	Mgmt	For	For	For
18	Amend Article 14 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 3.4 Million	Mgmt	For	Refer	Against
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 3.4 Million	Mgmt	For	Refer	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 3.4 Million	Mgmt	For	Refer	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 3.4 Million	Mgmt	For	Refer	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Refer	For
25	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
27	Authorize Capital Increase for Future Exchange Offers	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

Quadient SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
30	Authorize up to 400,000 Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
31	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
32	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: 977,993

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

Alstom SA

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

ICON plc

Meeting Date: 07/21/2020

Country: Ireland

Primary Security ID: G4705A100

Record Date: 05/29/2020

Meeting Type: Annual

Ticker: ICLR

Shares Voted: 78,136

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: 177,374

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

MTU Aero Engines AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For
6	Amend Articles Re: Online Participation	Mgmt	For	For	For

SII SA

Meeting Date: 09/17/2020

Country: France

Primary Security ID: F84073109

Record Date: 09/15/2020

Meeting Type: Annual/Special

Ticker: SII

Shares Voted: 622,582

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 0.10 per Share	Mgmt	For	For	For
4	Receive Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	For
6	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	For
7	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	Against	For
8	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
9	Approve Compensation of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Eric Matteucci, Chairman of the Management Board	Mgmt	For	Against	For
11	Approve Compensation of Patrice Demay, Management Board Member	Mgmt	For	Against	For
12	Approve Compensation of François Goalabre, Management Board Member	Mgmt	For	For	For
13	Approve Compensation of Antoine Leclercq, Management Board Member	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

SII SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Compensation of Charles Mauclair, Management Board Member	Mgmt	For	For	For
15	Approve Compensation of Bernard Huve, Chairman of the Supervisory Board	Mgmt	For	Against	For
16	Approve Compensation of Supervisory Board Members	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 Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Amend Article 9 of Bylaws Re: Voting Rights	Mgmt	For	For	For
20	Amend Articles 8.1, 11.1, 12.5 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
21	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	For
22	Amend Article 13 of Bylaws Re: Company Headquarters	Mgmt	For	For	For
23	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

Shares Voted: 901,507

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir

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: 901,507

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

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: 53,747

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

Virbac SA

Meeting Date: 12/15/2020

Country: France

Primary Security ID: F97900116

Record Date: 12/11/2020

Meeting Type: Special

Ticker: VIRP

Shares Voted: 88,541

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Adopt One-Tiered Board Structure	Mgmt	For	For	For
2	Pursuant to Item 1 Above, Amend Articles of Bylaws	Mgmt	For	For	For
3	Transfer to the Board of Directors of the Authorizations and Delegations Granted by the General Meetings to the Management Board	Mgmt	For	Against	Against
	Ordinary Business	Mgmt			
4	Elect Marie-Helene Dick-Madelpuech as Director	Mgmt	For	For	For
5	Elect Pierre Madelpuech as Director	Mgmt	For	For	For
6	Elect Solene Madelpuech as Director	Mgmt	For	For	For
7	Elect Philippe Capron as Director	Mgmt	For	For	For
8	Elect OJB Conseil as Director	Mgmt	For	For	For
9	Elect Cyrille Petit as Director	Mgmt	For	For	For
10	Appoint Xavier Yon Consulting Unipessoal Lda as Censor	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

Virbac SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Acknowledge Continuation of Employee's Representative Mandate	Mgmt	For	For	For
12	Transfer to the Board of Directors of the Authorization Granted by the June 22, 2020 General Meeting	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Board Members	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	Against	Against
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For



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