



RAPPORT DE VOTE
ODDO BHF GENERATION

JUIN 2021

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

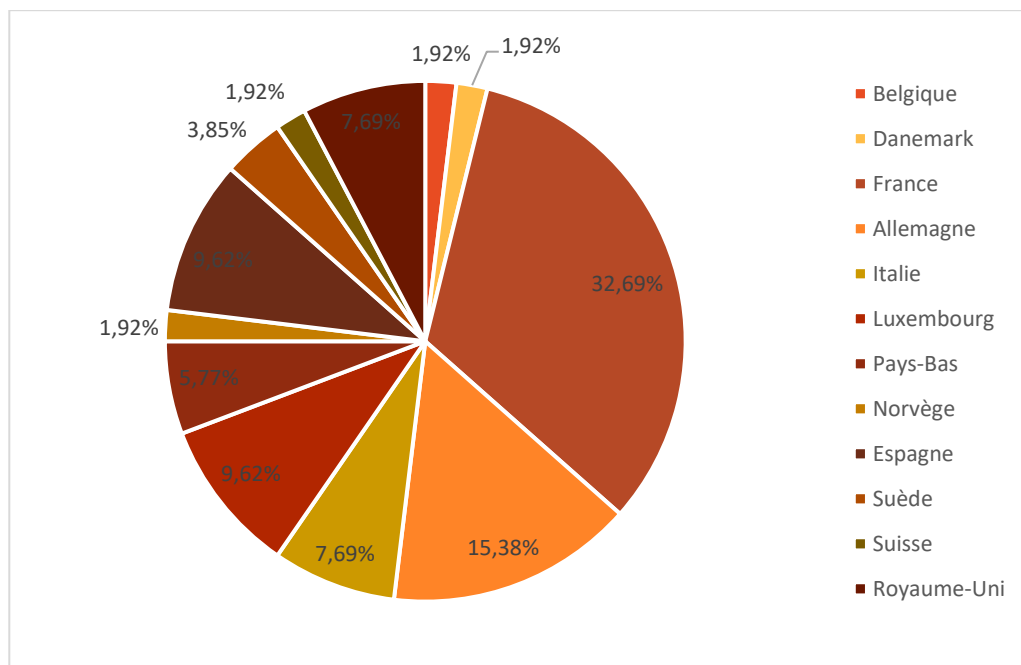
I. Statistiques générales de vote

A. Votes aux Assemblées Générales – ODDO BHF GENERATION

En 2020, ODDO BHF Asset Management SAS a voté aux assemblées générales de **51 sociétés européennes cotées**, ce qui représentait 941 résolutions. Sur cette période, ODDO BHF Asset Management SAS avait le pouvoir d'exercer son droit de vote sur 52 sociétés. Par conséquent, son taux de participation aux AG des sociétés du portefeuille a été de **98,08%**.

D'un point de vue géographique, la France a représenté 32,69% des AG votées en 2020, devant l'Allemagne (15,38%), le Luxembourg (9,62%) et l'Espagne (9,62%).

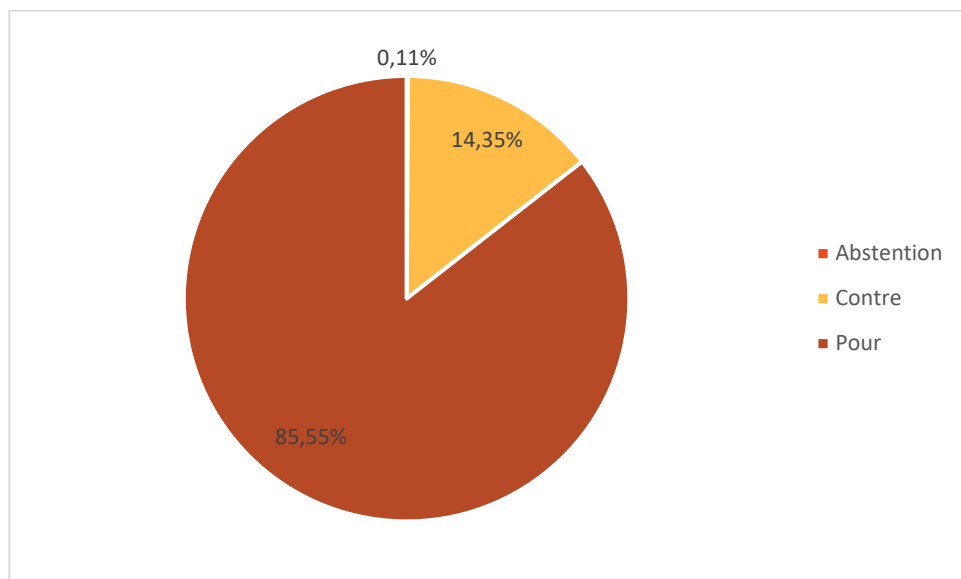
Répartition géographique des votes aux assemblées générales en 2020 – ODDO BHF GENERATION



B. Répartition des votes par résolution – ODDO BHF GENERATION

Sur les 945 résolutions présentées en 2020, ODDO BHF Asset Management SAS en a voté 941, soit un **taux de participation de 99,57%**. Les **votes opposés** ont représenté **14,35%**.

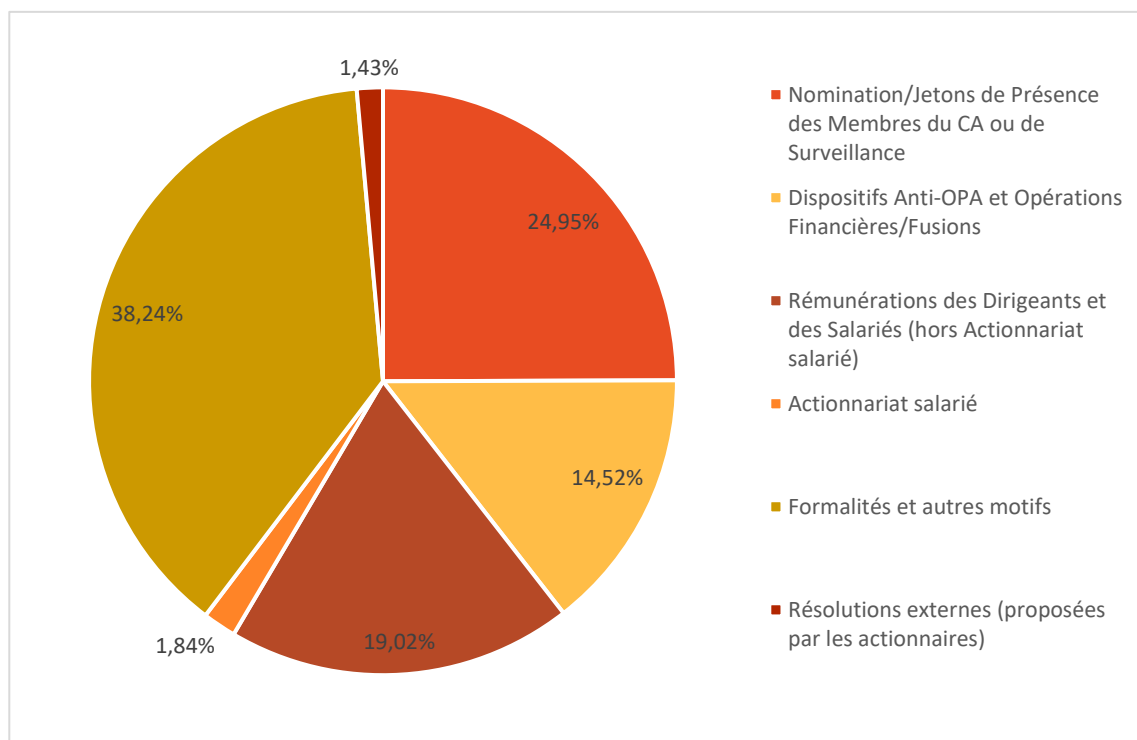
Répartition des votes par nature – ODDO BHF GENERATION



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

- 38,24% concernaient les formalités et les questions similaires (approbation des comptes, modifications des statuts, et nomination et rémunération du commissaire aux comptes),
- 24,95% portaient sur les nominations et les honoraires pour les conseils d'administration ou de surveillance,
- 19,02% examinaient la rémunération des dirigeants et des employés et
- 14,52% considéraient les mécanismes anti-OPA, et les fusions et opérations de sociétés.

Répartition des résolutions votées par catégorie – ODDO BHF GENERATION



Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

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: 104,443

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 Génération FCP

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

easyJet Plc

Meeting Date: 02/06/2020

Country: United Kingdom

Primary Security ID: G3030S109

Record Date: 02/04/2020

Meeting Type: Annual

Ticker: EZJ

Shares Voted: 58,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect John Barton as Director	Mgmt	For	For	For
5	Re-elect Johan Lundgren as Director	Mgmt	For	For	For
6	Re-elect Andrew Findlay as Director	Mgmt	For	For	For
7	Re-elect Charles Gurassa as Director	Mgmt	For	For	For
8	Re-elect Dr Andreas Bierwirth as Director	Mgmt	For	For	For
9	Re-elect Moya Greene as Director	Mgmt	For	For	For
10	Re-elect Dr Anastassia Lauterbach as Director	Mgmt	For	For	For
11	Re-elect Nick Leeder as Director	Mgmt	For	For	For
12	Re-elect Andy Martin 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 Génération FCP

easyJet Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Julie Southern as Director	Mgmt	For	For	For
14	Elect Catherine Bradley as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Against	Against
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise EU Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	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

Cineworld Group Plc

Meeting Date: 02/11/2020

Country: United Kingdom

Primary Security ID: G219AH100

Record Date: 02/07/2020

Meeting Type: Special

Ticker: CINE

Shares Voted: 6,045,277

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of Cineplex Inc	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: 181,764

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	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 Génération FCP

Elior Group 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 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
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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Elior Group SA

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

Novo Nordisk A/S

Meeting Date: 03/26/2020

Country: Denmark

Primary Security ID: K72807132

Record Date: 03/19/2020

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 99,756

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3.1	Receive Remuneration Report 2019	Mgmt			
3.2a	Approve Remuneration of Directors for 2019 in the Aggregate Amount of DKK 19.4 Million	Mgmt	For	For	For
3.2b	Approve Remuneration of Directors for 2020 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.4 Million for the Vice Chairman, and DKK 720,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
3.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
3.4	Amend Articles Re: Voting on the Company's Remuneration Report at Annual General Meetings	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5.1	Reelect Helge Lund as Director and Chairman	Mgmt	For	For	For
5.2	Reelect Jeppe Christiansen as Director and Deputy Chairman	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 Génération FCP

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3a	Reelect Brian Daniels as Director	Mgmt	For	For	For
5.3b	Reelect Laurence Debroux as Director	Mgmt	For	For	For
5.3c	Reelect Andreas Fibig as Director	Mgmt	For	For	For
5.3d	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
5.3e	Reelect Liz Hewitt as Director	Mgmt	For	For	For
5.3f	Reelect Kasim Kutay as Director	Mgmt	For	For	For
5.3g	Reelect Martin Mackay as Director	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	Abstain	Abstain
7.1	Approve DKK 10 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For	For
7.2	Authorize Share Repurchase Program	Mgmt	For	For	For
7.3a	Approve Creation of Pool of Capital for the Benefit of Employees	Mgmt	For	Against	Against
7.3b	Approve Creation of Pool of Capital with Preemptive Rights	Mgmt	For	For	For
7.3c	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Refer	For
7.4	Approve Donation to the World Diabetes Foundation	Mgmt	For	For	For
	Shareholder Proposal Submitted by Frank Aaen	Mgmt			
8	Disclosure of the Ratio between Executive and Employee Remuneration in the Annual Reports	SH	Against	Refer	Against
9	Other Business	Mgmt			

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/31/2020

Country: Sweden

Primary Security ID: W26049119

Record Date: 03/25/2020

Meeting Type: Annual

Ticker: ERIC.B

Shares Voted: 2,084,115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Agenda of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.2	Approve Discharge of Board and President	Mgmt	For	For	For
8.3	Approve Allocation of Income and Dividends of SEK 1.50 Per Share	Mgmt	For	For	For
9	Determine Number of Directors (10) and Deputy Directors (0) of Board	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 4.2 Million for Chairman and SEK 1.05 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For	For
11.1	Reelect Jon Baksaas as Director	Mgmt	For	For	For
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against	Against
11.3	Reelect Nora Denzel as Director	Mgmt	For	For	For
11.4	Reelect Borje Ekholm as Director	Mgmt	For	For	For
11.5	Reelect Eric A. Elzvik as Director	Mgmt	For	For	For
11.6	Reelect Kurt Jofs as Director	Mgmt	For	For	For
11.7	Reelect Ronnie Leten as Director	Mgmt	For	For	For
11.8	Reelect Kristin S. Rinne as Director	Mgmt	For	For	For
11.9	Reelect Helena Stjernholm as Director	Mgmt	For	For	For
11.10	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For
12	Reelect Ronnie Leten as Board Chairman	Mgmt	For	For	For
13	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	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 Génération FCP

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17.1	Approve Long-Term Variable Compensation Program 2020 (LTV 2020)	Mgmt	For	Against	Against
17.2	Approve Equity Plan Financing of LTV 2020	Mgmt	For	Against	Against
17.3	Approve Alternative Equity Plan Financing of LTV 2020	Mgmt	For	Against	Against
18	Approve Equity Plan Financing of LTV 2018 and 2019	Mgmt	For	For	For
19	Approve Equity Plan Financing of LTV 2016 and 2017	Mgmt	For	For	For
	Shareholder Proposals Submitted by Thorwald Arvidsson and Einar Hellbom	Mgmt			
20.1	Eliminate Differentiated Voting Rights	SH	None	Against	Against
20.2	Amend Articles Re: Editorial Changes	SH	None	Against	Against
21.1	Instruct Board to Work for the Swedish Companies Act to be Amended so the Possibility of Differentiation of Voting Rights is Abolished	SH	None	Against	Against
21.2	Instruct Board to Prepare a Proposal for Representation of Small and Medium-Sized Shareholders in the Board and Nomination Committee	SH	None	Against	Against
22	Appoint Special Examination of the Company's and the Auditors' Actions	SH	None	Against	Against
23	Instruct the Board to Propose Equal Voting Rights for All Shares on Annual Meeting 2021	SH	None	For	For
24	Close Meeting	Mgmt			

Banco Santander SA

Meeting Date: 04/02/2020

Country: Spain

Primary Security ID: E19790109

Record Date: 03/27/2020

Meeting Type: Annual

Ticker: SAN

Shares Voted: 4,875,329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.C	Approve Discharge of 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 Génération FCP

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For	For
3.B	Elect Luis Isasi Fernandez de Bobadilla as Director	Mgmt	For	For	For
3.C	Elect Sergio Agapito Lires Rial as Director	Mgmt	For	For	For
3.D	Ratify Appointment of and Elect Pamela Ann Walkden as Director	Mgmt	For	For	For
3.E	Reelect Ana Patricia Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
3.F	Reelect Rodrigo Echenique Gordillo as Director	Mgmt	For	For	For
3.G	Reelect Esther Gimenez-Salinas i Colomer as Director	Mgmt	For	For	For
3.H	Reelect Sol Daurella Comadran as Director	Mgmt	For	For	For
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5	Authorize Share Repurchase Program	Mgmt	For	For	For
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	Refer	For
7.A	Approve Scrip Dividends	Mgmt	For	For	For
7.B	Approve Scrip Dividends	Mgmt	For	For	For
8	Authorize Issuance of Non-Convertible Debt Securities up to EUR 50 Billion	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Remuneration of Directors	Mgmt	For	For	For
11	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
12.A	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
12.B	Approve Deferred and Conditional Variable Remuneration Plan	Mgmt	For	For	For
12.C	Approve Digital Transformation Award	Mgmt	For	For	For
12.D	Approve Buy-out Policy	Mgmt	For	For	For
12.E	Approve Employee Stock Purchase Plan	Mgmt	For	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
14	Advisory Vote on Remuneration Report	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 Génération FCP

Carel Industries SpA

Meeting Date: 04/20/2020

Country: Italy

Primary Security ID: T2R2A6107

Record Date: 04/07/2020

Meeting Type: Annual

Ticker: CRL

Shares Voted: 279,081

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

De'Longhi SpA

Meeting Date: 04/22/2020

Country: Italy

Primary Security ID: T3508H102

Record Date: 04/09/2020

Meeting Type: Annual/Special

Ticker: DLG

Shares Voted: 223,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	Against	Against
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3	Approve Stock Options Plan	Mgmt	For	Against	Against
4.1	Approve Increase in Size of Board from 11 to 12	Mgmt	For	For	For
4.2	Elect Massimo Garavaglia as Director and Approve Director's Remuneration	Mgmt	For	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	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 Génération FCP

De'Longhi SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service Stock Options Plan	Mgmt	For	Against	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Bouygues SA

Meeting Date: 04/23/2020

Country: France

Primary Security ID: F11487125

Record Date: 04/21/2020

Meeting Type: Annual/Special

Ticker: EN

Shares Voted: 473,478

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 Dividend	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
6	Approve Remuneration Policy of Directors	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Martin Bouygues	Mgmt	For	Against	Against
9	Approve Compensation of Olivier Bouygues	Mgmt	For	Against	Against
10	Approve Compensation of Philippe Marien	Mgmt	For	Against	Against
11	Approve Compensation of Olivier Roussat	Mgmt	For	Against	Against
12	Reelect Alexandre de Rothschild as Director	Mgmt	For	For	For
13	Elect Benoit Maes as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Bouygues SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against	Against
17	Amend Articles 4, 8, 13, 12, 14, 15 and 16 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
18	Delegate Power to the Board of Directors to Amend the Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Amplifon SpA

Meeting Date: 04/24/2020

Country: Italy

Primary Security ID: T0388E118

Record Date: 04/15/2020

Meeting Type: Annual

Ticker: AMP

Shares Voted: 211,381

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2	Approve Remuneration of Directors	Mgmt	For	For	For
3a	Approve Remuneration Policy	Mgmt	For	Against	Against
3b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against

Beiersdorf AG

Meeting Date: 04/29/2020

Country: Germany

Primary Security ID: D08792109

Record Date: 04/16/2020

Meeting Type: Annual

Ticker: BEI

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Beiersdorf AG

Shares Voted: 57,065

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 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal 2020	Mgmt	For	Against	Against
6	Approve Creation of EUR 42 Million Pool of Authorized Capital I with Partial Exclusion of Preemptive Rights	Mgmt	For	Refer	For
7	Approve Creation of EUR 25 Million Pool of Authorized Capital II with Partial Exclusion of Preemptive Rights	Mgmt	For	Refer	For
8	Approve Creation of EUR 25 Million Pool of Authorized Capital III with Partial Exclusion of Preemptive Rights	Mgmt	For	Refer	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 42 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Refer	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Against	Against
11	Amend Articles Re: Participation Requirements and Proof of Entitlement	Mgmt	For	For	For
12.1	Elect Wolfgang Herz to the Supervisory Board	Mgmt	For	For	For
12.2	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For

Aperam SA

Meeting Date: 05/05/2020

Country: Luxembourg

Primary Security ID: L0187K107

Record Date: 04/21/2020

Meeting Type: Annual/Special

Ticker: APAM

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Aperam SA

Shares Voted: 457,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
I	Approve Consolidated Financial Statements	Mgmt	For	For	For
II	Approve Financial Statements	Mgmt	For	For	For
III	Approve Remuneration of Directors	Mgmt	For	For	For
IV	Approve Dividends of EUR 1.75 Per Share	Mgmt	For	For	For
V	Approve Allocation of Income	Mgmt	For	For	For
VI	Approve Remuneration Policy	Mgmt	For	For	For
VII	Approve Remuneration Report	Mgmt	For	For	For
VIII	Approve Annual Fees Structure of the Board and Remuneration of CEO	Mgmt	For	For	For
IX	Approve Discharge of Directors	Mgmt	For	For	For
X	Reelect Joseph Greenwell as Director	Mgmt	For	For	For
XI	Elect Alain Kinsch as Director	Mgmt	For	For	For
XII	Elect Ros Rivaz as Director	Mgmt	For	For	For
XIII	Appoint Deloitte as Auditor	Mgmt	For	For	For
XIV	Approve Share Plan Grant Under the Leadership Team Performance Share Unit Plan	Mgmt	For	For	For
	Special Meeting Agenda	Mgmt			
I	Approve Cancellation of Shares and Reduction in Share Capital	Mgmt	For	For	For
II	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Articles of Association	Mgmt	For	Refer	For

Hennes & Mauritz AB

Meeting Date: 05/07/2020

Country: Sweden

Primary Security ID: W41422101

Record Date: 04/30/2020

Meeting Type: Annual

Ticker: HM.B

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Hennes & Mauritz AB

Shares Voted: 348,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8.c	Approve Discharge of Board and President	Mgmt	For	For	For
9	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chairman, and SEK 650,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For
11.a	Reelect Stina Bergfors as Director	Mgmt	For	For	For
11.b	Reelect Anders Dahlvig as Director	Mgmt	For	For	For
11.c	Reelect Danica Kragic Jensfelt as Director	Mgmt	For	For	For
11.d	Reelect Lena Patriksson Keller as Director	Mgmt	For	For	For
11.e	Reelect Christian Sievert as Director	Mgmt	For	For	For
11.f	Reelect Erica Wiking Hager as Director	Mgmt	For	For	For
11.g	Reelect Niklas Zennstrom as Director	Mgmt	For	For	For
11.h	Elect Karl-Johan Persson (Chairman) as New Director	Mgmt	For	For	For
12	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
13	Approve Procedures for Nominating Committee	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 Génération FCP

Hennes & Mauritz AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
	Shareholder Proposal Submitted by Fondazione Finanza Etica	Mgmt			
14.b	Disclose Sustainability Targets to be Achieved in order for Senior Executives to be Paid Variable Remuneration; Report on the Performance of Senior Executives About Sustainability Targets	SH	None	Refer	Against
	Management Proposal	Mgmt			
15	Amend Articles of Association Re: Company Name; Participation of General Meeting; Agenda of Annual Meeting; Share Registrar	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
16	Eliminate Differentiated Voting Rights	SH	None	Against	Against
17	Examination of Various Aspects of the Company's Collection of Data about the Personnel	SH	None	Against	Against
18	Close Meeting	Mgmt			

PUMA SE

Meeting Date: 05/07/2020

Country: Germany

Primary Security ID: D62318148

Record Date: 04/24/2020

Meeting Type: Annual

Ticker: PUM

Shares Voted: 8,153

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 Omission of Dividends	Mgmt	For	Do Not Vote	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	Do Not Vote	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	Do Not Vote	For
5	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For	Do Not Vote	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

PUMA SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	Do Not Vote	For
7	Amend Articles Re: Annulment of the Variable Supervisory Board Remuneration Clause	Mgmt	For	Do Not Vote	For
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	Do Not Vote	For

Cineworld Group Plc

Meeting Date: 05/13/2020

Country: United Kingdom

Primary Security ID: G219AH100

Record Date: 05/11/2020

Meeting Type: Annual

Ticker: CINE

Shares Voted: 4,347,559

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Alicja Kornasiewicz as Director	Mgmt	For	For	For
4	Re-elect Nisan Cohen as Director	Mgmt	For	For	For
5	Re-elect Israel Greidinger as Director	Mgmt	For	For	For
6	Re-elect Moshe Greidinger as Director	Mgmt	For	For	For
7	Re-elect Renana Teperberg as Director	Mgmt	For	For	For
8	Re-elect Camela Galano as Director	Mgmt	For	For	For
9	Re-elect Dean Moore as Director	Mgmt	For	For	For
10	Re-elect Scott Rosenblum as Director	Mgmt	For	For	For
11	Re-elect Arni Samuelsson as Director	Mgmt	For	For	For
12	Re-elect Eric Senat as Director	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	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 Génération FCP

Cineworld Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Refer	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

SoftwareONE Holding AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H5682F102

Record Date:

Meeting Type: Annual

Ticker: SWON

Shares Voted: 442,017

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

SoftwareONE Holding AG

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

SoftwareONE Holding AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H5682F102

Record Date:

Meeting Type: Annual

Ticker: SWON

Shares Voted: 442,017

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

ASM International NV

Meeting Date: 05/18/2020

Country: Netherlands

Primary Security ID: N07045201

Record Date: 04/20/2020

Meeting Type: Annual

Ticker: ASM

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

ASM International NV

Shares Voted: 96,216

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

SAP SE

Meeting Date: 05/20/2020

Country: Germany

Primary Security ID: D66992104

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: SAP

Shares Voted: 242,981

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 1.58 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	Against	Against
6.1	Approve Creation of EUR 250 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For
6.2	Approve Creation of EUR 250 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Refer	For
7	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	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: 98,148

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Dassault Systemes SA

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Dassault Systemes 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

Bolloré SA

Meeting Date: 05/27/2020

Country: France

Primary Security ID: F10659260

Record Date: 05/25/2020

Meeting Type: Annual/Special

Ticker: BOL

Shares Voted: 1,617,384

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	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 0.06 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Marie Bolloré as Director	Mgmt	For	Against	Against
6	Renew Appointment of Constantin Associes as Auditor	Mgmt	For	Against	Against
7	Renew Appointment of Cisane as Alternate Auditor	Mgmt	For	For	For
8	Authorize Repurchase of 291 Million Shares	Mgmt	For	Against	Against
9	Approve Compensation Report	Mgmt	For	Against	Against
10	Approve Compensation of Vincent Bolloré, Chairman and CEO Until March 14, 2019	Mgmt	For	Against	Against
11	Approve Compensation of Cyrille Bolloré, Vice-CEO Until March 14, 2019	Mgmt	For	Against	Against
12	Approve Compensation of Cyrille Bolloré, Chairman and CEO Since April 1, 2019	Mgmt	For	Against	Against
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Bollere SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorize Capital Increase of Up to EUR 15 Million for Future Exchange Offers	Mgmt	For	Against	Against
2	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
3	Amend Article 12 of Bylaws Re: Board Composition	Mgmt	For	For	For
4	Amend Article 19 of Bylaws Re: GM Electronic Voting	Mgmt	For	For	For
5	Amend Article 16 of Bylaws Re: Board Members Remuneration	Mgmt	For	For	For
6	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Keywords Studios Plc

Meeting Date: 05/27/2020

Country: United Kingdom

Primary Security ID: G5254U108

Record Date: 05/22/2020

Meeting Type: Annual

Ticker: KWS

Shares Voted: 280,790

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Andrew Day as Director	Mgmt	For	For	For
4	Re-elect Georges Fornay as Director	Mgmt	For	For	For
5	Re-elect Charlotta Ginman as Director	Mgmt	For	For	For
6	Re-elect Ross Graham as Director	Mgmt	For	For	For
7	Re-elect Giorgio Guastalla as Director	Mgmt	For	For	For
8	Re-elect David Reeves as Director	Mgmt	For	For	For
9	Elect Jon Hauck as Director	Mgmt	For	For	For
10	Reappoint BDO as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	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 Génération FCP

Keywords Studios Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Adopt New Articles of Association	Mgmt	For	For	For

Publicis Groupe SA

Meeting Date: 05/27/2020

Country: France

Primary Security ID: F7607Z165

Record Date: 05/25/2020

Meeting Type: Annual/Special

Ticker: PUB

Shares Voted: 139,274

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 1.15 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For
9	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	Mgmt	For	For	For
12	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	Mgmt	For	For	For
13	Approve Compensation of Jean-Michel Etienne, Management Board Member	Mgmt	For	For	For
14	Approve Compensation of Anne-Gabrielle Heilbronner, 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 Génération FCP

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Compensation of Steve King, Management Board Member	Mgmt	For	For	For
16	Reelect Sophie Dulac as Supervisory Board Member	Mgmt	For	For	For
17	Reelect Thomas H. Glocer as Supervisory Board Member	Mgmt	For	For	For
18	Reelect Marie-Josée Kravis as Supervisory Board Member	Mgmt	For	For	For
19	Reelect Andre Kudelski as Supervisory Board Member	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	Refer	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 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 Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Refer	For
26	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	Refer	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
31	Amend Articles 6, 7 and 17 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
32	Amend Article 13 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 Génération FCP

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
33	Amend Article 15 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
34	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Merck KGaA

Meeting Date: 05/28/2020

Country: Germany

Primary Security ID: D5357W103

Record Date: 05/15/2020

Meeting Type: Annual

Ticker: MRK

Shares Voted: 202,559

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	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.30 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	Against	Against
7	Approve Affiliation Agreement with BSSN UG	Mgmt	For	For	For

Ipsen SA

Meeting Date: 05/29/2020

Country: France

Primary Security ID: F5362H107

Record Date: 05/27/2020

Meeting Type: Annual/Special

Ticker: IPN

Shares Voted: 133,197

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 Génération FCP

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Ipsen SA

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

SPIE SA

Meeting Date: 05/29/2020

Country: France

Primary Security ID: F8691R101

Record Date: 05/27/2020

Meeting Type: Annual/Special

Ticker: SPIE

Shares Voted: 965,892

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 0.17 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Ratify Appointment of Elisabeth Van Damme as Director	Mgmt	For	For	For
6	Approve Compensation of Gauthier Louette, Chairman and CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Gauthier Louette, Chairman and CEO	Mgmt	For	For	For
8	Approve Compensation Report	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

SPIE SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Capitalization of Reserves of Up to EUR 14.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 36 Million	Mgmt	For	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.4 Million	Mgmt	For	Refer	For
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.4 Million	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 under Items 13 to 15	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 Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
22	Amend Article 15 of Bylaws Re: Directors Remuneration	Mgmt	For	For	For
23	Amend Article 16 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Anheuser-Busch InBev SA/NV

Meeting Date: 06/03/2020

Country: Belgium

Primary Security ID: B639CJ108

Record Date: 05/20/2020

Meeting Type: Annual/Special

Ticker: ABI

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Anheuser-Busch InBev SA/NV

Shares Voted: 219,251

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting	Mgmt			
	Special Meeting Agenda	Mgmt			
A1.a	Amend Articles 24.4 Re: Participation and Decisions in a Meeting	Mgmt	For	For	For
A1.b	Amend Articles Re: Distributions of Interim Dividends	Mgmt	For	For	For
A1.c	Amend Articles of Association Re: Alignment on the Rules of Code on Companies and Associations	Mgmt	For	For	For
	Annual Meeting Agenda	Mgmt			
B2	Receive Directors' Reports (Non-Voting)	Mgmt			
B3	Receive Auditors' Reports (Non-Voting)	Mgmt			
B4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
B5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.30 per Share	Mgmt	For	For	For
B6	Approve Discharge of Directors	Mgmt	For	For	For
B7	Approve Discharge of Auditors	Mgmt	For	For	For
B8.a	Reelect Michele Burns as Independent Director	Mgmt	For	For	For
B8.b	Reelect Elio Leoni Sceti as Independent Director	Mgmt	For	For	For
B8.c	Reelect Alexandre Van Damme as Director	Mgmt	For	Against	Against
B8.d	Reelect Gregoire de Spoelberch as Director	Mgmt	For	Against	Against
B8.e	Reelect Paul Cornet de Ways Quart as Director	Mgmt	For	Against	Against
B8.f	Reelect Paulo Lemann as Director	Mgmt	For	Against	Against
B8.g	Reelect Maria Asuncion Aramburuzabala as Director	Mgmt	For	Against	Against
B8.h	Elect Roberto Thompson Motta as Director	Mgmt	For	Against	Against
B8.i	Reelect Martin J. Barrington as Director	Mgmt	For	Against	Against
B8.j	Reelect William F. Gifford, Jr. as Director	Mgmt	For	Against	Against
B8.k	Reelect Alejandro Santo Domingo Davila as Director	Mgmt	For	Against	Against
B9	Approve Remuneration Report	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 Génération FCP

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
C10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	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: 99,680

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Sopra Steria Group SA

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

Moncler SpA

Meeting Date: 06/11/2020

Country: Italy

Primary Security ID: T6730E110

Record Date: 06/02/2020

Meeting Type: Annual/Special

Ticker: MONC

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Moncler SpA

Shares Voted: 254,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Allocation of Income	Mgmt	For	For	For
2.1	Approve Remuneration Policy	Mgmt	For	For	For
2.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
3.1.1	Slate Submitted by Ruffini Partecipazioni Srl	SH	None	For	For
3.1.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
3.2	Appoint Chairman of Internal Statutory Auditors	SH	None	For	For
	Shareholder Proposal Submitted by Ruffini Partecipazioni Srl	Mgmt			
3.3	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
4	Approve 2020 Performance Shares Plan	Mgmt	For	For	For
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Board to Increase Capital to Service 2020 Performance Shares Plan	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Alten SA

Meeting Date: 06/18/2020

Country: France

Primary Security ID: F02626103

Record Date: 06/16/2020

Meeting Type: Annual

Ticker: ATE

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Alten SA

Shares Voted: 115,365

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	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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Alten SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Textual References Regarding Change of Codification	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: 154,729

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux, General Manager Since May 17, 2019	Mgmt	For	For	For
10	Approve Compensation of Yves Chapo, Manager	Mgmt	For	For	For
11	Approve Compensation of Jean-Dominique Senard, General Manager Until May 17, 2019	Mgmt	For	For	For
12	Approve Compensation of Michel Rollier, Chairman of Supervisory Board	Mgmt	For	For	For
13	Elect Anne-Sophie de La Bigne as Supervisory Board Member	Mgmt	For	For	For

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Elect Jean-Pierre Dupriou 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
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Indra Sistemas SA

Meeting Date: 06/24/2020

Country: Spain

Primary Security ID: E6271Z155

Record Date: 06/19/2020

Meeting Type: Annual

Ticker: IDR

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Indra Sistemas SA

Shares Voted: 685,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5.1	Elect Carmen Aquerreta Ferraz as Director	Mgmt	For	For	For
5.2	Elect Rosa Maria Garcia Pineiro as Director	Mgmt	For	For	For
5.3	Reelect Silvia Iranzo Gutierrez as Director	Mgmt	For	For	For
6.1	Amend Article 14 Re: Attendance, Voting and Proxy Rights at the Annual General Meeting	Mgmt	For	For	For
6.2	Amend Article 23 Re: Board Meetings	Mgmt	For	For	For
7	Amend Articles of General Meeting Regulations Re: Right of Attendance and Voting at Annual General Meeting Remotely and by Telematic Means	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
12	Receive Amendments to Board of Directors Regulations	Mgmt			

Sixt SE

Meeting Date: 06/24/2020

Country: Germany

Primary Security ID: D69899116

Record Date: 06/02/2020

Meeting Type: Annual

Ticker: SIX2

Shares Voted: 166,292

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Resolutions for Common Shareholders	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Sixt SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.05 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal 2020	Mgmt	For	Against	Against
6.1	Elect Ralf Teckentrup to the Supervisory Board	Mgmt	For	Against	Against
6.2	Elect Daniel Terberger to the Supervisory Board	Mgmt	For	Against	Against
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9	Approve Creation of EUR 32.6 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Against	Against
	Resolution for Preferred Shareholders	Mgmt			
10	Approve Creation of EUR 32.6 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Against	Against
	Resolution for Common Shareholders	Mgmt			
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 15.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against
	Resolution for Preferred Shareholders	Mgmt			
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million; Approve Creation of EUR 15.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against
	Resolutions for Common Shareholders	Mgmt			
13	Amend Articles Re: Electronic Transmission of Notifications	Mgmt	For	For	For
14	Amend Articles Re: Proof of Entitlement	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 Génération FCP

Peugeot SA

Meeting Date: 06/25/2020

Country: France

Primary Security ID: F72313111

Record Date: 06/23/2020

Meeting Type: Annual/Special

Ticker: UG

Shares Voted: 313,129

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	Ratify Appointment of Zhang Zutong as Supervisory Board Member	Mgmt	For	Against	Against
5	Reelect Catherine Bradley as Supervisory Board Member	Mgmt	For	For	For
6	Approve Remuneration Policy of Carlos Tavares, Chairman of the Management Board	Mgmt	For	Against	Against
7	Approve Remuneration Policy of Olivier Bourges, Michael Lohscheller, Maxime Picat as Members of the Management Board	Mgmt	For	Against	Against
8	Approve Remuneration Policy of Louis Gallois, Chairman of the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration Policy of Members of the Supervisory Board	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Carlos Tavares, Chairman of the Management Board	Mgmt	For	Against	Against
12	Approve Compensation of Olivier Bourges, Member of the Management Board Since March 1, 2019	Mgmt	For	Against	Against
13	Approve Compensation of Michael Lohscheller, Member of the Management Board Since Sept. 1, 2019	Mgmt	For	Against	Against
14	Approve Compensation of Maxime Picat, Member of the Management Board	Mgmt	For	Against	Against
15	Approve Compensation of Jean-Christophe Quemard, Member of the Management Board Until Aug. 31, 2019	Mgmt	For	Against	Against
16	Approve Compensation of Louis Gallois, Chairman of the Supervisory 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 Génération FCP

Peugeot SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Transaction with Etablissements Peugeot Freres and FFP Re: Engagement Letter	Mgmt	For	For	For
18	Approve Transaction with Bpifrance Participations and Lion Participations Re: Engagement Letter	Mgmt	For	For	For
19	Approve Transaction with Dongfeng Motor Group Re: Buyout Agreement	Mgmt	For	For	For
20	Waiver of the Establishment of a Special Negotiation Group Re: Merger Agreement Between Company and Fiat Chrysler Automobiles	Mgmt	For	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
23	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against	Against
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Amend Article 10 of Bylaws Re: Employee Representative	Mgmt	For	For	For
26	Amend Article 12 of Bylaws Re: Payment of Dividends	Mgmt	For	For	For
27	Ratify Change Location of Registered Office to Centre Technique de Velizy, Route de Gisy, 78140 Velizy-Villacoublay and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Tecnicas Reunidas SA

Meeting Date: 06/25/2020

Country: Spain

Primary Security ID: E90553108

Record Date: 06/19/2020

Meeting Type: Annual

Ticker: TRE

Shares Voted: 284,574

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	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 Génération FCP

Tecnicas Reunidas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	Against	Against
6.1	Amend Article 6 Re: Capital Increase and Decrease and Issuance of Bonds or Other Securities	Mgmt	For	For	For
6.2	Amend Articles Re: General Meetings	Mgmt	For	For	For
6.3	Amend Articles Re: Board of Directors	Mgmt	For	For	For
6.4	Amend Articles Re: Balance Sheet, Allocation of Income and Distribution of Profits	Mgmt	For	For	For
7.1	Amend Articles of General Meeting Regulations Re: General Provisions	Mgmt	For	For	For
7.2	Amend Articles of General Meeting Regulations Re: Types and Competences	Mgmt	For	For	For
7.3	Amend Articles of General Meeting Regulations Re: Convening and Preparation of Annual General Meeting	Mgmt	For	For	For
7.4	Amend Articles of General Meeting Regulations Re: Holding of the General Meeting	Mgmt	For	For	For
7.5	Add Article 33 of General Meeting Regulations Re: Attendance Via Telematic Means	Mgmt	For	For	For
7.6	Amend Articles of General Meeting Regulations Re: Approval, Publicity and Validity	Mgmt	For	For	For
7.7	Approve Restated General Meeting Regulations	Mgmt	For	For	For
8.1	Reelect Juan Llado Arburua as Director	Mgmt	For	For	For
8.2	Reelect Petra Mateos-Aparicio Morales as Director	Mgmt	For	For	For
8.3	Reelect Luis Uriarte Santamarina as Director	Mgmt	For	Against	Against
8.4	Reelect Adrian Lajous Vargas as Director	Mgmt	For	Against	Against
8.5	Reelect Jose Manuel Llado Arburua as Director	Mgmt	For	For	For
8.6	Reelect William Blaine Richardson as Director	Mgmt	For	For	For
8.7	Elect Ines Andrade Moreno as Director	Mgmt	For	For	For
8.8	Elect Ignacio Sanchez-Asiain Sanz 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 Génération FCP

Tecnicas Reunidas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.9	Fix Number of Directors at 15	Mgmt	For	For	For
9	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 200 Million with Exclusion of Preemptive Rights up to 50 Percent of Capital	Mgmt	For	Refer	Against
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Authorize Board to Create and Fund Associations and Foundations	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	For	For
13	Approve Annual Maximum Remuneration	Mgmt	For	For	For
14	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
15	Advisory Vote on Remuneration Report	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: 15,995

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Eurofins Scientific SE

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

Software AG

Meeting Date: 06/26/2020

Country: Germany

Primary Security ID: D7045M190

Record Date:

Meeting Type: Annual

Ticker: SOW

Shares Voted: 110,381

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 0.76 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For
5	Ratify BDO AG as Auditors for Fiscal 2020	Mgmt	For	Against	Against
6.1	Elect Ralf Dieter to the Supervisory 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 Génération FCP

Software AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Elect Ursula Soritsch-Renier to the Supervisory Board	Mgmt	For	Against	Against
6.3	Elect Karl-Heinz Streibich to the Supervisory Board	Mgmt	For	Against	Against
6.4	Elect Markus Ziener to the Supervisory Board	Mgmt	For	Against	Against

Solutions 30 SE

Meeting Date: 06/26/2020

Country: Luxembourg

Primary Security ID: F847A8125

Record Date:

Meeting Type: Annual

Ticker: ALS30

Shares Voted: 655,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Consolidated Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Management and Supervisory Boards	Mgmt	For	For	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Long Term Incentive Plan	Mgmt	For	For	For

Solutions 30 SE

Meeting Date: 06/26/2020

Country: Luxembourg

Primary Security ID: F847A8125

Record Date:

Meeting Type: Special

Ticker: ALS30

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Solutions 30 SE

Shares Voted: 655,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Amend and Restate Articles of Association	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: 38,928

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
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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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
30	Textual References Regarding Change of Codification	Mgmt	For	Against	Against
31	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 Génération FCP

Knorr-Bremse AG

Meeting Date: 06/30/2020

Country: Germany

Primary Security ID: D4S43E114

Record Date: 06/08/2020

Meeting Type: Annual

Ticker: KBX

Shares Voted: 54,160

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 1.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.1	Elect Thomas Enders to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Heinz Thiele to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Theodor Weimer to the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 06/30/2020

Country: France

Primary Security ID: F58485115

Record Date: 06/26/2020

Meeting Type: Annual/Special

Ticker: MC

Shares Voted: 61,895

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 4.80 per Share	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 Génération FCP

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
5	Reelect Delphine Arnault as Director	Mgmt	For	For	For
6	Reelect Antonio Belloni as Director	Mgmt	For	For	For
7	Reelect Diego Della Valle as Director	Mgmt	For	For	For
8	Reelect Marie-Josée Kravis as Director	Mgmt	For	For	For
9	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For	For	For
10	Elect Natacha Valla as Director	Mgmt	For	For	For
11	Appoint Lord Powell of Bayswater as Censor	Mgmt	For	Against	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
13	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
14	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
15	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
17	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
21	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For	For	For
22	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For
23	Amend Article 14 of Bylaws Re: Board Powers	Mgmt	For	For	For
24	Amend Article 20, 21, 23 and 25 of Bylaws to Comply with Legal Changes	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 Génération FCP

Ubisoft Entertainment SA

Meeting Date: 07/02/2020

Country: France

Primary Security ID: F9396N106

Record Date: 06/30/2020

Meeting Type: Annual/Special

Ticker: UBI

Shares Voted: 192,031

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 Treatment of Losses	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	Approve Compensation of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Yves Guillemot, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Claude Guillemot, Vice-CEO	Mgmt	For	For	For
8	Approve Compensation of Michel Guillemot, Vice-CEO	Mgmt	For	For	For
9	Approve Compensation of Gerard Guillemot, Vice-CEO	Mgmt	For	For	For
10	Approve Compensation of Christian Guillemot, Vice-CEO	Mgmt	For	For	For
11	Approve Remuneration Policy for Chairman and CEO	Mgmt	For	For	For
12	Approve Remuneration Policy for Vice-CEOs	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Reelect Yves Guillemot as Director	Mgmt	For	Against	Against
15	Reelect Gerard Guillemot as Director	Mgmt	For	Against	Against
16	Reelect Florence Naviner as Director	Mgmt	For	For	For
17	Elect John Parkes as Representative of Employee Shareholders to the Board	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 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 Génération FCP

Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.45 Million	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 0.85 Million	Mgmt	For	Refer	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 0.85 Million	Mgmt	For	Refer	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Refer	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans (International Subsidiaries)	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Employees and Corporate Officers of International Subsidiaries (Specific Countries)	Mgmt	For	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans to Employees, Excluding Corporate Executive Officers	Mgmt	For	Against	Against
29	Authorize up to 0.2 Percent of Issued Capital for Use in Stock Option Plans to Corporate Executive Officers	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21-27 at EUR 4 Million	Mgmt	For	For	For
31	Amend Article 8 of Bylaws Re: Employee Representatives	Mgmt	For	For	For
32	Amend Article 12 of Bylaws Re: CEO and Vice-CEO Age Limit	Mgmt	For	For	For
33	Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
34	Delegate Powers to the Board to Amend Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against
35	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 Génération FCP

Industria de Diseno Textil SA

Meeting Date: 07/14/2020

Country: Spain

Primary Security ID: E6282J125

Record Date: 07/09/2020

Meeting Type: Annual

Ticker: ITX

Shares Voted: 287,949

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Discharge of Board	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
6.a	Reelect Pontegadea Inversiones SL as Director	Mgmt	For	For	For
6.b	Reelect Denise Patricia Kingsmill as Director	Mgmt	For	For	For
6.c	Ratify Appointment of and Elect Anne Lange as Director	Mgmt	For	For	For
7	Renew Appointment of Deloitte as Auditor	Mgmt	For	For	For
8.a	Amend Articles Re: Remote Attendance to General Meetings	Mgmt	For	For	For
8.b	Approve Restated Articles of Association	Mgmt	For	For	For
9.a	Amend Article 6 of General Meeting Regulations Re: Competences of General Meetings	Mgmt	For	For	For
9.b	Amend Articles of General Meeting Regulations Re: Remote Attendance	Mgmt	For	For	For
9.c	Approve Restated General Meeting Regulations	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
12	Receive Amendments to Board of Directors Regulations	Mgmt			

Prosus NV

Meeting Date: 08/18/2020

Country: Netherlands

Primary Security ID: N7163R103

Record Date: 07/21/2020

Meeting Type: Annual

Ticker: PRX

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Prosus NV

Shares Voted: 71,916

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Against
3	Adopt Financial Statements	Mgmt	For	For	For
4.a	Approve Dividends of EUR 0.602 Per Share	Mgmt	For	For	For
4.b	Approve Capital Increase and Capital Reduction	Mgmt	For	For	For
5	Approve Remuneration Policy for Executive Directors	Mgmt	For	Against	Against
6	Approve Remuneration Policy for Non-Executive Directors	Mgmt	For	For	For
7	Approve Discharge of Executive Directors	Mgmt	For	For	For
8	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
9	Elect Y Xu as Non-Executive Director	Mgmt	For	For	For
10.1	Reelect D G Eriksson as Non-Executive Director	Mgmt	For	For	For
10.2	Reelect M R Sorour as Non-Executive Director	Mgmt	For	For	For
10.3	Reelect E M Choi as Non-Executive Director	Mgmt	For	For	For
10.4	Reelect M Girotra as Non-Executive Director	Mgmt	For	For	For
10.5	Reelect R C C Jafta as Non-Executive Director	Mgmt	For	For	For
11	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	Against	Against
12	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	Refer	For
13	Authorize Repurchase of Shares	Mgmt	For	For	For
14	Amend Prosus Share Award Plan	Mgmt	For	Against	Against
15	Other Business (Non-Voting)	Mgmt			
16	Voting Results	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Fresenius Medical Care AG & Co. KGaA

Meeting Date: 08/27/2020

Country: Germany

Primary Security ID: D2734Z107

Record Date: 08/05/2020

Meeting Type: Annual

Ticker: FME

Shares Voted: 214,455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal 2019	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal 2019	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020	Mgmt	For	For	For
6	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of Two Pools of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	Refer	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Bouygues SA

Meeting Date: 09/04/2020

Country: France

Primary Security ID: F11487125

Record Date: 09/02/2020

Meeting Type: Special

Ticker: EN

Shares Voted: 405,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Dividends of EUR 1.70 per Share	Mgmt	For	For	For
2	Approve Remuneration Policy of Corporate Officers	Mgmt	For	Against	Against
3	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 Génération FCP

Kahoot! AS

Meeting Date: 09/28/2020

Country: Norway

Primary Security ID: R3S4AN105

Record Date:

Meeting Type: Special

Ticker: KAHOOT.ME

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For		Do Not Vote
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For		Do Not Vote
3	Approve Notice of Meeting and Agenda	Mgmt	For		Do Not Vote
4	Approve Creation of NOK 5.5 Million Pool of Capital without Preemptive Rights	Mgmt	For		Do Not Vote

Just Eat Takeaway.com NV

Meeting Date: 10/07/2020

Country: Netherlands

Primary Security ID: N4753E105

Record Date: 09/09/2020

Meeting Type: Special

Ticker: TKWY

Shares Voted: 57,481

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Special Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Approve All-Share Combination with Grubhub Inc. in Accordance with the Merger Agreement	Mgmt	For	For	For
2B	Grant Board Authority to Issue Shares and/or Grant Rights to Acquire Shares in Connection with the Transaction	Mgmt	For	For	For
2C	Authorize Board to Exclude or Limit Preemptive Rights in Connection with the Transaction	Mgmt	For	For	For
2D	Elect Matthew Maloney to Management Board	Mgmt	For	For	For
2E	Elect Lloyd Frink to Supervisory Board	Mgmt	For	For	For
2F	Elect David Fisher to Supervisory Board	Mgmt	For	For	For
2G	Approve Supplement to the Remuneration Policy of the Management Board in Respect of Matthew Maloney	Mgmt	For	Against	Against
3	Other Business (Non-Voting)	Mgmt			

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Close Meeting	Mgmt			

Banco Santander SA

Meeting Date: 10/26/2020

Country: Spain

Primary Security ID: E19790109

Record Date: 10/21/2020

Meeting Type: Special

Ticker: SAN

Shares Voted: 3,725,547

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income and Dividends	Mgmt	For	For	For
2.A	Fix Number of Directors at 15	Mgmt	For	For	For
2.B	Elect Ramon Martin Chavez Marquez as Director	Mgmt	For	For	For
3.A	Approve Company's Balance Sheet as of June 30, 2020	Mgmt	For	For	For
3.B	Approve Bonus Share Issue	Mgmt	For	For	For
4	Approve Distribution of Share Issuance Premium	Mgmt	For	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

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: 14,342

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Génération FCP

Pernod Ricard SA

Meeting Date: 11/27/2020

Country: France

Primary Security ID: F72027109

Record Date: 11/25/2020

Meeting Type: Annual/Special

Ticker: RI

Shares Voted: 32,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Articles 35 and 36 of Bylaws Re: AGM and EGM Majority Votes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 2.66 per Share	Mgmt	For	For	For
5	Reelect Alexandre Ricard as Director	Mgmt	For	For	For
6	Reelect Cesar Giron as Director	Mgmt	For	For	For
7	Reelect Wolfgang Colberg as Director	Mgmt	For	For	For
8	Elect Virginie Fauvel as Director	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.25 Million	Mgmt	For	For	For
10	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy for Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
14	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Change Location of Registered Office to 5, Cours Paul Ricard, 75008 Paris and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	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 Génération FCP

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
19	Amend Article 21 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For	For	For
20	Amend Bylaws to Comply with Legal Changes	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For



ODDO BHF Asset Management SAS

12 boulevard de la Madeleine
75440 Paris Cedex 09 France
am.oddo-bhf.com