



VOTING REPORT
ODDO BHF AVENIR EURO

JUNE 2021



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

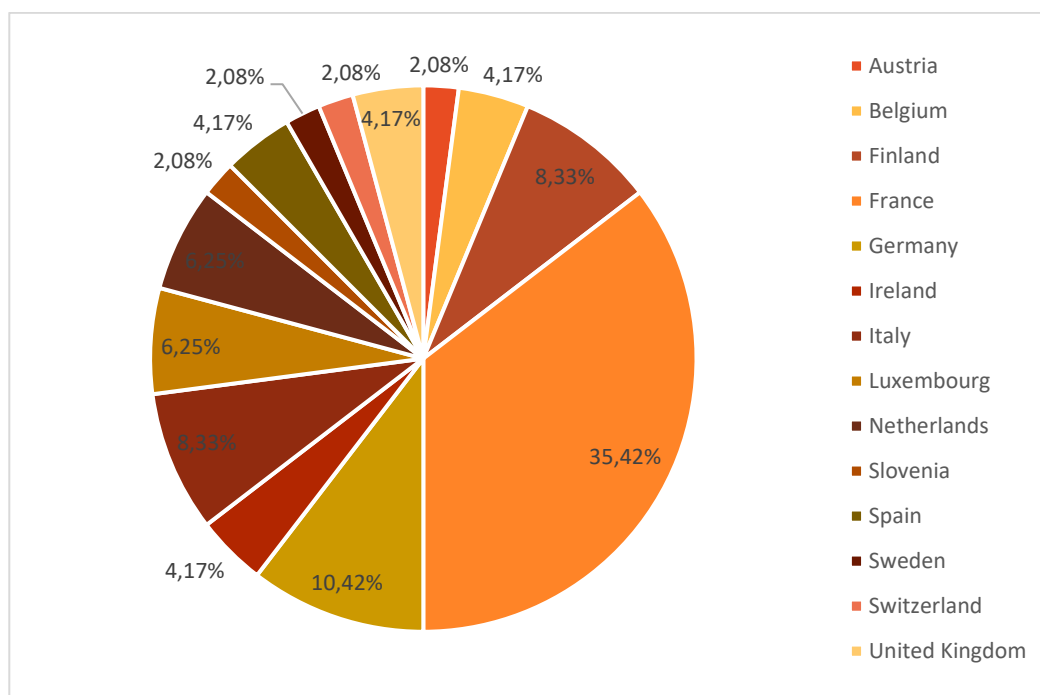
I. General voting statistics

A. Votes at AGMs – ODDO BHF AVENIR EURO

In 2020, ODDO BHF Asset Management SAS voted at the AGMs of **48 listed European companies**, representing 788 resolutions. The number of companies in which ODDO BHF Asset Management SAS had voting rights and for which it could have exercised its rights over this period was 48. Consequently, its participation rate at the AGMs of portfolio companies was **100%**.

From a geographical perspective, France represented 35,42% of AGMs voted at in 2020, ahead of Germany (10,42%), Italy (8,33%) and Finland (8,33%).

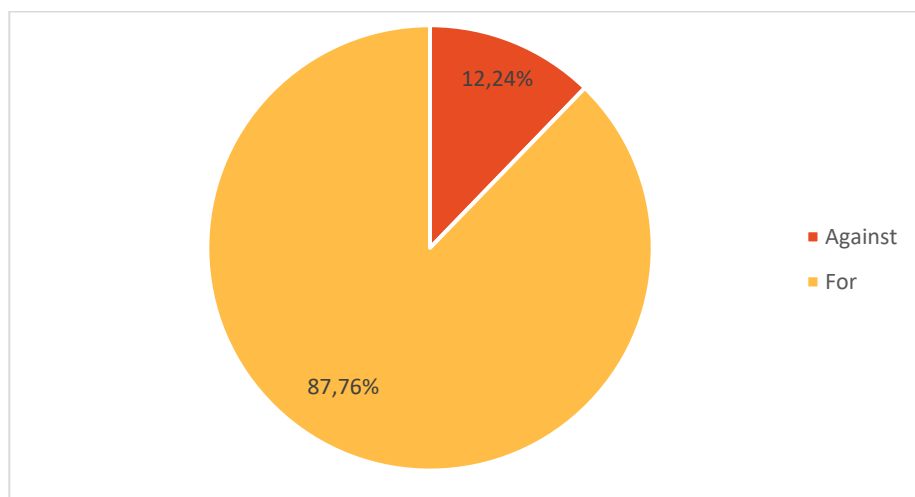
Geographical breakdown of votes at AGMs in 2020 – ODDO BHF AVENIR EURO



B. Breakdown of votes by resolutions – ODDO BHF AVENIR EURO

Of the 788 possible resolutions in 2020, ODDO BHF Asset Management SAS voted on the totality, representing a participation rate of 100%. **Opposing votes** represented **12,24%**.

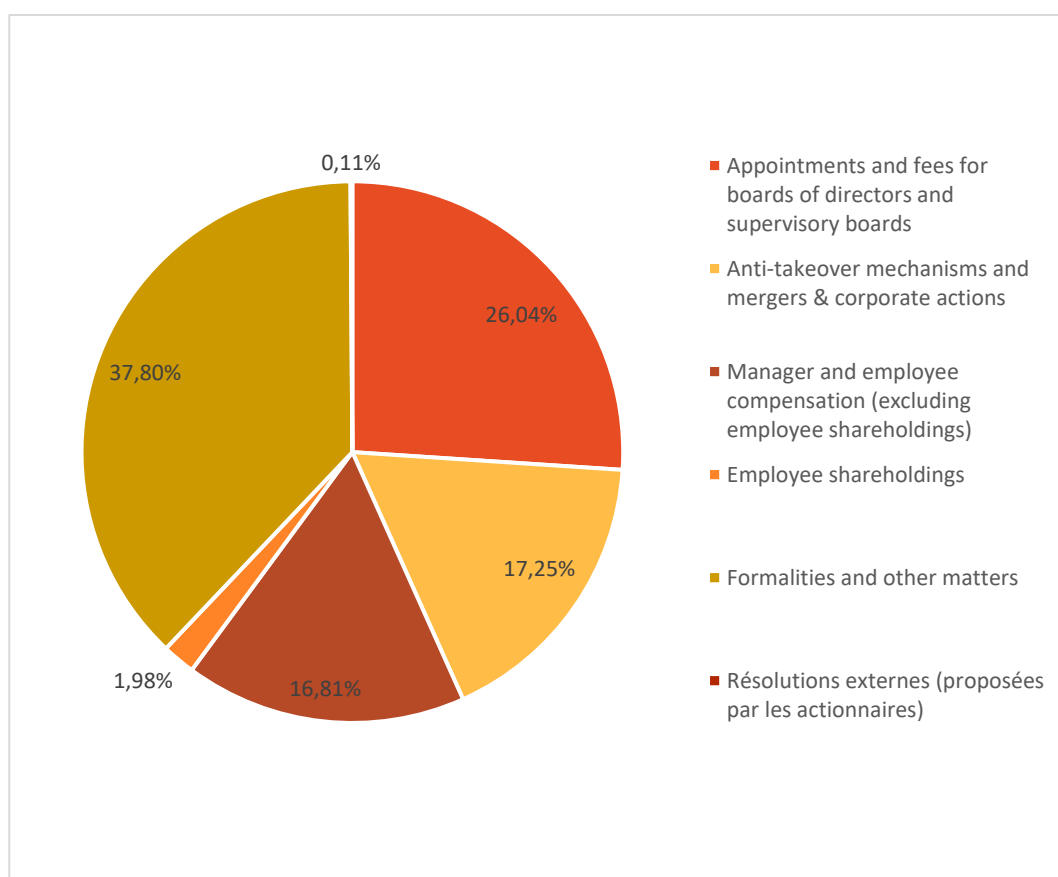
Breakdown of votes by nature – ODDO BHF AVENIR EURO



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

- 37,80% involved formalities and similar matters (approval of accounts, amendments to articles of incorporation, and external auditor appointment and compensation),
- 26,04% analysed appointments and fees for boards of directors or supervisory boards,
- 17,25% concerned anti-takeover mechanisms, and mergers & corporate actions,
- 16,81% focused on manager and employee compensation

Breakdown of resolutions voted by category – ODDO BHF AVENIR EURO



Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

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: 163,338

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

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 |

Stabilus S.A.

Meeting Date: 02/12/2020

Country: Luxembourg

Primary Security ID: L8750H104

Record Date: 01/29/2020

Meeting Type: Annual

Ticker: STM

Shares Voted: 73,444

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Management Board Report on Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 2 | Receive Supervisory Board Report on Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 3 | Receive Auditor's Reports | Mgmt | | | |
| 4 | Approve Financial Statements | Mgmt | For | For | For |
| 5 | Approve Allocation of Income | Mgmt | For | For | For |
| 6 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 7 | Approve Discharge of Stephan Kessel as Management Board Member | Mgmt | For | For | For |
| 8 | Approve Discharge of Mark Wilhelms as Management Board Member | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Stabilus S.A.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 9 | Approve Discharge of Andreas Sievers as Management Board Member | Mgmt | For | For | For |
| 10 | Approve Discharge of Andreas Schroder as Management Board Member | Mgmt | For | For | For |
| 11 | Approve Discharge of Markus Schadlich as Management Board Member | Mgmt | For | For | For |
| 12 | Approve Discharge of Udo Stark as Supervisory Board Member | Mgmt | For | For | For |
| 13 | Approve Discharge of Stephan Kessel as Supervisory Board Member | Mgmt | For | For | For |
| 14 | Approve Discharge of Joachim Rauhut as Supervisory Board Member | Mgmt | For | For | For |
| 15 | Approve Discharge of Ralf-Michael Fuchs as Supervisory Board Member | Mgmt | For | For | For |
| 16 | Approve Discharge of Dirk Linzmeier as Supervisory Board Member | Mgmt | For | For | For |
| 17 | Acknowledge Resumption of Stephan Kessel as Supervisory Board Member | Mgmt | | | |
| 18 | Renew Appointment of KPMG as Auditor | Mgmt | For | For | For |
| 19 | Approve Remuneration Policy | Mgmt | For | For | For |
| 20 | Approve Remuneration Report | Mgmt | For | For | For |
| 21 | Approve Share Repurchase | Mgmt | For | For | For |

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: 430,291

| 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 |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

De'Longhi SpA

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

Barco NV

Meeting Date: 04/30/2020

Country: Belgium

Primary Security ID: B0833G105

Record Date: 04/16/2020

Meeting Type: Annual

Ticker: BAR

Shares Voted: 71,964

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive Directors' and Auditors' Reports (Non-Voting) | Mgmt | | | |
| 2 | Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.65 per Share | Mgmt | For | For | For |
| 3 | Receive Consolidated Financial Statements and Statutory Reports (Non-Voting) | Mgmt | | | |
| 4 | Approve Remuneration Report | Mgmt | For | For | For |
| 5 | Approve Discharge of Directors | Mgmt | For | For | For |
| 6 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 7.1 | Reelect Charles Beauduin as Director | Mgmt | For | For | For |
| 7.2 | Reelect Jan De Witte as Director | Mgmt | For | For | For |
| 7.3 | Reelect Frank Donck as Independent Director | Mgmt | For | For | For |
| 7.4 | Reelect An Steegen as Independent Director | Mgmt | For | For | For |
| 7.5 | Reelect Adisys Corporation, Permanently Represented by Ashok K. Jain, as Director | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Barco NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 8 | Amend Governance Charter Re: Application Corporate Governance Code 2020 | Mgmt | For | For | For |
| 9 | Indicate Luc Missorten as Independent Board Member | Mgmt | For | Against | Against |
| 10 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 11 | Approve 2020 Stock Option Plans | Mgmt | For | Against | Against |

Barco NV

Meeting Date: 04/30/2020 **Country:** Belgium **Primary Security ID:** B0833G105

Record Date: 04/16/2020 **Meeting Type:** Special **Ticker:** BAR

Shares Voted: 71,964

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Special Meeting Agenda | Mgmt | | | |
| 1 | Receive Special Board Report Re: Implementation of Article 7: 154 of the Companies and Associations Code | Mgmt | | | |
| 2 | Amend Article 3 Re: Corporate Purpose | Mgmt | For | For | For |
| 3 | Approve Stock Split | Mgmt | For | For | For |
| 4 | Amend Articles of Association Re: Alignment on the Rules of Code on Companies and Associations | Mgmt | For | For | For |

Nexi SpA

Meeting Date: 05/05/2020 **Country:** Italy **Primary Security ID:** T6S18J104

Record Date: 04/23/2020 **Meeting Type:** Annual **Ticker:** NEXI

Shares Voted: 446,394

| 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 |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Nexi SpA

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

Edenred SA

Meeting Date: 05/07/2020

Country: France

Primary Security ID: F3192L109

Record Date: 05/05/2020

Meeting Type: Annual/Special

Ticker: EDEN

Shares Voted: 120,592

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.70 per Share | Mgmt | For | For | For |
| 4 | Approve Stock Dividend Program | Mgmt | For | For | For |
| 5 | Reelect Jean-Paul Bailly as Director | Mgmt | For | For | For |
| 6 | Reelect Dominique D Hinnin as Director | Mgmt | For | For | For |
| 7 | Elect Alexandre de Juniac as Director | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Board Members | Mgmt | For | For | For |
| 10 | Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000 | Mgmt | For | For | For |
| 11 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 12 | Approve Compensation of Bertrand Dumazy, Chairman and CEO | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Edenred SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 13 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions | Mgmt | For | For | For |
| 14 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 160,515,205 | Mgmt | For | For | For |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,320,485 | Mgmt | For | For | For |
| 18 | Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 24,320,485 | Mgmt | For | For | For |
| 19 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | For | For |
| 20 | Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind | Mgmt | For | For | For |
| 21 | Authorize Capitalization of Reserves of Up to EUR 160,515,205 for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans Within Performance Conditions Attached | Mgmt | For | For | For |
| 24 | Amend Article 15 of Bylaws Re: Board Deliberation | Mgmt | For | For | For |
| 25 | Amend Articles 1, 3, 4, 5, 7, 8, 9, 10, 12, 13, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, 26, 27 of Bylaws to Comply with Legal Changes | Mgmt | For | For | For |
| 26 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Vifor Pharma AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H9150Q103

Record Date:

Meeting Type: Annual

Ticker: VIFN

Shares Voted: 86,713

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Vifor Pharma AG

Meeting Date: 05/14/2020

Country: Switzerland

Primary Security ID: H9150Q103

Record Date:

Meeting Type: Annual

Ticker: VIFN

Shares Voted: 86,713

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

ASM International NV

Meeting Date: 05/18/2020

Country: Netherlands

Primary Security ID: N07045201

Record Date: 04/20/2020

Meeting Type: Annual

Ticker: ASM

Shares Voted: 152,627

| 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 |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

ASM International NV

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

Fluidra SA

Meeting Date: 05/19/2020

Country: Spain

Primary Security ID: E52619108

Record Date: 05/14/2020

Meeting Type: Annual

Ticker: FDR

Shares Voted: 1,144,539

| 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 | Ratify Appointment of and Elect Esther Berrozpe Galindo as Director | Mgmt | For | For | For |
| 6 | Ratify Appointment of and Elect Brian McDonald as Director | Mgmt | For | For | For |
| 7 | Advisory Vote on Remuneration Report | Mgmt | For | For | For |
| 8 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

SEB SA

Meeting Date: 05/19/2020

Country: France

Primary Security ID: F82059100

Record Date: 05/15/2020

Meeting Type: Annual/Special

Ticker: SK

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

SEB SA

Shares Voted: 76,160

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 1.43 per Share | Mgmt | For | For | For |
| 4 | Reelect Thierry de La Tour d Artaise as Director | Mgmt | For | Against | Against |
| 5 | Reelect Fonds Strategique de Participations as Director | Mgmt | For | For | For |
| 6 | Reelect Venelle Investissement as Director | Mgmt | For | For | For |
| 7 | Reelect Jerome Lescure as Director | Mgmt | For | For | For |
| 8 | Approve Termination Package of Thierry de La Tour d Artaise, Chairman and CEO | Mgmt | For | Against | Against |
| 9 | Approve Remuneration Policy of Corporate Officers | Mgmt | For | Against | Against |
| 10 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 11 | Approve Compensation of Chairman and CEO | Mgmt | For | Against | Against |
| 12 | Approve Compensation of Vice-CEO | Mgmt | For | Against | Against |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | Extraordinary Business | Mgmt | | | |
| 14 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 15 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million | Mgmt | For | Against | Against |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million | Mgmt | For | Against | Against |
| 17 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5 Million | Mgmt | For | Against | Against |
| 18 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-18 at EUR 10 Million | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

SEB SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 19 | Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value | Mgmt | For | Against | Against |
| 20 | Authorize up to 200,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached | Mgmt | For | Against | Against |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 22 | Amend Article 46 of Bylaws Re: Distribution of Free Shares | Mgmt | For | Against | Against |
| 23 | Amend Article 16 of Bylaws Re: Board Parity | Mgmt | For | For | For |
| 24 | Amend Article 16 of Bylaws Re: Shareholder Employee Representatives | Mgmt | For | For | For |
| 25 | Amend Article 24 of Bylaws Re: Directors Remuneration | Mgmt | For | For | For |
| 26 | Amend Articles 33, 39, 41 of Bylaws to Comply with Legal Changes | Mgmt | For | For | For |
| 27 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Avast Plc

Meeting Date: 05/21/2020

Country: United Kingdom

Primary Security ID: G0713S109

Record Date: 05/19/2020

Meeting Type: Annual

Ticker: AVST

Shares Voted: 675,057

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Report | Mgmt | For | For | For |
| 3 | Approve Final Dividend | Mgmt | For | For | For |
| 4 | Re-elect John Schwarz as Director | Mgmt | For | For | For |
| 5 | Re-elect Ondrej Vlcek as Director | Mgmt | For | For | For |
| 6 | Re-elect Philip Marshall as Director | Mgmt | For | For | For |
| 7 | Re-elect Pavel Baudis as Director | Mgmt | For | For | For |
| 8 | Re-elect Eduard Kucera as Director | Mgmt | For | For | For |
| 9 | Re-elect Warren Finegold as Director | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Avast Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 10 | Re-elect Maggie Chan Jones as Director | Mgmt | For | For | For |
| 11 | Re-elect Ulf Claesson as Director | Mgmt | For | For | For |
| 12 | Re-elect Erwin Gunst as Director | Mgmt | For | For | For |
| 13 | Re-elect Tamara Minick-Scokalo as Director | Mgmt | For | For | For |
| 14 | Re-elect Belinda Richards as Director | Mgmt | For | For | For |
| 15 | Reappoint Ernst & Young LLP as Auditors | Mgmt | For | For | For |
| 16 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 17 | Authorise EU Political Donations and Expenditure | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity | Mgmt | For | For | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Refer | For |
| 20 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Refer | For |
| 21 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 22 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

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: 36,473

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Dividends of EUR 0.70 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Dassault Systemes SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 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 Lescourret as Director | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000 | Mgmt | For | For | For |
| 12 | Authorize Repurchase of Up to 5 Million Shares | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 13 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 14 | Amend Articles 14, 16 and 19 of Bylaws to Comply with Legal Changes | Mgmt | For | For | For |
| 15 | Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans | Mgmt | For | Against | Against |
| 16 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 17 | Delegate Power to the Board to Carry Mergers by Absorption | Mgmt | For | Against | Against |
| 18 | Pursuant to Item 17 Above, Delegate Power to the Board to Issue Shares in Connection with Mergers by Absorption | Mgmt | For | Against | Against |
| 19 | Delegate Power to the Board to Carry Spin-Off Agreements | Mgmt | For | Against | Against |
| 20 | Pursuant to Item 19 Above, Delegate Power to the Board to Issue Shares in Connection with Spin-Off Agreements | Mgmt | For | Against | Against |
| 21 | Delegate Power to the Board to Acquire Certain Assets of Another Company | Mgmt | For | Against | Against |
| 22 | Pursuant to Item 21 Above, Delegate Power to the Board to Issue Shares in Connection with Acquisitions | Mgmt | For | Against | Against |
| 23 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Safran SA

Meeting Date: 05/28/2020

Country: France

Primary Security ID: F4035A557

Record Date: 05/26/2020

Meeting Type: Annual/Special

Ticker: SAF

Shares Voted: 312,793

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Absence of Dividends | Mgmt | For | For | For |
| 4 | Elect Patricia Bellinger as Director | Mgmt | For | For | For |
| 5 | Ratify Appointment of Saraiva as Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| 6 | Elect Marc Aubry as Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| 7 | Elect Anne Aubert as Representative of Employee Shareholders to the Board | Mgmt | For | For | For |
| A | Elect Fernanda Saraiva as Representative of Employee Shareholders to the Board | Mgmt | Against | Against | Against |
| B | Elect Carlos Arvizuas as Representative of Employee Shareholders to the Board | Mgmt | Against | Against | Against |
| 8 | Approve Compensation of Chairman of the Board | Mgmt | For | For | For |
| 9 | Approve Compensation of CEO | Mgmt | For | For | For |
| 10 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1.1 Million | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 15 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 16 | Amend Article 14 of Bylaws Re: Board Composition | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Safran SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 17 | Amend Article 3 of Bylaws Re: Corporate Purpose | Mgmt | For | For | For |
| 18 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Ipsen SA

Meeting Date: 05/29/2020

Country: France

Primary Security ID: F5362H107

Record Date: 05/27/2020

Meeting Type: Annual/Special

Ticker: IPN

Shares Voted: 315,755

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Treatment of Losses and Dividends of EUR 1 per Share | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions | Mgmt | For | For | For |
| 5 | Approve Termination Package of Marc de Garidel, Chairman of the Board | Mgmt | For | Against | Against |
| 6 | Approve Severance Agreement with David Meek, CEO Until Dec. 31, 2019 | Mgmt | For | For | For |
| 7 | Ratify Appointment of Highrock as Director | Mgmt | For | For | For |
| 8 | Ratify Appointment of Beech Tree as Director | Mgmt | For | For | For |
| 9 | Reelect Beech Tree as Director | Mgmt | For | For | For |
| 10 | Reelect Carol Xueref as Director | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 13 | Approve Remuneration Policy of CEO | Mgmt | For | Against | Against |
| 14 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 15 | Approve Compensation of Marc de Garidel, Chairman of the Board | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Ipsen SA

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

TeamViewer AG

Meeting Date: 05/29/2020

Country: Germany

Primary Security ID: D8T895100

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: TMV

Shares Voted: 434,793

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting) | Mgmt | | | |
| 2 | Approve Discharge of Management Board for Fiscal 2019 | Mgmt | For | For | For |
| 3 | Approve Discharge of Supervisory Board for Fiscal 2019 | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

TeamViewer AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4.1 | Ratify Ernst & Young GmbH as Auditors for Fiscal 2020 | Mgmt | For | For | For |
| 4.2 | Ratify Ernst & Young GmbH as Auditors for Fiscal 2021 until the Next AGM | Mgmt | For | For | For |
| 5 | Amend Articles Re: Proof of Entitlement | Mgmt | For | For | For |

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: 101,760

| 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 |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Sopra Steria Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 13 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital | Mgmt | For | For | For |
| 14 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 20 Percent of Issued Capital | Mgmt | For | Refer | For |
| 15 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 20 Percent of Issued Capital | Mgmt | For | Refer | For |
| 16 | Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights | Mgmt | For | Refer | For |
| 17 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | Refer | For |
| 18 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | Refer | For |
| 19 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Future Exchange Offers | Mgmt | For | Refer | For |
| 20 | Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value | Mgmt | For | For | For |
| 21 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 22 | Amend Article 14 of Bylaws Re: Director Nomination | Mgmt | For | For | For |
| 23 | Amend Articles 8, 9, 10, 11, 16, 17, 20, 22, 23, 26, 27, 28, 31, 32, 33, 34 and 35 of Bylaws to Comply with Legal Changes | Mgmt | For | For | For |
| | Ordinary Business | Mgmt | | | |
| 24 | Reelect Sylvie Remond as Director | Mgmt | For | For | For |
| 25 | Reelect Jessica Scale as Director | Mgmt | For | For | For |
| 26 | Elect Noelle Lenoir as Director | Mgmt | For | For | For |
| 27 | Elect Andre Einaudi as Director | Mgmt | For | For | For |
| 28 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Worldline SA

Meeting Date: 06/09/2020

Country: France

Primary Security ID: F9867T103

Record Date: 06/05/2020

Meeting Type: Annual/Special

Ticker: WLN

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Worldline SA

Shares Voted: 320,843

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Treatment of Losses | Mgmt | For | For | For |
| 4 | Approve Transaction with Atos Re: Separation Agreement | Mgmt | For | For | For |
| 5 | Approve Transaction with SIX Group AG Re: Voting Agreement | Mgmt | For | For | For |
| 6 | Approve Transaction with SIX Group AG Re: Participation | Mgmt | For | For | For |
| 7 | Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million | Mgmt | For | For | For |
| 8 | Reelect Gilles Grapinet as Director | Mgmt | For | For | For |
| 9 | Reelect Aldo Cardoso as Director | Mgmt | For | Against | Against |
| 10 | Reelect Giulia Fitzpatrick as Director | Mgmt | For | For | For |
| 11 | Ratify Appointment of Daniel Schmucki as Director | Mgmt | For | For | For |
| 12 | Ratify Appointment of Johannes Dijsselhof as Censor | Mgmt | For | Against | Against |
| 13 | Ratify Appointment of Gilles Arditti as Censor | Mgmt | For | For | For |
| 14 | Ratify Appointment of Pierre Barnabe as Censor | Mgmt | For | For | For |
| 15 | Elect Gilles Arditti as Director | Mgmt | For | For | For |
| 16 | Elect Bernard Bourigeaud as Director | Mgmt | For | For | For |
| 17 | Elect Thierry Sommelet as Director | Mgmt | For | For | For |
| 18 | Elect Michael Stollarz as Director | Mgmt | For | For | For |
| 19 | Elect Caroline Parot as Director | Mgmt | For | For | For |
| 20 | Elect Agnes Audier as Director | Mgmt | For | For | For |
| 21 | Elect Nazan Somer Ozelgin as Director | Mgmt | For | For | For |
| 22 | Renew Appointment of Grant Thornton as Auditor | Mgmt | For | For | For |
| 23 | Acknowledge End of Mandate of IGEC as Alternate Auditor and Decision Not to Replace | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Worldline SA

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Worldline SA

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

Ingenico Group SA

Meeting Date: 06/11/2020

Country: France

Primary Security ID: F5276G104

Record Date: 06/09/2020

Meeting Type: Annual/Special

Ticker: ING

Shares Voted: 171,924

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Conventions | Mgmt | For | For | For |
| 4 | Reelect Bernard Bourigeaud as Director | Mgmt | For | For | For |
| 5 | Reelect Caroline Parot as Director | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Ingenico Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 6 | Reelect Nazan Somer Ozelgin as Director | Mgmt | For | For | For |
| 7 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 8 | Approve Compensation of Bernard Bourigeaud, Chairman of the Board | Mgmt | For | For | For |
| 9 | Approve Compensation of Nicolas Huss, CEO | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 12 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 14 | Approve Allocation of Income and Absence of Dividends | Mgmt | For | For | For |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million | Mgmt | For | For | For |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6,371,304 | Mgmt | For | Refer | For |
| 18 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 6,371,304 | Mgmt | For | Refer | For |
| 19 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | Refer | For |
| 20 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | Refer | For |
| 21 | Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 at 10 Percent of Issued Capital | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries | Mgmt | For | For | For |
| 24 | Amend Article 12 of Bylaws Re: Employee Representatives | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Ingenico Group SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 25 | Amend Article 12 of Bylaws Re: Board Members Deliberation via Written Consultation | Mgmt | For | For | For |
| 26 | Amend Articles 11, 14, 15, 19 of Bylaws to Comply with Legal Changes | Mgmt | For | For | For |
| 27 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Konecranes Oyj

Meeting Date: 06/11/2020

Country: Finland

Primary Security ID: X4550J108

Record Date: 06/01/2020

Meeting Type: Annual

Ticker: KCR

Shares Voted: 30,453

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 5 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.65 Per Share; Authorize Board to Decide on the Distribution of an Extra Dividend of up to EUR 0.55 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 140,000 for Chairman, EUR 100,000 for Vice Chairman and EUR 70,000 for Other Directors; Approve Meeting Fees and Compensation for Committee Work | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Seven | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Konecranes Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 13 | Reelect Janina Kugel, Ulf Liljedahl, Per Vegard Nerseth, Paivi Rekonen and Christoph Vitzthum (Chair) as Directors; Elect Niko Mokkila and Janne Martin as New Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Ratify Ernst & Young as Auditors | Mgmt | For | Against | Against |
| 16 | Amend Articles Re: Board of Directors and Term of Office | Mgmt | For | For | For |
| 17 | Approve Charter for the Shareholders' Nomination Board | Mgmt | For | For | For |
| 18 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 19 | Approve Issuance of up to 7.5 Million Shares without Preemptive Rights | Mgmt | For | Refer | For |
| 20 | Authorize Reissuance of Repurchased Shares | Mgmt | For | For | For |
| 21 | Approve Transfer of up to 500,000 Shares in Connection to Share Saving Plans for Entitled Participants | Mgmt | For | For | For |
| 22 | Approve Charitable Donations of up to EUR 200,000 | Mgmt | For | For | For |
| 23 | Close Meeting | Mgmt | | | |

Metso Oyj

Meeting Date: 06/16/2020

Country: Finland

Primary Security ID: X6000X108

Record Date: 06/04/2020

Meeting Type: Annual

Ticker: METSO

Shares Voted: 276,750

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 5 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 6 | Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report | Mgmt | | | |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Metso Oyj

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 1.47 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | For | For |
| 11 | Approve Remuneration of Directors in the Amount of EUR 120,000 for Chairman, EUR 66,000 for Vice Chairman and EUR 53,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Board of Neles Corporation; Approve Meeting Fees | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Seven; Fix Number of Directors of Neles Corporation at Seven | Mgmt | For | For | For |
| 13 | Reelect Mikael Lilius (Chairman), Christer Gardell (Deputy Chairman), Lars Josefsson, Antti Makinen, Kari Stadigh and Arja Talma as Directors; Elect Emanuela Speranza as New Director; Elect Board of Directors of Neles Corporation | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 17 | Approve Issuance of up to 10 Million Shares without Preemptive Rights | Mgmt | For | Refer | For |
| 18 | Close Meeting | Mgmt | | | |

Valmet Corp.

Meeting Date: 06/16/2020

Country: Finland

Primary Security ID: X96478114

Record Date: 06/04/2020

Meeting Type: Annual

Ticker: VALMT

Shares Voted: 1,202,727

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---------------------------|-----------|----------|-------------------|------------------|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Valmet Corp.

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 5 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| 6 | Receive Financial Statements and Statutory Reports | Mgmt | | | |
| 7 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 8 | Approve Allocation of Income and Dividends of EUR 0.80 Per Share | Mgmt | For | For | For |
| 9 | Approve Discharge of Board and President | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy And Other Terms of Employment For Executive Management | Mgmt | For | Against | Against |
| 11 | Approve Remuneration of Directors in the Amount of EUR 115,000 for Chairman, EUR 67,500 for Vice Chairman and EUR 54,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work | Mgmt | For | For | For |
| 12 | Fix Number of Directors at Seven | Mgmt | For | For | For |
| 13 | Reelect Aaro Cantell (Vice Chair), Pekka Kemppainen, Monika Maurer, Mikael Makinen (Chair), Eriikka Soderstrom, Tarja Tyni and Rogerio Ziviani as Directors | Mgmt | For | For | For |
| 14 | Approve Remuneration of Auditors | Mgmt | For | For | For |
| 15 | Ratify PricewaterhouseCoopers as Auditors | Mgmt | For | For | For |
| 16 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 17 | Approve Issuance of up to 15 Million Shares without Preemptive Rights | Mgmt | For | Refer | For |
| 18 | Close Meeting | Mgmt | | | |

G4S Plc

Meeting Date: 06/17/2020

Country: United Kingdom

Primary Security ID: G39283109

Record Date: 06/15/2020

Meeting Type: Annual

Ticker: GFS

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

G4S Plc

Shares Voted: 240,613

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Accept Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Remuneration Policy | Mgmt | For | For | For |
| 3 | Approve Remuneration Report | Mgmt | For | For | For |
| 4 | Elect Michel van der Bel as Director | Mgmt | For | For | For |
| 5 | Elect Clare Chapman as Director | Mgmt | For | For | For |
| 6 | Re-elect Ashley Almanza as Director | Mgmt | For | For | For |
| 7 | Re-elect John Connolly as Director | Mgmt | For | For | For |
| 8 | Re-elect Elisabeth Fleuriot as Director | Mgmt | For | For | For |
| 9 | Re-elect Winnie Kin Wah Fok as Director | Mgmt | For | For | For |
| 10 | Re-elect Steve Mogford as Director | Mgmt | For | For | For |
| 11 | Re-elect John Ramsay as Director | Mgmt | For | For | For |
| 12 | Re-elect Barbara Thoralfsson as Director | Mgmt | For | For | For |
| 13 | Re-elect Tim Weller as Director | Mgmt | For | For | For |
| 14 | Reappoint PricewaterhouseCoopers LLP as Auditors | Mgmt | For | For | For |
| 15 | Authorise the Audit Committee to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 16 | Authorise EU Political Donations and Expenditure | Mgmt | For | For | For |
| 17 | Authorise Issue of Equity | Mgmt | For | For | For |
| 18 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Refer | For |
| 19 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Refer | For |
| 20 | Authorise Market Purchase of Ordinary Shares | Mgmt | For | For | For |
| 21 | Authorise the Company to Call General Meeting with Two Weeks' Notice | Mgmt | For | For | For |

STMicroelectronics NV

Meeting Date: 06/17/2020

Country: Netherlands

Primary Security ID: N83574108

Record Date: 05/20/2020

Meeting Type: Annual

Ticker: STM

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

STMicroelectronics NV

Shares Voted: 710,735

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Receive Report of Management Board (Non-Voting) | Mgmt | | | |
| 3 | Receive Report of Supervisory Board (Non-Voting) | Mgmt | | | |
| 4.a | Approve Remuneration Report | Mgmt | For | Against | For |
| 4.b | Approve Remuneration Policy for Supervisory Board | Mgmt | For | For | For |
| 4.c | Approve Remuneration Policy for Management Board | Mgmt | For | Against | For |
| 4.d | Adopt Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4.e | Approve Dividends | Mgmt | For | For | For |
| 4.f | Approve Discharge of Management Board | Mgmt | For | For | For |
| 4.g | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 4.h | Ratify Ernst & Young as Auditors | Mgmt | For | For | For |
| 5 | Approve Restricted Stock Grants to President and CEO | Mgmt | For | Against | For |
| 6 | Elect Ana de Pro Gonzalo to Supervisory Board | Mgmt | For | For | For |
| 7 | Elect Yann Delabriere to Supervisory Board | Mgmt | For | For | For |
| 8 | Reelect Heleen Kersten to Supervisory Board | Mgmt | For | For | For |
| 9 | Reelect Alessandro Rivera to Supervisory Board | Mgmt | For | For | For |
| 10 | Reelect Frederic Sanchez to Supervisory Board | Mgmt | For | For | For |
| 11 | Reelect Maurizio Tamagnini to Supervisory Board | Mgmt | For | For | For |
| 12 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 13.a | Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights | Mgmt | For | Against | Against |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

STMicroelectronics NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 13.b | Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Case of Merger or Acquisition and Exclude Pre-emptive Rights | Mgmt | For | Refer | Against |
| 14 | Allow Questions | Mgmt | | | |
| 15 | Close Meeting | Mgmt | | | |

Alten SA

Meeting Date: 06/18/2020

Country: France

Primary Security ID: F02626103

Record Date: 06/16/2020

Meeting Type: Annual

Ticker: ATE

Shares Voted: 143,104

| 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 |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Alten SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 14 | Approve Compensation of Pierre Marcel, Vice-CEO | Mgmt | For | For | For |
| 15 | Authorize Repurchase of Up to 7 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 16 | Authorize up to 650,000 Shares for Use in Restricted Stock Plans | Mgmt | For | For | For |
| 17 | Amend Article 16 of Bylaws Re: Employee Representative | Mgmt | For | For | For |
| 18 | Amend Article 18 of Bylaws Re: Written Consultation | Mgmt | For | For | For |
| 19 | Amend Articles 16 and 10 of Bylaws Re: Board Remuneration and Shareholders Identification | Mgmt | For | For | For |
| 20 | Textual References Regarding Change of Codification | Mgmt | For | Against | Against |
| 21 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

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: 353,009

| 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 |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Compagnie Generale des Etablissements Michelin SCA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 7 | Approve Remuneration Policy of Supervisory Board Members | Mgmt | For | For | For |
| 8 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 9 | Approve Compensation of Florent Menegaux, General Manager Since May 17, 2019 | Mgmt | For | For | For |
| 10 | Approve Compensation of Yves Chapo, Manager | Mgmt | For | For | For |
| 11 | Approve Compensation of Jean-Dominique Senard, General Manager Until May 17, 2019 | Mgmt | For | For | For |
| 12 | Approve Compensation of Michel Rollier, Chairman of Supervisory Board | Mgmt | For | For | For |
| 13 | Elect Anne-Sophie de La Bigne as Supervisory Board Member | Mgmt | For | For | For |
| 14 | Elect Jean-Pierre Duprieu as Supervisory Board Member | Mgmt | For | For | For |
| 15 | Elect Patrick de La Chevardiere as Supervisory Board Member | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 16 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 126 Million | Mgmt | For | For | For |
| 17 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million | Mgmt | For | Refer | For |
| 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 |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Compagnie Generale des Etablissements Michelin SCA

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

Aalberts NV

Meeting Date: 06/25/2020

Country: Netherlands

Primary Security ID: N00089271

Record Date: 05/28/2020

Meeting Type: Annual

Ticker: AALB

Shares Voted: 61,862

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Open Meeting | Mgmt | | | |
| 2 | Receive Annual Report | Mgmt | | | |
| 3.a | Approve Remuneration Report | Mgmt | For | For | For |
| 3.b | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 4.a | Receive Explanation on Company's Reserves and Dividend Policy | Mgmt | | | |
| 4.b | Approve Dividends of EUR 0.80 Per Share | Mgmt | For | For | For |
| 5 | Approve Discharge of Management Board | Mgmt | For | For | For |
| 6 | Approve Discharge of Supervisory Board | Mgmt | For | For | For |
| 7 | Reelect M.C.J. (Martin) van Pernis to Supervisory Board | Mgmt | For | For | For |
| 8 | Reelect P. (Piet) Veenema to Supervisory Board | Mgmt | For | For | For |
| 9 | Elect A. (Annette) Rinck to Supervisory Board | Mgmt | For | For | For |
| 10.a | Approve Remuneration Policy for Management Board | Mgmt | For | For | For |
| 10.b | Approve Remuneration Policy for Supervisory Board | Mgmt | For | For | For |
| 11 | Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital | Mgmt | For | Refer | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Aalberts NV

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 12 | Authorize Board to Exclude Preemptive Rights from Share Issuances | Mgmt | For | Refer | For |
| 13 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| 14 | Ratify Deloitte as Auditors | Mgmt | For | For | For |
| 15 | Other Business (Non-Voting) | Mgmt | | | |
| 16 | Close Meeting | Mgmt | | | |

Bureau Veritas SA

Meeting Date: 06/26/2020

Country: France

Primary Security ID: F96888114

Record Date: 06/24/2020

Meeting Type: Annual

Ticker: BVI

Shares Voted: 310,182

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Absence of Dividends | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Ratify Appointment of Jerome Michiels as Director | Mgmt | For | For | For |
| 6 | Reelect Sian Herbert-Jones as Director | Mgmt | For | For | For |
| 7 | Reelect Stephanie Besnier as Director | Mgmt | For | For | For |
| 8 | Reelect Claude Ehlingeras Director | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 11 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 12 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Bureau Veritas SA

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

Eurofins Scientific SE

Meeting Date: 06/26/2020

Country: Luxembourg

Primary Security ID: F3322K104

Record Date: 06/12/2020

Meeting Type: Annual/Special

Ticker: ERF

Shares Voted: 42,783

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Annual Meeting Agenda | Mgmt | | | |
| 1 | Receive and Approve Board's Reports | Mgmt | For | For | For |
| 2 | Receive and Approve Director's Special Reports Re: Operations Carried Out Under the Authorized Capital Established | Mgmt | For | For | For |
| 3 | Receive and Approve Auditor's Reports | Mgmt | For | For | For |
| 4 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 5 | Approve Financial Statements | Mgmt | For | For | For |
| 6 | Approve Allocation of Income | Mgmt | For | For | For |
| 7 | Approve Discharge of Directors | Mgmt | For | For | For |
| 8 | Approve Discharge of Auditors | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy | Mgmt | For | Against | For |
| 10 | Approve Remuneration Report | Mgmt | For | Against | For |
| 11 | Reelect Anthony Stuart Anderson as Director | Mgmt | For | For | For |
| 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 |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Eurofins Scientific SE

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 16 | Renew Appointment of Deloitte Audit as Auditor | Mgmt | For | For | For |
| 17 | Approve Remuneration of Directors | Mgmt | For | For | For |
| 18 | Acknowledge Information on Repurchase Program | Mgmt | For | For | For |
| 19 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| | Special Meeting Agenda | Mgmt | | | |
| 1 | Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights | Mgmt | For | Refer | Against |
| 2 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |

Faurecia SA

Meeting Date: 06/26/2020

Country: France

Primary Security ID: F3445A108

Record Date: 06/24/2020

Meeting Type: Annual/Special

Ticker: EO

Shares Voted: 371,936

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Absence of Dividends | Mgmt | For | For | For |
| 4 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | For | For |
| 5 | Approve Additional Pension Scheme Agreement with Patrick Koller, CEO | Mgmt | For | For | For |
| 6 | Reelect Michel de Rosen as Director | Mgmt | For | Against | Against |
| 7 | Reelect Odile Desforges as Director | Mgmt | For | For | For |
| 8 | Reelect Linda Hasenfratz as Director | Mgmt | For | For | For |
| 9 | Reelect Olivia Larmaraud as Director | Mgmt | For | For | For |
| 10 | Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000 | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Faurecia SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 11 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 12 | Approve Compensation of Michel de Rosen, Chairman of the Board | Mgmt | For | For | For |
| 13 | Approve Compensation of Patrick Koller, CEO | Mgmt | For | For | For |
| 14 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 15 | Approve Remuneration Policy of Chairman of the Board | Mgmt | For | For | For |
| 16 | Approve Remuneration Policy of CEO | Mgmt | For | For | For |
| 17 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 18 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 290 Million | Mgmt | For | For | For |
| 19 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 95 Million | Mgmt | For | Refer | For |
| 20 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 95 Million | Mgmt | For | Refer | For |
| 21 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | Refer | For |
| 22 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | Refer | For |
| 23 | Authorize up to 2 Million Shares for Use in Restricted Stock Plans | Mgmt | For | Against | Against |
| 24 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 25 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 26 | Amend Articles 12, 16 and 23 of Bylaws Re: Executives, Board Remuneration and Transactions | Mgmt | For | For | For |
| 27 | Amend Article 17 of Bylaws Re: Chairman of the Board Age Limit | Mgmt | For | For | For |
| 28 | Amend Article 14 of Bylaws Re: Written Consultation | Mgmt | For | For | For |
| 29 | Amend Article 31 of Bylaws Re: Shareholding Disclosure Thresholds | Mgmt | For | Against | Against |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Faurecia SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 30 | Delete Article 30 of Bylaws Re: Shareholders Identification | Mgmt | For | For | For |
| 31 | Textual References Regarding Change of Codification | Mgmt | For | Against | Against |
| | Ordinary Business | Mgmt | | | |
| 32 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

Software AG

Meeting Date: 06/26/2020

Country: Germany

Primary Security ID: D7045M190

Record Date:

Meeting Type: Annual

Ticker: SOW

Shares Voted: 216,553

| 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 |
| 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 |

Nexi SpA

Meeting Date: 06/29/2020

Country: Italy

Primary Security ID: T6S18J104

Record Date: 06/18/2020

Meeting Type: Special

Ticker: NEXI

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Nexi SpA

Shares Voted: 446,394

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

bioMerieux SA

Meeting Date: 06/30/2020

Country: France

Primary Security ID: F1149Y232

Record Date: 06/26/2020

Meeting Type: Annual/Special

Ticker: BIM

Shares Voted: 235,414

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Discharge of Directors | Mgmt | For | For | For |
| 4 | Approve Allocation of Income and Dividends of EUR 0.19 per Share | Mgmt | For | For | For |
| 5 | Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions | Mgmt | For | Against | Against |
| 6 | Reelect Marie-Helene Habert-Dassault as Director | Mgmt | For | For | For |
| 7 | Reelect Harold Boel as Director | Mgmt | For | For | For |
| 8 | Approve Remuneration Policy of Corporate Officers | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | Against | For |
| 10 | Approve Remuneration Policy of Vice-CEO | Mgmt | For | Against | For |
| 11 | Approve Remuneration Policy of Directors | Mgmt | For | For | For |
| 12 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

bioMerieux SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 13 | Approve Compensation of Alexandre Merieux, Chairman and CEO | Mgmt | For | For | For |
| 14 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | Against | Against |
| | Extraordinary Business | Mgmt | | | |
| 15 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 16 | Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans | Mgmt | For | Against | Against |
| 17 | Authorize up to 10 Percent of Issued Capital for Use in Stock Option Plans | Mgmt | For | Against | Against |
| 18 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 19 | Eliminate Preemptive Rights Pursuant to Item 18 Above | Mgmt | For | For | For |
| 20 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

JOST Werke AG

Meeting Date: 07/01/2020

Country: Germany

Primary Security ID: D3S57J100

Record Date: 06/09/2020

Meeting Type: Annual

Ticker: JST

Shares Voted: 88,106

| 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 | 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 PricewaterhouseCoopers GmbH as Auditors for Fiscal 2020 | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Alstom SA

Meeting Date: 07/08/2020

Country: France

Primary Security ID: F0259M475

Record Date: 07/06/2020

Meeting Type: Annual/Special

Ticker: ALO

Shares Voted: 811,829

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 2 | Approve Consolidated Financial Statements and Statutory Reports | Mgmt | For | For | For |
| 3 | Approve Allocation of Income and Absence of Dividends | Mgmt | For | For | For |
| 4 | Approve Transaction with Bouygues Re: Acquisition of Bombardier Transport | Mgmt | For | For | For |
| 5 | Reelect Yann Delabriere as Director | Mgmt | For | For | For |
| 6 | Elect Frank Mastiaux as Director | Mgmt | For | For | For |
| 7 | Approve Compensation Report of Corporate Officers | Mgmt | For | For | For |
| 8 | Approve Compensation of Chairman and CEO | Mgmt | For | For | For |
| 9 | Approve Remuneration Policy of Chairman and CEO | Mgmt | For | For | For |
| 10 | Approve Remuneration Policy of Board Members | Mgmt | For | For | For |
| 11 | Ratify Change Location of Registered Office to Saint-Ouen-sur-Seine | Mgmt | For | For | For |
| 12 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital | Mgmt | For | For | For |
| | Extraordinary Business | Mgmt | | | |
| 13 | Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 510 Million | Mgmt | For | For | For |
| 14 | Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 155 Million | Mgmt | For | Refer | Against |
| 15 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 155 Million | Mgmt | For | Refer | For |
| 16 | Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind | Mgmt | For | Refer | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Alstom SA

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 17 | Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above | Mgmt | For | Refer | For |
| 18 | Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital | Mgmt | For | Refer | Against |
| 19 | Authorize Capital Increase of Up to EUR 155 Million for Future Exchange Offers | Mgmt | For | Refer | For |
| 20 | Approve Issuance of Equity or Equity-Linked Securities for Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 155 Million | Mgmt | For | Refer | For |
| 21 | Authorize Decrease in Share Capital via Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 22 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans | Mgmt | For | For | For |
| 23 | Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries | Mgmt | For | For | For |
| 24 | Amend Article 9 of Bylaws Re: Employee Representative | Mgmt | For | For | For |
| 25 | Amend Article 10 of Bylaws Re: Board Members Deliberation via Written Consultation | Mgmt | For | For | For |
| 26 | Amend Bylaws to Comply with Legal Changes | Mgmt | For | For | For |
| 27 | Authorize Filing of Required Documents/Other Formalities | Mgmt | For | For | For |

KRKA dd

Meeting Date: 07/09/2020 **Country:** Slovenia **Primary Security ID:** X4571Y100
Record Date: 07/05/2020 **Meeting Type:** Annual **Ticker:** KRKG

Shares Voted: 34,600

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 1 | Open Meeting; Verify Quorum; Elect Meeting Officials | Mgmt | For | For | For |
| 2.1 | Approve Annual Report and Statutory Reports | Mgmt | For | For | For |
| 2.2 | Approve Allocation of Income and Dividends of EUR 4.25 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 Avenir Euro

KRKA dd

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 2.3 | Approve Discharge of Management Board Members | Mgmt | For | For | For |
| 2.4 | Approve Discharge of Supervisory Board Members | Mgmt | For | For | For |
| 3 | Authorize Share Repurchase Program | Mgmt | For | For | For |
| 4.1 | Elect Peter Filipic as Supervisory Board Member | Mgmt | For | Against | Against |
| 4.2 | Elect Boris Znidaric as Supervisory Board Member | Mgmt | For | Against | Against |
| 4.3 | Elect Julijana Kristl as Supervisory Board Member | Mgmt | For | Against | Against |
| 4.4 | Elect Joze Mermal as Supervisory Board Member | Mgmt | For | Against | Against |

ICON plc

Meeting Date: 07/21/2020

Country: Ireland

Primary Security ID: G4705A100

Record Date: 05/29/2020

Meeting Type: Annual

Ticker: ICLR

Shares Voted: 210,715

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Almirall SA

Meeting Date: 07/24/2020

Country: Spain

Primary Security ID: E0459H111

Record Date: 07/19/2020

Meeting Type: Annual

Ticker: ALM

Shares Voted: 1,065,210

| 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 | Mgmt | For | For | For |
| 3 | Approve Discharge of Board | Mgmt | For | For | For |
| 4 | Approve Allocation of Income | Mgmt | For | For | For |
| 5 | Approve Dividends Charged to Unrestricted Reserves | Mgmt | For | For | For |
| 6 | Approve Scrip Dividends | Mgmt | For | For | For |
| 7 | Advisory Vote on Remuneration Report | Mgmt | For | Against | Against |
| 8 | Fix Number of Directors at 12 | Mgmt | For | For | For |
| 9 | Reelect Seth Orlow as Director | Mgmt | For | For | For |
| 10 | Elect Alexandra B. Kimball as Director | Mgmt | For | For | For |
| 11 | Elect Eva-Lotta Coulter as Director | Mgmt | For | For | For |
| 12 | Appoint PricewaterhouseCoopers Auditores as Auditor of Standalone Financial Statements | Mgmt | For | For | For |
| 13 | Appoint PricewaterhouseCoopers Auditores as Auditor of Consolidated Financial Statements | Mgmt | For | For | For |
| 14.1 | Amend Article 42 Re: Board Meetings | Mgmt | For | For | For |
| 14.2 | Amend Article 47 Re: Audit Committee | Mgmt | For | For | For |
| 14.3 | Amend Article 47bis Re: Appointments and Remuneration Committee | Mgmt | For | For | For |
| 14.4 | Add Article 47ter Re: Dermatology Committee | Mgmt | For | For | For |
| 15 | Authorize Board to Ratify and Execute Approved Resolutions | Mgmt | For | For | For |
| 16 | Receive Amendments to Board of Directors Regulations | Mgmt | | | |

MTU Aero Engines AG

Meeting Date: 08/05/2020

Country: Germany

Primary Security ID: D5565H104

Record Date:

Meeting Type: Annual

Ticker: MTX

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

MTU Aero Engines AG

Shares Voted: 150,968

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.04 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal 2019 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal 2019 | Mgmt | For | For | For |
| 5 | Ratify Ernst & Young GmbH as Auditors for Fiscal 2020 | Mgmt | For | For | For |
| 6 | Amend Articles Re: Online Participation | Mgmt | For | For | For |

Palfinger AG

Meeting Date: 08/05/2020

Country: Austria

Primary Security ID: A61346101

Record Date: 07/26/2020

Meeting Type: Annual

Ticker: PAL

Shares Voted: 326,923

| 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 0.35 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 PwC Wirtschaftspruefung GmbH Auditors for Fiscal 2020 | Mgmt | For | For | For |
| 6.1 | Approve Increase in Size of Board to Seven Members | Mgmt | For | For | For |
| 6.2 | Elect Isabel Rohr as Supervisory Board Member | Mgmt | For | Against | Against |
| 6.3 | Elect Hubert Palfinger as Supervisory Board Member | Mgmt | For | Against | Against |
| 7 | Approve Remuneration Policy | Mgmt | For | Against | Against |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Palfinger AG

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 8 | Approve Remuneration of Supervisory Board Members | Mgmt | For | For | For |
| 9 | Amend Articles Re: Remote Participation, Remote Voting, Transmission and Recording of the General Meeting | Mgmt | For | Against | Against |

Carl Zeiss Meditec AG

Meeting Date: 08/06/2020

Country: Germany

Primary Security ID: D14895102

Record Date: 07/15/2020

Meeting Type: Annual

Ticker: AFX

Shares Voted: 201,475

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Receive Financial Statements and Statutory Reports for Fiscal 2018/19 (Non-Voting) | Mgmt | | | |
| 2 | Approve Allocation of Income and Dividends of EUR 0.65 per Share | Mgmt | For | For | For |
| 3 | Approve Discharge of Management Board for Fiscal 2018/19 | Mgmt | For | For | For |
| 4 | Approve Discharge of Supervisory Board for Fiscal 2018/19 | Mgmt | For | For | For |
| 5 | Ratify Ernst & Young GmbH as Auditors for Fiscal 2019/20 | Mgmt | For | For | For |
| 6 | Elect Tania von der Goltz to the Supervisory Board | Mgmt | For | Against | Against |
| 7.1 | Elect Karl Lamprecht to the Supervisory Board | Mgmt | For | Against | Against |
| 7.2 | Elect Isabel De Paoli to the Supervisory Board | Mgmt | For | Against | Against |
| 8 | Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares | Mgmt | For | For | For |
| 9 | Authorize Use of Financial Derivatives when Repurchasing Shares | Mgmt | For | For | For |
| 10 | Amend Articles Re: Participation Right | Mgmt | For | For | For |

Elekta AB

Meeting Date: 08/26/2020

Country: Sweden

Primary Security ID: W2479G107

Record Date: 08/20/2020

Meeting Type: Annual

Ticker: EKTA.B

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Elektá AB

Shares Voted: 265,148

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Elekta AB

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

Total Produce Plc

Meeting Date: 08/28/2020 **Country:** Ireland **Primary Security ID:** G8983Q109
Record Date: 08/26/2020 **Meeting Type:** Annual **Ticker:** T70

Shares Voted: 4,429,757

| 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 Final Dividend | Mgmt | For | For | For |
| 3 | Elect Helen Nolan as Director | Mgmt | For | For | For |

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Total Produce Plc

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|--|-----------|----------|-------------------|------------------|
| 4(a) | Re-elect Carl McCann as Director | Mgmt | For | For | For |
| 4(b) | Re-elect Frank Davis as Director | Mgmt | For | For | For |
| 4(c) | Re-elect Seamus Taaffe as Director | Mgmt | For | For | For |
| 5 | Authorise Board to Fix Remuneration of Auditors | Mgmt | For | For | For |
| 6 | Authorise Issue of Equity | Mgmt | For | For | For |
| 7 | Authorise Issue of Equity without Pre-emptive Rights | Mgmt | For | Refer | For |
| 8 | Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment | Mgmt | For | Refer | For |
| 9 | Authorise Market Purchase of Shares | Mgmt | For | For | For |
| 10 | Determine the Price Range at which Treasury Shares may be Re-issued Off-Market | Mgmt | For | For | For |
| 11 | Authorise the Company or any of its Subsidiaries to Enter into the New Leases | Mgmt | For | For | For |

Alstom SA

Meeting Date: 10/29/2020

Country: France

Primary Security ID: F0259M475

Record Date: 10/27/2020

Meeting Type: Special

Ticker: ALO

Shares Voted: 692,275

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

Alstom SA

Meeting Date: 10/29/2020

Country: France

Primary Security ID: F0259M475

Record Date: 10/27/2020

Meeting Type: Special

Ticker: ALO

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Alstom SA

Shares Voted: 692,275

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

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

Neles Oyj

Meeting Date: 10/29/2020

Country: Finland

Primary Security ID: X6000X108

Record Date: 10/19/2020

Meeting Type: Special

Ticker: NELES

Shares Voted: 309,331

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|---|-----------|----------|-------------------|------------------|
| 1 | Open Meeting | Mgmt | | | |
| 2 | Call the Meeting to Order | Mgmt | | | |
| 3 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting | Mgmt | For | For | For |
| 4 | Acknowledge Proper Convening of Meeting | Mgmt | For | For | For |
| 5 | Prepare and Approve List of Shareholders | Mgmt | For | For | For |
| | Shareholder Proposal Submitted by Valmet Corporation | Mgmt | | | |
| 6 | Increase Number of Board Members to Eight; Elect Jukka Tiitinen as New Director | SH | None | Against | Against |
| 7 | Close Meeting | Mgmt | | | |

Eurofins Scientific SE

Meeting Date: 11/16/2020

Country: Luxembourg

Primary Security ID: L31839134

Record Date: 11/02/2020

Meeting Type: Special

Ticker: ERF

Shares Voted: 37,598

| 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 |

De'Longhi SpA

Meeting Date: 12/15/2020

Country: Italy

Primary Security ID: T3508H102

Record Date: 12/04/2020

Meeting Type: Special

Ticker: DLG

Vote Summary Report

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

Location(s): ODDO ASSET MANAGEMENT

Institution Account(s): Oddo Avenir Euro

De'Longhi SpA

Shares Voted: 664,098

| Proposal Number | Proposal Text | Proponent | Mgmt Rec | Voting Policy Rec | Vote Instruction |
|-----------------|-------------------------------|-----------|----------|-------------------|------------------|
| | Ordinary Business | Mgmt | | | |
| 1 | Approve Dividend Distribution | Mgmt | For | For | For |

ODDO BHF Asset Management SAS

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