



**ECHIQUIER ALPHA MAJOR SRI**

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**INVENTAIRE DES VOTES 2020**

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**VOTE INVENTORY 2020**

## PREAMBULE

Dans le cadre du cahier des charges du label ISR de l'Etat Français et en cohérence avec son engagement de transparence en tant qu'investisseur responsable, la Financière de l'Echiquier présente dans ce document l'inventaire des votes exercés, résolutions par résolutions, aux assemblées générales de l'ensemble des sociétés pour lesquelles nous avons été invité à voter dans le cadre d'**Echiquier Alpha Major SRI** au cours de l'année **2020**.

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

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

**Données au 31/12/2020**

**Source : ISS**

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## INTRODUCTION

As part of the requirements of the French government's SRI label and in line with its commitment to transparency as a responsible investor, La Financière de l'Echiquier presents in this document the inventory of votes exercised, resolution by resolution, at the general meetings of all the companies for which we have been invited to vote within the framework of **Echiquier Alpha Major SRI** during the year **2020**.

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

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

**Data as at 31/12/2020**

**Source : ISS**

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Visa Inc.

**Meeting Date:** 01/28/2020

**Country:** USA

**Record Date:** 11/29/2019

**Meeting Type:** Annual

**Ticker:** V

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	Against
1b	Elect Director Mary B. Cranston	Mgmt	Against
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Against
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For
1e	Elect Director Ramon L. Laguarta	Mgmt	For
1f	Elect Director John F. Lundgren	Mgmt	For
1g	Elect Director Robert W. Matschullat	Mgmt	Against
1h	Elect Director Denise M. Morrison	Mgmt	For
1i	Elect Director Suzanne Nora Johnson	Mgmt	Against
1j	Elect Director John A. C. Swainson	Mgmt	Against
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Ratify KPMG LLP as Auditors	Mgmt	Against

### Accenture plc

**Meeting Date:** 01/30/2020

**Country:** Ireland

**Record Date:** 12/02/2019

**Meeting Type:** Annual

**Ticker:** ACN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Elect Director Jaime Ardila	Mgmt	For
1b	Elect Director Herbert Hainer	Mgmt	For
1c	Elect Director Nancy McKinstry	Mgmt	Against
1d	Elect Director Gilles C. Pelisson	Mgmt	For
1e	Elect Director Paula A. Price	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Accenture plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For
1g	Elect Director David Rowland	Mgmt	For
1h	Elect Director Arun Sarin	Mgmt	For
1i	Elect Director Julie Sweet	Mgmt	For
1j	Elect Director Frank K. Tang	Mgmt	For
1k	Elect Director Tracey T. Travis	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For
3	Amend Omnibus Stock Plan	Mgmt	For
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Against
5	Authorize Board to Allot and Issue Shares	Mgmt	Against
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	Against
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For

### Compass Group Plc

Meeting Date: 02/06/2020

Country: United Kingdom

Record Date: 02/04/2020

Meeting Type: Annual

Ticker: CPG

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Final Dividend	Mgmt	For
4	Elect Karen Witts as Director	Mgmt	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For
6	Re-elect Gary Green as Director	Mgmt	For
7	Re-elect Carol Arrowsmith as Director	Mgmt	For
8	Re-elect John Bason as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Compass Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Re-elect Stefan Bomhard as Director	Mgmt	For
10	Re-elect John Bryant as Director	Mgmt	For
11	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For
12	Re-elect Nelson Silva as Director	Mgmt	For
13	Re-elect Ireena Vittal as Director	Mgmt	Against
14	Re-elect Paul Walsh as Director	Mgmt	Against
15	Reappoint KPMG LLP as Auditors	Mgmt	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
17	Authorise EU Political Donations and Expenditure	Mgmt	Against
18	Approve Payment of Fees to Non-executive Directors	Mgmt	For
19	Authorise Issue of Equity	Mgmt	Against
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For
23	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For

### Infineon Technologies AG

**Meeting Date:** 02/20/2020

**Country:** Germany

**Record Date:**

**Meeting Type:** Annual

**Ticker:** IFX

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 0.27 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	Against
6.1	Elect Xiaoqun Clever to the Supervisory Board	Mgmt	Against
6.2	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	Against
6.3	Elect Hans-Ulrich Holdenried to the Supervisory Board	Mgmt	Against
6.4	Elect Manfred Puffer to the Supervisory Board	Mgmt	Against
6.5	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	Against
6.6	Elect Margret Suckale to the Supervisory Board	Mgmt	Against
7	Approve Cancellation of Conditional Capital 2010/I	Mgmt	For
8	Approve Creation of EUR 750 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	Against
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	Against

## Novo Nordisk A/S

**Meeting Date:** 03/26/2020

**Country:** Denmark

**Record Date:** 03/19/2020

**Meeting Type:** Annual

**Ticker:** NOVO.B

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Report of Board	Mgmt	
2	Accept Financial Statements and Statutory Reports	Mgmt	For
3.1	Receive Remuneration Report 2019	Mgmt	
3.2a	Approve Remuneration of Directors for 2019 in the Aggregate Amount of DKK 19.4 Million	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
3.2b	Approve Remuneration of Directors for 2020 in the Amount of DKK 2.2 Million for the Chairman, DKK 1.4 Million for the Vice Chairman, and DKK 720,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For
3.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For
3.4	Amend Articles Re: Voting on the Company's Remuneration Report at Annual General Meetings	Mgmt	For
4	Approve Allocation of Income and Dividends	Mgmt	For
5.1	Reelect Helge Lund as Director and Chairman	Mgmt	For
5.2	Reelect Jeppe Christiansen as Director and Deputy Chairman	Mgmt	For
5.3a	Reelect Brian Daniels as Director	Mgmt	For
5.3b	Reelect Laurence Debroux as Director	Mgmt	Abstain
5.3c	Reelect Andreas Fibig as Director	Mgmt	For
5.3d	Reelect Sylvie Gregoire as Director	Mgmt	For
5.3e	Reelect Liz Hewitt as Director	Mgmt	For
5.3f	Reelect Kasim Kutay as Director	Mgmt	For
5.3g	Reelect Martin Mackay as Director	Mgmt	For
6	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Abstain
7.1	Approve DKK 10 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For
7.2	Authorize Share Repurchase Program	Mgmt	For
7.3a	Approve Creation of Pool of Capital for the Benefit of Employees	Mgmt	Against
7.3b	Approve Creation of Pool of Capital with Preemptive Rights	Mgmt	For
7.3c	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	Against
7.4	Approve Donation to the World Diabetes Foundation	Mgmt	For
	Shareholder Proposal Submitted by Frank Aaen	Mgmt	
8	Disclosure of the Ratio between Executive and Employee Remuneration in the Annual Reports	SH	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Other Business	Mgmt	

## Straumann Holding AG

Meeting Date: 04/07/2020

Country: Switzerland

Record Date:

Meeting Type: Annual

Ticker: STMN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Remuneration Report	Mgmt	For
2	Approve Allocation of Income and Dividends of CHF 5.75 per Share	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4	Approve Fixed Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million	Mgmt	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 3.2 Million	Mgmt	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 6.1 Million	Mgmt	For
6.1	Reelect Gilbert Achermann as Director and as Board Chairman	Mgmt	For
6.2	Reelect Monique Bourquin as Director	Mgmt	For
6.3	Reelect Sebastian Burckhardt as Director	Mgmt	For
6.4	Reelect Juan-Jose Gonzalez as Director	Mgmt	For
6.5	Reelect Beat Luethi as Director	Mgmt	For
6.6	Reelect Thomas Straumann as Director	Mgmt	For
6.7	Reelect Regula Wallimann as Director	Mgmt	For
6.8	Elect Marco Gadola as Director	Mgmt	For
7.1	Appoint Monique Bourquin as Member of the Compensation Committee	Mgmt	For



## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Straumann Holding AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
7.2	Appoint Beat Luethi as Member of the Compensation Committee	Mgmt	For
7.3	Appoint Regula Wallimann as Member of the Compensation Committee	Mgmt	For
8	Designate Neovius AG as Independent Proxy	Mgmt	Against
9	Ratify Ernst & Young AG as Auditors	Mgmt	For
10	Transact Other Business (Voting)	Mgmt	Against

### London Stock Exchange Group Plc

Meeting Date: 04/21/2020

Country: United Kingdom

Record Date: 04/17/2020

Meeting Type: Annual

Ticker: LSE

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Approve Remuneration Policy	Mgmt	For
5	Re-elect Jacques Aigrain as Director	Mgmt	For
6	Re-elect Marshall Bailey as Director	Mgmt	For
7	Re-elect Kathleen DeRose as Director	Mgmt	For
8	Re-elect Cressida Hogg as Director	Mgmt	For
9	Re-elect Raffaele Jerusalmi as Director	Mgmt	For
10	Re-elect Stephen O'Connor as Director	Mgmt	For
11	Re-elect Val Rahmani as Director	Mgmt	For
12	Re-elect Don Robert as Director	Mgmt	For
13	Re-elect David Schwimmer as Director	Mgmt	For
14	Re-elect Andrea Sironi as Director	Mgmt	For
15	Re-elect David Warren as Director	Mgmt	For
16	Elect Dominic Blakemore as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
19	Authorise Issue of Equity	Mgmt	Against
20	Authorise EU Political Donations and Expenditure	Mgmt	Against
21	Approve Deferred Bonus Plan	Mgmt	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

### ASML Holding NV

**Meeting Date:** 04/22/2020

**Country:** Netherlands

**Record Date:** 03/25/2020

**Meeting Type:** Annual

**Ticker:** ASML

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Open Meeting	Mgmt	
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt	
3.a	Approve Remuneration Report	Mgmt	For
3.b	Adopt Financial Statements and Statutory Reports	Mgmt	For
3.c	Receive Clarification on Company's Reserves and Dividend Policy	Mgmt	
3.d	Approve Dividends of EUR 2.40 Per Share	Mgmt	For
4.a	Approve Discharge of Management Board	Mgmt	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
5	Approve Number of Shares for Management Board	Mgmt	For
6	Approve Certain Adjustments to the Remuneration Policy for Management Board	Mgmt	For
7	Approve Remuneration Policy for Supervisory Board	Mgmt	For
8.a	Announce Vacancies on the Supervisory Board	Mgmt	
8.b	Opportunity to Make Recommendations	Mgmt	
8.c	Announce Intention to Reappoint A.P. Aris and Appoint D.W.A. East and D.M. Durcan to Supervisory Board	Mgmt	
8.d	Reelect A.P. (Annet) Aris to Supervisory Board	Mgmt	For
8.e	Elect D.M. (Mark) Durcan to Supervisory Board	Mgmt	For
8.f	Elect D.W.A. (Warren) East to Supervisory Board	Mgmt	For
8.g	Receive Information on the Composition of the Supervisory Board	Mgmt	
9	Ratify KPMG as Auditors	Mgmt	For
10.a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital for General Purposes	Mgmt	Against
10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 10.a	Mgmt	Against
10.c	Grant Board Authority to Issue or Grant Rights to Subscribe for Ordinary Shares Up to 5 Percent in Case of Merger or Acquisition	Mgmt	Against
10.d	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 10.c	Mgmt	Against
11.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
11.b	Authorize Additional Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
12	Authorize Cancellation of Repurchased Shares	Mgmt	For
13	Other Business (Non-Voting)	Mgmt	
14	Close Meeting	Mgmt	

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Nestle SA

**Meeting Date:** 04/23/2020

**Country:** Switzerland

**Record Date:**

**Meeting Type:** Annual

**Ticker:** NESN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For
1.2	Approve Remuneration Report	Mgmt	For
2	Approve Discharge of Board and Senior Management	Mgmt	For
3	Approve Allocation of Income and Dividends of CHF 2.70 per Share	Mgmt	For
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For
4.1.e	Reelect Ann Veneman as Director	Mgmt	For
4.1.f	Reelect Eva Cheng as Director	Mgmt	For
4.1.g	Reelect Patrick Aebischer as Director	Mgmt	For
4.1.h	Reelect Ursula Burns as Director	Mgmt	For
4.1.i	Reelect Kasper Rorsted as Director	Mgmt	For
4.1.j	Reelect Pablo Isla as Director	Mgmt	For
4.1.k	Reelect Kimberly Ross as Director	Mgmt	For
4.1.l	Reelect Dick Boer as Director	Mgmt	For
4.1.m	Reelect Dinesh Paliwal as Director	Mgmt	For
4.2	Elect Hanne Jimenez de Mora as Director	Mgmt	For
4.3.1	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For
4.3.2	Appoint Ursula Burns as Member of the Compensation Committee	Mgmt	For
4.3.3	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For
4.3.4	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Nestle SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	Against
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 55 Million	Mgmt	For
6	Approve CHF 9.5 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
7	Transact Other Business (Voting)	Mgmt	Against

### RELX Plc

Meeting Date: 04/23/2020

Country: United Kingdom

Record Date: 04/21/2020

Meeting Type: Annual

Ticker: REL

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Policy	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Approve Final Dividend	Mgmt	Abstain
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
7	Elect Charlotte Hogg as Director	Mgmt	For
8	Re-elect Erik Engstrom as Director	Mgmt	For
9	Re-elect Sir Anthony Habgood as Director	Mgmt	For
10	Re-elect Wolfhart Hauser as Director	Mgmt	For
11	Re-elect Marike van Lier Lels as Director	Mgmt	For
12	Re-elect Nick Luff as Director	Mgmt	For
13	Re-elect Robert MacLeod as Director	Mgmt	For
14	Re-elect Linda Sanford as Director	Mgmt	For
15	Re-elect Andrew Sukawaty as Director	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### RELX Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
16	Re-elect Suzanne Wood as Director	Mgmt	For
17	Authorise Issue of Equity	Mgmt	Against
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

### Lonza Group AG

**Meeting Date:** 04/28/2020

**Country:** Switzerland

**Record Date:**

**Meeting Type:** Annual

**Ticker:** LONN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4	Approve Allocation of Income and Dividends of CHF 2.75 per Share	Mgmt	For
5.1.1	Reelect Werner Bauer as Director	Mgmt	For
5.1.2	Reelect Albert Baehny as Director	Mgmt	For
5.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For
5.1.4	Reelect Christoph Maeder as Director	Mgmt	For
5.1.5	Reelect Barbara Richmond as Director	Mgmt	For
5.1.6	Reelect Juergen Steinemann as Director	Mgmt	For
5.1.7	Reelect Olivier Verscheure as Director	Mgmt	For
5.2.1	Elect Dorothee Deuring as Director	Mgmt	For
5.2.2	Elect Moncef Slaoui as Director	Mgmt	For
5.3	Reelect Albert Baehny as Board Chairman	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Lonza Group AG

Proposal Number	Proposal Text	Proponent	Vote Instruction
5.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For
5.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For
5.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For
6	Ratify KPMG Ltd as Auditors	Mgmt	Against
7	Designate ThomannFischer as Independent Proxy	Mgmt	Against
8	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million for the Period July 1, 2020 - June 30, 2021	Mgmt	For
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4 Million for Fiscal 2019	Mgmt	For
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 12 Million for Fiscal 2020	Mgmt	For
10	Transact Other Business (Voting)	Mgmt	Against

### Prysmian SpA

Meeting Date: 04/28/2020

Country: Italy

Record Date: 04/17/2020

Meeting Type: Annual/Special

Ticker: PRY

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Allocation of Income	Mgmt	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	
4	Approve Long-term Incentive Plan	Mgmt	For
5	Approve Remuneration Policy	Mgmt	For
6	Approve Second Section of the Remuneration Report	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Prysmian SpA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Extraordinary Business	Mgmt	
1	Authorize Board to Increase Capital to Service the Long-term Incentive Plan	Mgmt	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	For

### AstraZeneca Plc

**Meeting Date:** 04/29/2020

**Country:** United Kingdom

**Record Date:** 04/27/2020

**Meeting Type:** Annual

**Ticker:** AZN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Dividends	Mgmt	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
5a	Re-elect Leif Johansson as Director	Mgmt	Against
5b	Re-elect Pascal Soriot as Director	Mgmt	For
5c	Re-elect Marc Dunoyer as Director	Mgmt	For
5d	Re-elect Genevieve Berger as Director	Mgmt	For
5e	Re-elect Philip Broadley as Director	Mgmt	For
5f	Re-elect Graham Chipchase as Director	Mgmt	For
5g	Elect Michel Demare as Director	Mgmt	For
5h	Re-elect Deborah DiSanzo as Director	Mgmt	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For
5j	Re-elect Tony Mok as Director	Mgmt	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For
5l	Re-elect Marcus Wallenberg as Director	Mgmt	For
6	Approve Remuneration Report	Mgmt	For
7	Approve Remuneration Policy	Mgmt	For



## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
8	Authorise EU Political Donations and Expenditure	Mgmt	Against
9	Authorise Issue of Equity	Mgmt	Against
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For
14	Approve Performance Share Plan	Mgmt	For

### Kerry Group Plc

**Meeting Date:** 04/30/2020

**Country:** Ireland

**Record Date:** 04/28/2020

**Meeting Type:** Annual

**Ticker:** KRZ

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	Abstain
3a	Re-elect Gerry Behan as Director	Mgmt	For
3b	Re-elect Dr Hugh Brady as Director	Mgmt	For
3c	Re-elect Gerard Culligan as Director	Mgmt	For
3d	Re-elect Dr Karin Dorrepaal as Director	Mgmt	For
3e	Re-elect Joan Garahy as Director	Mgmt	For
3f	Re-elect Marguerite Larkin as Director	Mgmt	For
3g	Re-elect Tom Moran as Director	Mgmt	For
3h	Re-elect Con Murphy as Director	Mgmt	For
3i	Re-elect Christopher Rogers as Director	Mgmt	For
3j	Re-elect Edmond Scanlon as Director	Mgmt	For
3k	Re-elect Philip Toomey as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
5	Approve Remuneration Report	Mgmt	For
6	Authorise Issue of Equity	Mgmt	Against
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	Against
9	Authorise Market Purchase of A Ordinary Shares	Mgmt	Abstain

### Koninklijke Philips NV

Meeting Date: 04/30/2020

Country: Netherlands

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: PHIA

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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
4.b	Elect F. Sijbesma to Supervisory Board	Mgmt	For
4.c	Elect P. Loscher to Supervisory Board	Mgmt	For
5.a	Grant Board Authority to Issue Shares	Mgmt	Against
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Against
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
7	Approve Cancellation of Repurchased Shares	Mgmt	For
8	Other Business (Non-Voting)	Mgmt	

## Unilever NV

Meeting Date: 04/30/2020

Country: Netherlands

Record Date: 04/02/2020

Meeting Type: Annual

Ticker: UNA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Annual Meeting Agenda	Mgmt	
1	Discussion of the Annual Report and Accounts for the 2019 Financial Year	Mgmt	
2	Approve Financial Statements and Allocation of Income	Mgmt	For
3	Approve Remuneration Report	Mgmt	For
4	Approve Discharge of Executive Directors	Mgmt	For
5	Approve Discharge of Non-Executive Directors	Mgmt	For
6	Reelect N Andersen as Non-Executive Director	Mgmt	For
7	Reelect L Cha as Non-Executive Director	Mgmt	For
8	Reelect V Colao as Non-Executive Director	Mgmt	For
9	Reelect J Hartmann as Non-Executive Director	Mgmt	Against
10	Reelect A Jope as Executive Director	Mgmt	For
11	Reelect A Jung as Non-Executive Director	Mgmt	For
12	Reelect S Kilsby as Non-Executive Director	Mgmt	For
13	Reelect S Masiyiwa as Non-Executive Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Unilever NV

Proposal Number	Proposal Text	Proponent	Vote Instruction
14	Reelect Y Moon as Non-Executive Director	Mgmt	For
15	Reelect G Pitkethly as Executive Director	Mgmt	For
16	Reelect J Rishton as Director	Mgmt	For
17	Reelect F Sijbesma as Director	Mgmt	For
18	Ratify KPMG as Auditors	Mgmt	For
19	Grant Board Authority to Issue Shares	Mgmt	Against
20	Authorize Board to Exclude Preemptive Rights from Share Issuances for General Corporate Purposes	Mgmt	Against
21	Authorize Board to Exclude Preemptive Rights from Share Issuances for Acquisition or Specified Capital Investment Purposes	Mgmt	Against
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
23	Approve Reduction in Share Capital through Cancellation of Ordinary Shares	Mgmt	For

### Kingspan Group Plc

Meeting Date: 05/01/2020

Country: Ireland

Record Date: 04/29/2020

Meeting Type: Annual

Ticker: KRX

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Final Dividend	Mgmt	Abstain
3a	Re-elect Eugene Murtagh as Director	Mgmt	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For
3c	Re-elect Geoff Doherty as Director	Mgmt	For
3d	Re-elect Russell Shiels as Director	Mgmt	For
3e	Re-elect Peter Wilson as Director	Mgmt	For
3f	Re-elect Gilbert McCarthy as Director	Mgmt	For
3g	Re-elect Linda Hickey as Director	Mgmt	For
3h	Re-elect Michael Cawley as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
3i	Re-elect John Cronin as Director	Mgmt	For
3j	Re-elect Bruce McLennan as Director	Mgmt	For
3k	Re-elect Jost Massenberg as Director	Mgmt	For
3l	Elect Anne Heraty as Director	Mgmt	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
5	Approve Remuneration Report	Mgmt	For
6	Authorise Issue of Equity	Mgmt	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
9	Authorise Market Purchase of Shares	Mgmt	For
10	Authorise Reissuance of Treasury Shares	Mgmt	For
11	Authorise the Company to Call EGM with Two Weeks' Notice	Mgmt	For

### Air Liquide SA

**Meeting Date:** 05/05/2020

**Country:** France

**Record Date:** 04/30/2020

**Meeting Type:** Annual/Special

**Ticker:** AI

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 2.70 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	Abstain
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Abstain
5	Reelect Brian Gilvary as Director	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Air Liquide SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Elect Anette Bronder as Director	Mgmt	For
7	Elect Kim Ann Mink as Director	Mgmt	For
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
9	Approve Compensation of Benoit Potier	Mgmt	For
10	Approve Compensation Report for Corporate Officers	Mgmt	For
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.3 Million	Mgmt	For
	Extraordinary Business	Mgmt	
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
14	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
17	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For
18	Amend Article 15 of Bylaws Re: Board Powers	Mgmt	For
19	Amend Article 16 of Bylaws Re: Board Members Remuneration	Mgmt	For
20	Amend Article 9 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For
21	Amend Articles 15 and 19 of Bylaws Re: Delegate Power to Board Members	Mgmt	For
22	Amend Article 4 of Bylaws Re: Company Duration	Mgmt	For
	Ordinary Business	Mgmt	
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Koninklijke DSM NV

**Meeting Date:** 05/08/2020

**Country:** Netherlands

**Record Date:** 04/10/2020

**Meeting Type:** Annual

**Ticker:** DSM

Proposal Number	Proposal Text	Proponent	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
4	Adopt Financial Statements	Mgmt	For
5.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	
5.b	Approve Dividends of EUR 2.40 Per Share	Mgmt	For
6.a	Approve Discharge of Management Board	Mgmt	For
6.b	Approve Discharge of Supervisory Board	Mgmt	For
7.a	Reelect Rob Routs to Supervisory Board	Mgmt	For
7.b	Reelect Eileen Kennedy to Supervisory Board	Mgmt	For
7.c	Reelect Pradeep Pant to Supervisory Board	Mgmt	For
7.d	Elect Thomas Leysen to Supervisory Board	Mgmt	For
8	Ratify KPMG as Auditors	Mgmt	For
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	Against
9.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For
12	Other Business (Non-Voting)	Mgmt	
13	Close Meeting	Mgmt	

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Prudential Plc

**Meeting Date:** 05/14/2020

**Country:** United Kingdom

**Record Date:** 05/12/2020

**Meeting Type:** Annual

**Ticker:** PRU

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Remuneration Policy	Mgmt	For
4	Elect Jeremy Anderson as Director	Mgmt	For
5	Elect Shriti Vadera as Director	Mgmt	For
6	Re-elect Mark Fitzpatrick as Director	Mgmt	For
7	Re-elect David Law as Director	Mgmt	For
8	Re-elect Paul Manduca as Director	Mgmt	For
9	Re-elect Kaikhushru Nargolwala as Director	Mgmt	For
10	Re-elect Anthony Nightingale as Director	Mgmt	For
11	Re-elect Philip Remnant as Director	Mgmt	For
12	Re-elect Alice Schroeder as Director	Mgmt	For
13	Re-elect James Turner as Director	Mgmt	For
14	Re-elect Thomas Watjen as Director	Mgmt	For
15	Re-elect Michael Wells as Director	Mgmt	For
16	Re-elect Fields Wicker-Miurin as Director	Mgmt	For
17	Re-elect Amy Yip as Director	Mgmt	Against
18	Reappoint KPMG LLP as Auditors	Mgmt	Against
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For
20	Authorise EU Political Donations and Expenditure	Mgmt	Against
21	Authorise Issue of Equity	Mgmt	Against
22	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against



## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Prudential Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
25	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	Against
27	Authorise Market Purchase of Ordinary Shares	Mgmt	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For

## SAP SE

Meeting Date: 05/20/2020

Country: Germany

Record Date: 05/07/2020

Meeting Type: Annual

Ticker: SAP

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal 2019 (Non-Voting)	Mgmt	
2	Approve Allocation of Income and Dividends of EUR 1.58 per Share	Mgmt	For
3	Approve Discharge of Management Board for Fiscal 2019	Mgmt	For
4	Approve Discharge of Supervisory Board for Fiscal 2019	Mgmt	For
5	Ratify KPMG AG as Auditors for Fiscal 2020	Mgmt	Against
6.1	Approve Creation of EUR 250 Million Pool of Capital with Preemptive Rights	Mgmt	For
6.2	Approve Creation of EUR 250 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	Against
7	Approve Remuneration Policy for the Management Board	Mgmt	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Temenos AG

**Meeting Date:** 05/20/2020

**Country:** Switzerland

**Record Date:**

**Meeting Type:** Annual

**Ticker:** TEMN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Allocation of Income and Dividends of CHF 0.85 per Share	Mgmt	For
3	Approve Discharge of Board and Senior Management	Mgmt	For
4.1	Approve Remuneration of Directors in the Amount of USD 7.8 Million	Mgmt	For
4.2	Approve Remuneration of Executive Committee in the Amount of USD 28.4 Million	Mgmt	For
5.1.1	Elect Homaira Akbari as Director	Mgmt	For
5.1.2	Elect Maurizio Carli as Director	Mgmt	For
5.2.1	Reelect Andreas Andreades as Director and Board Chairman	Mgmt	For
5.2.2	Reelect Thibault de Tersant as Director	Mgmt	For
5.2.3	Reelect Ian Cookson as Director	Mgmt	For
5.2.4	Reelect Erik Hansen as Director	Mgmt	For
5.2.5	Reelect Peter Spenser as Director	Mgmt	For
6.1	Appoint Homaira Akbari as Member of the Compensation Committee	Mgmt	For
6.2	Reappoint Ian Cookson as Member of the Compensation Committee	Mgmt	For
6.3	Appoint Peter Spenser as Member of the Compensation Committee	Mgmt	For
6.4	Appoint Maurizio Carli as Member of the Compensation Committee	Mgmt	For
7	Designate Perreard de Boccard SA as Independent Proxy	Mgmt	Against
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	Against
9	Transact Other Business (Voting)	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Dassault Systemes SA

**Meeting Date:** 05/26/2020

**Country:** France

**Record Date:** 05/22/2020

**Meeting Type:** Annual/Special

**Ticker:** DSY

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For
6	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For
7	Approve Compensation of Bernard Charles, Vice-Chairman and CEO	Mgmt	Against
8	Approve Compensation Report of Corporate Officers	Mgmt	For
9	Reelect Marie-Helene Habert-Dassault as Director	Mgmt	For
10	Reelect Laurence Lescourret as Director	Mgmt	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For
12	Authorize Repurchase of Up to 5 Million Shares	Mgmt	For
	Extraordinary Business	Mgmt	
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
14	Amend Articles 14, 16 and 19 of Bylaws to Comply with Legal Changes	Mgmt	For
15	Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	Against
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
17	Delegate Power to the Board to Carry Mergers by Absorption	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
18	Pursuant to Item 17 Above, Delegate Power to the Board to Issue Shares in Connection with Mergers by Absorption	Mgmt	Against
19	Delegate Power to the Board to Carry Spin-Off Agreements	Mgmt	Against
20	Pursuant to Item 19 Above, Delegate Power to the Board to Issue Shares in Connection with Spin-Off Agreements	Mgmt	Against
21	Delegate Power to the Board to Acquire Certain Assets of Another Company	Mgmt	Against
22	Pursuant to Item 21 Above, Delegate Power to the Board to Issue Shares in Connection with Acquisitions	Mgmt	Against
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

### RELX Plc

**Meeting Date:** 05/26/2020

**Country:** United Kingdom

**Record Date:** 05/21/2020

**Meeting Type:** Special

**Ticker:** REL

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Increase in Borrowing Limit Under the Company's Articles of Association	Mgmt	For

### Legrand SA

**Meeting Date:** 05/27/2020

**Country:** France

**Record Date:** 05/25/2020

**Meeting Type:** Annual/Special

**Ticker:** LR

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Legrand SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 1.34 per Share	Mgmt	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For
5	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For
6	Approve Compensation of Benoit Coquart, CEO	Mgmt	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For
8	Approve Remuneration Policy of CEO	Mgmt	For
9	Approve Remuneration Policy of Board Members	Mgmt	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For
11	Reelect Isabelle Boccon-Gibod as Director	Mgmt	For
12	Reelect Christel Bories as Director	Mgmt	For
13	Reelect Angeles Garcia-Poveda as Director	Mgmt	For
14	Elect Benoit Coquart as Director	Mgmt	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
16	Amend Article 9 of Bylaws Re: Directors Length of Terms	Mgmt	For
17	Amend Article 9 of Bylaws Re: Employee Representative	Mgmt	For
18	Amend Article 9 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For
19	Amend Article 9 of Bylaws Re: Board Powers	Mgmt	For
20	Amend Articles 10, 11 and 13 to Comply with Legal Changes	Mgmt	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Legrand SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	Against
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	Against
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	Against
26	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
28	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	Against
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22-25 and 27-28 at EUR 200 Million	Mgmt	For
	Ordinary Business	Mgmt	
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

### Fidelity National Information Services, Inc.

**Meeting Date:** 05/28/2020

**Country:** USA

**Record Date:** 04/01/2020

**Meeting Type:** Annual

**Ticker:** FIS

Proposal Number	Proposal Text	Proponent	Vote Instruction
1a	Elect Director Lee Adrean	Mgmt	For
1b	Elect Director Ellen R. Alemany	Mgmt	For
1c	Elect Director Lisa A. Hook	Mgmt	For
1d	Elect Director Keith W. Hughes	Mgmt	For
1e	Elect Director Gary L. Lauer	Mgmt	For
1f	Elect Director Gary A. Norcross	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Proponent	Vote Instruction
1g	Elect Director Louise M. Parent	Mgmt	For
1h	Elect Director Brian T. Shea	Mgmt	For
1i	Elect Director James B. Stallings, Jr.	Mgmt	For
1j	Elect Director Jeffrey E. Stiefler	Mgmt	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against
3	Ratify KPMG LLP as Auditors	Mgmt	Against

## Amadeus IT Group SA

Meeting Date: 06/17/2020

Country: Spain

Record Date: 06/12/2020

Meeting Type: Annual

Ticker: AMS

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For
3	Approve Allocation of Income and Dividends	Mgmt	For
4	Approve Discharge of Board	Mgmt	For
5.1	Elect Xiaoqun Clever as Director	Mgmt	For
5.2	Reelect Jose Antonio Tazon Garcia as Director	Mgmt	For
5.3	Reelect Luis Maroto Camino as Director	Mgmt	For
5.4	Reelect David Webster as Director	Mgmt	For
5.5	Reelect Clara Furse as Director	Mgmt	For
5.6	Reelect Nicolas Huss as Director	Mgmt	For
5.7	Reelect Pierre-Henri Gourgeon as Director	Mgmt	For
5.8	Reelect Francesco Loredan as Director	Mgmt	For
6	Advisory Vote on Remuneration Report	Mgmt	For
7	Approve Remuneration of Directors	Mgmt	For
8	Authorize Increase in Capital up to 10 Percent via Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

### Koninklijke Philips NV

**Meeting Date:** 06/26/2020      **Country:** Netherlands  
**Record Date:** 05/29/2020      **Meeting Type:** Special      **Ticker:** PHIA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Special Meeting Agenda	Mgmt	
1	Approve Dividends of EUR 0.85 Per Share	Mgmt	For

### Teleperformance SE

**Meeting Date:** 06/26/2020      **Country:** France  
**Record Date:** 06/24/2020      **Meeting Type:** Annual/Special      **Ticker:** TEP

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For
5	Approve Compensation of Corporate Officers	Mgmt	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For
8	Approve Remuneration Policy of Directors	Mgmt	For



## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Teleperformance SE

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

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Teleperformance SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
29	Amend Article 23 of Bylaws Re: Deadline of Notice of Meeting	Mgmt	For
30	Textual References Regarding Change of Codification	Mgmt	Against
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

## L'Oreal SA

**Meeting Date:** 06/30/2020

**Country:** France

**Record Date:** 06/26/2020

**Meeting Type:** Annual/Special

**Ticker:** OR

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 3.85 per Share and an Extra of EUR 0.38 per Share to Long Term Registered Shares	Mgmt	For
4	Elect Nicolas Meyers as Director	Mgmt	For
5	Elect Ilham Kadri as Director	Mgmt	Against
6	Reelect Beatrice Guillaume-Grabisch as Director	Mgmt	For
7	Reelect Jean-Victor Meyers as Director	Mgmt	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For
9	Approve Compensation of Jean-Paul Agon, Chairman and CEO	Mgmt	For
10	Approve Remuneration Policy of Corporate Officers	Mgmt	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### L'Oreal SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For
14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For
16	Amend Article 8 of Bylaws Re: Employee Representatives	Mgmt	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For

### LVMH Moet Hennessy Louis Vuitton SE

Meeting Date: 06/30/2020

Country: France

Record Date: 06/26/2020

Meeting Type: Annual/Special

Ticker: MC

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Ordinary Business	Mgmt	
1	Approve Financial Statements and Statutory Reports	Mgmt	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For
3	Approve Allocation of Income and Dividends of EUR 4.80 per Share	Mgmt	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	Against
5	Reelect Delphine Arnault as Director	Mgmt	Against
6	Reelect Antonio Belloni as Director	Mgmt	Against
7	Reelect Diego Della Valle as Director	Mgmt	Against
8	Reelect Marie-Josée Kravis as Director	Mgmt	For
9	Reelect Marie-Laure Sauty de Chalon as Director	Mgmt	For
10	Elect Natacha Valla as Director	Mgmt	For
11	Appoint Lord Powell of Bayswater as Censor	Mgmt	Against
12	Approve Compensation Report of Corporate Officers	Mgmt	Against

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Vote Instruction
13	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	Against
14	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	Against
15	Approve Remuneration Policy of Corporate Officers	Mgmt	For
16	Approve Remuneration Policy of Chairman and CEO	Mgmt	Against
17	Approve Remuneration Policy of Vice-CEO	Mgmt	Against
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For
	Extraordinary Business	Mgmt	
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For
20	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	Against
21	Amend Article 11 of Bylaws Re: Employee Representative	Mgmt	For
22	Amend Article 13 of Bylaws Re: Board Members Deliberation via Written Consultation	Mgmt	For
23	Amend Article 14 of Bylaws Re: Board Powers	Mgmt	For
24	Amend Article 20, 21, 23 and 25 of Bylaws to Comply with Legal Changes	Mgmt	For

## Cellnex Telecom SA

**Meeting Date:** 07/20/2020

**Country:** Spain

**Record Date:** 07/15/2020

**Meeting Type:** Annual

**Ticker:** CLNX

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For
2	Approve Non-Financial Information Statement	Mgmt	For
3	Approve Allocation of Income	Mgmt	For
4	Approve Discharge of Board	Mgmt	For
5	Approve Dividends	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Cellnex Telecom SA

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Renew Appointment of Deloitte as Auditor	Mgmt	For
7.1	Approve Grant of Shares to CEO	Mgmt	For
7.2	Approve Extraordinary Bonus for CEO	Mgmt	For
8.1	Maintain Number of Directors at 12	Mgmt	For
8.2	Reelect Concepcion del Rivero Bermejo as Director	Mgmt	For
8.3	Ratify Appointment of and Elect Franco Bernabe as Director	Mgmt	For
8.4	Ratify Appointment of and Elect Mamoun Jamaï as Director	Mgmt	For
8.5	Ratify Appointment of and Elect Christian Coco as Director	Mgmt	For
9	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	Against
10	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	Against
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For
12	Advisory Vote on Remuneration Report	Mgmt	For

### Experian Plc

**Meeting Date:** 07/22/2020

**Country:** Jersey

**Record Date:** 07/20/2020

**Meeting Type:** Annual

**Ticker:** EXPN

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For
2	Approve Remuneration Report	Mgmt	For
3	Approve Remuneration Policy	Mgmt	For
4	Re-elect Dr Ruba Borno as Director	Mgmt	For
5	Re-elect Brian Cassin as Director	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

### Experian Plc

Proposal Number	Proposal Text	Proponent	Vote Instruction
6	Re-elect Caroline Donahue as Director	Mgmt	For
7	Re-elect Luiz Fleury as Director	Mgmt	For
8	Re-elect Deirdre Mahlan as Director	Mgmt	For
9	Re-elect Lloyd Pitchford as Director	Mgmt	For
10	Re-elect Mike Rogers as Director	Mgmt	For
11	Re-elect George Rose as Director	Mgmt	For
12	Re-elect Kerry Williams as Director	Mgmt	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For
15	Authorise Issue of Equity	Mgmt	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Against
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	Against
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For

### Unilever NV

**Meeting Date:** 09/21/2020

**Country:** Netherlands

**Record Date:** 08/24/2020

**Meeting Type:** Special

**Ticker:** UNA

Proposal Number	Proposal Text	Proponent	Vote Instruction
	Special Meeting Agenda	Mgmt	
1	Amend Articles Re: Unification	Mgmt	For
2	Approve Unification	Mgmt	For
3	Approve Discharge of Executive Directors	Mgmt	For
4	Approve Discharge of Non-Executive Directors	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## Grifols SA

**Meeting Date:** 10/08/2020

**Country:** Spain

**Record Date:** 10/02/2020

**Meeting Type:** Annual

**Ticker:** GRF

Proposal Number	Proposal Text	Proponent	Vote Instruction
1	Approve Standalone Financial Statements, Allocation of Income, and Dividend Payment for Class B Shares	Mgmt	For
2	Approve Consolidated Financial Statements	Mgmt	For
3	Approve Non-Financial Information Statement	Mgmt	For
4	Approve Discharge of Board	Mgmt	For
5	Renew Appointment of KPMG Auditores as Auditor of Standalone Financial Statements and Renew Appointment of Grant Thornton as Co-Auditor	Mgmt	Against
6	Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements	Mgmt	Against
7.1	Dismiss Luis Isasi Fernandez de Bobadilla as Director	Mgmt	
7.2	Elect James Costos as Director	Mgmt	For
7.3	Reelect Victor Grifols Deu as Director	Mgmt	For
7.4	Reelect Thomas Glanzmann as Director	Mgmt	For
7.5	Reelect Steven F. Mayer as Director	Mgmt	For
8	Amend Article 16 Re: General Meetings	Mgmt	For
9	Add Article 11.bis of General Meeting Regulations Re: Remote Attendance to General Meetings	Mgmt	For
10	Advisory Vote on Remuneration Report	Mgmt	Against
11	Approve Remuneration Policy	Mgmt	Against
12	Authorize Share Repurchase Program	Mgmt	For
13	Approve Listing of Class A Shares on NASDAQ; Void Previous Authorization	Mgmt	For
14	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For

## Vote Summary Report

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

Location(s): All Locations

Institution Account(s): ECHIQUIER ALPHA MAJOR

## London Stock Exchange Group Plc

**Meeting Date:** 11/03/2020

**Country:** United Kingdom

**Record Date:** 10/30/2020

**Meeting Type:** Special

**Ticker:** LSE

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Vote Instruction</b>
1	Approve Matters Relating to the Proposed Divestment of London Stock Exchange Group Holdings Italia S.p.A. to Euronext N.V.	Mgmt	For





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

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