

May 2021



Lyxor International Asset Management S.A.S.

Voting Details
May 2021

LYXOR
Asset Management

Voting Details

Lyxor International Asset Management S.A.S.

ACS Actividades de Construcción y Servicios SA

06-05-2021

Item	Proposal	Vote	Rationale
1.1	Approve Consolidated and Standalone Financial Statements	For	
1.2	Approve Allocation of Income	For	
2	Approve Non-Financial Information Statement	For	
3	Approve Discharge of Board	For	
4.1	Reelect Carmen Fernández Rozado as Director	For	
4.2	Reelect Jose Eladio Seco Dominguez as Director	For	
5	Advisory Vote on Remuneration Report	For	
6	Approve Scrip Dividends and Approve Reduction in Share Capital via Amortization of Treasury Shares	For	
7	Authorize Share Repurchase and Capital Reduction via Amortization of Repurchased Shares	For	
8	Authorize Board to Ratify and Execute Approved Resolutions	For	

Voting Details

Lyxor International Asset Management S.A.S.

ADVA Optical Networking SE

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Omission of Dividends	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Extension of Stock Option Plan; Approve Creation of EUR 5 Million Pool of Conditional Capital to Guarantee Conversion Rights	For	
7.1	Elect Nikos Theodosopoulos to the Supervisory Board	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
7.2	Elect Johanna Hey to the Supervisory Board	Against	The member is the Chairman of the audit committee and he is not independent.
7.3	Elect Michael Aquino to the Supervisory Board	Against	The Board level of independence is not in line with Lyxor's expectations.
8	Approve Remuneration Policy	For	
9	Approve Remuneration of Supervisory Board	For	
10	Approve Creation of EUR 25.2 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Against	The authorisation exceeds the amount defined by Lyxor.

Voting Details

Lyxor International Asset Management S.A.S.

AIXTRON SE

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.11 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5.1	Elect Andreas Biagosch to the Supervisory Board	For	
5.2	Elect Petra Denk to the Supervisory Board	For	
6	Approve Remuneration of Supervisory Board	For	
7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.

Voting Details

Lyxor International Asset Management S.A.S.

ATOS SE

12-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	Auditors have expressed an opinion on two US entities of the Company.
2	Approve Consolidated Financial Statements and Statutory Reports	Abstain	
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	
4	Reelect Vivek Badrinath as Director	For	
5	Reelect Bertrand Meunier as Director	For	
6	Reelect Aminata Niane as Director	For	
7	Reelect Lynn Paine as Director	For	
8	Approve Auditors' Special Report on Related-Party Transactions	For	
9	Approve Compensation of Bertrand Meunier, Chairman of the Board	For	
10	Approve Compensation of Elie Girard, CEO	For	
11	Approve Compensation of Corporate Officers	For	
12	Approve Remuneration Policy of Directors	For	
13	Approve Remuneration Policy of Chairman of the Board	For	
14	Approve Remuneration Policy of CEO	For	
15	Say-on-Climate	For	
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
20	Authorize up to 0.9 Percent of Issued Capital for Use in Restricted Stock Plans	For	
21	Amend Bylaws to Comply with Legal Changes	For	
22	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Aareal Bank AG

18-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	For	
3.1	Approve Discharge of Management Board Member Hermann Merkens for Fiscal Year 2020	For	
3.2	Approve Discharge of Management Board Member Marc Hess for Fiscal Year 2020	For	
3.3	Approve Discharge of Management Board Member Dagmar Knopek for Fiscal Year 2020	For	
3.4	Approve Discharge of Management Board Member Christiane Kunisch-Wolff for Fiscal Year 2020	For	
3.5	Approve Discharge of Management Board Member Thomas Ortmanns for Fiscal Year 2020	For	
3.6	Approve Discharge of Management Board Member Christof Winkelmann for Fiscal Year 2020	For	
4.1	Approve Discharge of Supervisory Board Member Marija Korsch for Fiscal Year 2020	For	
4.2	Approve Discharge of Supervisory Board Member Richard Peters for Fiscal Year 2020	For	
4.3	Approve Discharge of Supervisory Board Member Klaus Novatius for Fiscal Year 2020	For	
4.4	Approve Discharge of Supervisory Board Member Jana Brendel for Fiscal Year 2020	For	
4.5	Approve Discharge of Supervisory Board Member Christof von Dryander for Fiscal Year 2020	For	
4.6	Approve Discharge of Supervisory Board Member Thomas Hawel for Fiscal Year 2020	For	
4.7	Approve Discharge of Supervisory Board Member Petra Heinemann-Specht for Fiscal Year 2020	For	
4.8	Approve Discharge of Supervisory Board Member Jan Lehmann for Fiscal Year 2020	For	
4.9	Approve Discharge of Supervisory Board Member Sylvia Seignette for Fiscal Year 2020	For	
4.10	Approve Discharge of Supervisory Board Member Elisabeth Stheeman for Fiscal Year 2020	For	
4.11	Approve Discharge of Supervisory Board Member Hans-Dietrich Voigtlaender for Fiscal Year 2020	For	
4.12	Approve Discharge of Supervisory Board Member Hermann Wagner for Fiscal Year 2020	For	
4.13	Approve Discharge of Supervisory Board Member Stephan Schueller for Fiscal Year 2020	For	
4.14	Approve Discharge of Supervisory Board Member Hans-Werner Rhein for Fiscal Year 2020	For	
4.15	Approve Discharge of Supervisory Board Member Beate Wollmann for Fiscal Year 2020	For	
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration Policy	For	
7	Approve Remuneration of Supervisory Board	For	
8	Amend Articles Re: Costs for Advisors or Other Third Parties	For	
9	Amend Articles Re: AGM Convocation and Proof of Entitlement	For	
10	Amend Articles Re: Dividend in Kind	For	
11.1	Dismiss Supervisory Board Member Marija Korsch	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
11.2	Dismiss Supervisory Board Member Christof von Dryander	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
11.3	Dismiss Supervisory Board Member Dietrich Voigtlaender	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
12.1	Elect Theodor Laber to the Supervisory Board	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
12.2	Elect Marion Khueny to the Supervisory Board	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
12.3	Elect Thomas Christian Huerlimann to the Supervisory Board	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.

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Lyxor International Asset Management S.A.S.

AbbVie Inc.

07-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Roxanne S. Austin	For	
1.2	Elect Director Richard A. Gonzalez	For	
1.3	Elect Director Rebecca B. Roberts	For	
1.4	Elect Director Glenn F. Tilton	For	
2	Ratify Ernst & Young LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
4	Amend Omnibus Stock Plan	For	
5	Amend Nonqualified Employee Stock Purchase Plan	For	
6	Eliminate Supermajority Vote Requirement	For	
7	Report on Lobbying Payments and Policy	For	
8	Require Independent Board Chair	For	

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Lyxor International Asset Management S.A.S.

Advanced Micro Devices, Inc.

19-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director John E. Caldwell	For	
1b	Elect Director Nora M. Denzel	For	
1c	Elect Director Mark Durcan	For	
1d	Elect Director Michael P. Gregoire	For	
1e	Elect Director Joseph A. Householder	For	
1f	Elect Director John W. Marren	For	
1g	Elect Director Lisa T. Su	For	
1h	Elect Director Abhi Y. Talwalkar	For	
2	Ratify Ernst & Young LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	

Voting Details

Lyxor International Asset Management S.A.S.

Aedifica SA

11-05-2021

Item	Proposal	Vote	Rationale
4	Approve Financial Statements and Allocation of Income	For	
5	Approve Remuneration Report	For	
6	Approve Remuneration Policy	For	
7.1	Approve Discharge Serge Wibaut as Director	For	
7.2	Approve Discharge Stefaan Gielens as Director	For	
7.3	Approve Discharge Jean Franken as Director	For	
7.4	Approve Discharge Katrien Kesteloot as Director	For	
7.5	Approve Discharge Elisabeth May-Roberti as Director	For	
7.6	Approve Discharge Luc Plasman as Director	For	
7.7	Approve Discharge Marleen Willekens as Director	For	
7.8	Approve Discharge Pertti Huuskonen as Director	For	
7.9	Approve Discharge Sven Bogaerts as Director	For	
7.10	Approve Discharge Ingrid Daerden as Director	For	
7.11	Approve Discharge Charles-Antoine Van Aelst as Director	For	
7.12	Approve Discharge Adeline Simont as Director	For	
7.13	Approve Discharge Eric Hohl as Director	For	
7.14	Approve Discharge Laurence Gacoin as Director	For	
8	Approve Discharge of Auditors	For	
9.1	Elect Stefaan Gielens as Director	For	
9.2	Elect Serge Wibaut as Independent Director	For	
9.3	Elect Katrien Kesteloot as Independent Director	For	
9.4	Elect Elisabeth May-Roberti as Independent Director	For	
9.5	Approve Remuneration of Serge Wibaut, Katrien Kesteloot, and Elisabeth May-Roberti in the Way Proposed Under item 11	For	
10.1	Ratify Ernst & Young as Auditors	For	
10.2	Approve Auditors' Remuneration	For	
11.1	Approve Remuneration of Chairperson of the Board of Directors	For	
11.2	Approve Remuneration of Non-Executive Directors	For	
12.1	Approve Change-of-Control Clause Re: Provisions of Credit between the Company and Belfius Banque SA	For	
12.2	Approve Change-of-Control Clause Re: Provisions of Credit between the Company and Societe Generale	For	
12.3	Approve Change-of-Control Clause Re: Note Purchase Agreement	For	
12.4	Approve Change-of-Control Clause Re: Credit Agreement between Hoivatilat, the Company and OP Corporate Bank	For	
12.5	Approve Change-of-Control Clause Re: Credit Agreement between the Company and ABN AMRO Bank	For	
13.1	Approve Discharge of Aedifica NV/SA as Director of Hof Van Bremdael NV/SA	For	
13.2	Approve Discharge of Sven Bogaerts as Director of Hof Van Bremdael NV/SA	For	
13.3	Approve Discharge of Ingrid Daerden as Director of Hof Van Bremdael NV/SA	For	
13.4	Approve Discharge of Charles-Antoine Van Aelst as Director of Hof Van Bremdael NV/SA	For	
13.5	Approve Discharge of Laurence Gacoin as Director of Hof Van Bremdael NV/SA	For	
14	Approve Discharge of Ernst & Young as Auditor of Hof Van Bremdael NV/SA	For	

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Lyxor International Asset Management S.A.S.

Aedifica SA

11-05-2021

Item	Proposal	Vote	Rationale
1.2a	Renew Authorization to Increase Share Capital by Various Means With or Without Preemptive Rights That is Set Within the Limits of the Proposed Sub-Authorizations	Against	The authorisation concerns a capital increase that does not comply with the Lyxor principles.
1.2b	If Item 1.2a is not Approved: Renew Authorization to Increase Share Capital by Various Means With or Without Preemptive Rights	For	
2	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	

Voting Details

Lyxor International Asset Management S.A.S.

Air Liquide SA

04-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Dividends of EUR 2.75 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	For	
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
5	Reelect Xavier Huillard as Director	For	
6	Elect Pierre Breber as Director	For	
7	Elect Aiman Ezzat as Director	For	
8	Elect Bertrand Dumazy as Director	For	
9	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of the New Transactions	For	
10	Approve Compensation of Benoit Potier	For	
11	Approve Compensation Report of Corporate Officers	For	
12	Approve Remuneration Policy of Corporate Officers	For	
13	Approve Remuneration Policy of Directors	For	
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 470 Million	For	
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
19	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Allianz SE

05-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 9.60 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Approve Remuneration Policy	For	
6	Approve Remuneration of Supervisory Board	For	
7	Amend Articles Re: Supervisory Board Term of Office	For	

Voting Details

Lyxor International Asset Management S.A.S.

Amadeus FiRe AG

27-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.55 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
6.1	Elect Heinrich Alt to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.2	Elect Christoph Gross to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.3	Elect Annett Martin to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.4	Elect Ulrike Schweibert to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.5	Elect Otto Weixler to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.6	Elect Michael Wisser to the Supervisory Board	Against	The proposed terms of office exceed four years.
7	Approve Remuneration of Supervisory Board	For	
8	Approve Creation of EUR 1.7 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 180 Million; Approve Creation of EUR 1.7 Million Pool of Capital to Guarantee Conversion Rights	Against	The authorisation exceeds the amount defined by Lyxor.
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
11	Amend Articles Re: Proof of Entitlement	For	

Voting Details

Lyxor International Asset Management S.A.S.

American Water Works Company, Inc.

12-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Jeffrey N. Edwards	For	
1b	Elect Director Martha Clark Goss	Against	The member is the Chairman of the audit committee and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
1c	Elect Director Veronica M. Hagen	Against	The member is the Chairman of the E/S committee and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
1d	Elect Director Kimberly J. Harris	For	
1e	Elect Director Julia L. Johnson	For	
1f	Elect Director Patricia L. Kampling	For	
1g	Elect Director Karl F. Kurz	Against	The member is the Chairman of the Board and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
1h	Elect Director Walter J. Lynch	For	
1i	Elect Director George MacKenzie	For	
1j	Elect Director James G. Stavridis	For	
1k	Elect Director Lloyd M. Yates	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	

Voting Details

Lyxor International Asset Management S.A.S.

Amgen Inc.

18-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Wanda M. Austin	For	
1b	Elect Director Robert A. Bradway	For	
1c	Elect Director Brian J. Druker	For	
1d	Elect Director Robert A. Eckert	For	
1e	Elect Director Greg C. Garland	For	
1f	Elect Director Charles M. Holley, Jr.	For	
1g	Elect Director Tyler Jacks	For	
1h	Elect Director Ellen J. Kullman	For	
1i	Elect Director Amy E. Miles	For	
1j	Elect Director Ronald D. Sugar	For	
1k	Elect Director R. Sanders Williams	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Ratify Ernst & Young LLP as Auditors	For	

Voting Details

Lyxor International Asset Management S.A.S.

BNP Paribas SA

18-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Dividends of EUR 1.11 per Share	For	
4	Approve Auditors' Special Report on Related-Party Transactions	For	
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
6	Reelect Pierre Andre de Chalendar as Director	For	
7	Reelect Rajna Gibson Brandon as Director	For	
8	Elect Christian Noyer as Director	For	
9	Elect Juliette Brisac as Representative of Employee Shareholders to the Board	For	
A	Elect Isabelle Coron as Representative of Employee Shareholders to the Board	Against	Shareholders can only support one candidate as representative of employee shareholders to the Board.
B	Elect Cecile Besse Advani as Representative of Employee Shareholders to the Board	Against	Shareholders can only support one candidate as representative of employee shareholders to the Board.
C	Elect Dominique Potier as Representative of Employee Shareholders to the Board	Against	Shareholders can only support one candidate as representative of employee shareholders to the Board.
10	Approve Remuneration Policy of Directors	For	
11	Approve Remuneration Policy of Chairman of the Board	For	
12	Approve Remuneration Policy of CEO and Vice-CEO	For	
13	Approve Compensation of Corporate Officers	For	
14	Approve Compensation of Jean Lemierre, Chairman of the Board	For	
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	For	
16	Approve Compensation of Philippe Bordenave, Vice-CEO	For	
17	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	
18	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	For	
19	Set Limit for the Variable Remuneration of Executives and Specific Employees	For	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
21	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Banco Comercial Portugues SA

20-05-2021

Item	Proposal	Vote	Rationale
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	For	
2	Approve Allocation of Income	For	
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	
4	Approve Dividends Policy	For	
5	Approve Remuneration Policy	Abstain	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
6	Approve Policy for the Selection and Appointment of the Statutory Auditor and the Engagement of Non-Audit Services Not Prohibited Under the Applicable Legislation	For	
7	Appoint Deloitte & Associados Sociedade de Revisores Oficiais de Contas, S.A. as Auditor and Jorge Carlos Batalha Duarte Catulo as Alternate Auditor for 2021-2023 Term	For	
8	Appoint Deloitte & Associados Sociedade de Revisores Oficiais de Contas, S.A. as Auditor for 2021-2023 Term	For	
9	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights	Against	The autorisation exceeds the amount defined by Lyxor.
10	Maintain Voting Right Ceiling	Against	Lyxor prefers companies to respect the "one share - one vote" principle.
11	Authorize Repurchase and Reissuance of Shares and Bonds	For	

Voting Details

Lyxor International Asset Management S.A.S.

BayWa AG

11-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Creation of EUR 12.5 Million Pool of Capital without Preemptive Rights	Against	The authorisation exceeds the amount defined by Lyxor.
7	Approve Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
8	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

Bayerische Motoren Werke AG

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.90 per Ordinary Share and EUR 1.92 per Preferred Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6.1	Elect Marc Bitzer to the Supervisory Board	For	
6.2	Elect Rachel Empey to the Supervisory Board	For	
6.3	Elect Christoph Schmidt to the Supervisory Board	For	
7	Approve Remuneration Policy	For	
8	Approve Remuneration of Supervisory Board	For	
9.1	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	For	
9.2	Amend Articles Re: Proof of Entitlement	For	
9.3	Amend Articles Re: Participation and Voting Rights	For	
10	Amend Affiliation Agreement with BMW Bank GmbH	For	

Voting Details

Lyxor International Asset Management S.A.S.

Berkshire Hathaway Inc.

01-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Warren E. Buffett	Withhold	The member is the Chairman of the Board and the company does not seem to be in line with the Task force on Climate-related Financial Disclosures recommendations and one of the main subsidiary of the company operates in a sensitive sector regarding climate.
1.2	Elect Director Charles T. Munger	For	
1.3	Elect Director Gregory E. Abel	For	
1.4	Elect Director Howard G. Buffett	For	
1.5	Elect Director Stephen B. Burke	For	
1.6	Elect Director Kenneth I. Chenault	For	
1.7	Elect Director Susan L. Decker	Withhold	The candidate is part of the compensation committee and there is an absence of a management say-on-pay proposal.
1.8	Elect Director David S. Gottesman	Withhold	The candidate is part of the compensation committee and there is an absence of a management say-on-pay proposal.
1.9	Elect Director Charlotte Guyman	For	
1.10	Elect Director Ajit Jain	For	
1.11	Elect Director Thomas S. Murphy	For	
1.12	Elect Director Ronald L. Olson	For	
1.13	Elect Director Walter Scott, Jr.	Withhold	The candidate is part of the compensation committee and there is an absence of a management say-on-pay proposal.
1.14	Elect Director Meryl B. Witmer	Withhold	The candidate is part of the compensation committee and there is an absence of a management say-on-pay proposal.
2	Report on Climate-Related Risks and Opportunities	For	
3	Publish Annually a Report Assessing Diversity and Inclusion Efforts	For	

Voting Details

Lyxor International Asset Management S.A.S.

Biophytis SA

10-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Treatment of Losses	For	
4	Approve Auditors' Special Report on Related-Party Transactions	For	
5	Approve Transaction with Chairman and CEO Re: Copyright Transfer	Against	Lack of information disclosed by the company.
6	Approve Indemnification Agreement with Directors	Against	Lack of information disclosed by the company.
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 5,000	For	
8	Approve Non-Deductible Expenses	For	
9	Approve Discharge of Chairman and Directors	For	
10	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 28 Million	Against	The authorisation concerns a capital increase that does not comply with the Lyxor principles.
11	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 28 Million	Against	
12	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 28 Million	Against	The authorisation concerns a capital increase that does not comply with the Lyxor principles.
13	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 28 Million	Against	The authorisation concerns a capital increase that does not comply with the Lyxor principles.
14	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 28 Million	Against	The authorisation concerns a capital increase that does not comply with the Lyxor principles.
15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 28 Million	Against	
16	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 10-15	Against	The authorisation concerns a capital increase that does not comply with the Lyxor principles.
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
18	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 10-16 at EUR 28 Million	Against	The autorisation exceeds the amount defined by Lyxor.
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	The authorisation concerns a capital increase that does not comply with the Lyxor principles.
20	Confirm Decline in Shareholder Equity to Below Half the Nominal Value of Company's Issued Capital; Oppose Liquidation of Company	For	
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
22	Authorize up to 13 Million of Warrants (BSA 2021) Reserved for Specific Beneficiaries	Against	The proposed remuneration does not seem to be in the company's and shareholder's interest.
23	Authorize up to 13 Million of Warrants (BSPCE 2021) Reserved for Specific Beneficiaries	Against	The proposed remuneration does not seem to be in the company's and shareholder's interest.
24	Authorize up to 13 Million Shares (AGA 2021) for Use in Restricted Stock Plans	Against	The proposed remuneration does not seem to be in the company's and shareholder's interest.
25	Authorize up to 13 Million Shares (Options 2021) for Use in Stock Option Plans	Against	1- The proposed remuneration does not seem to be in the company's and shareholder's interest.2- The stock options plan is not in line with Lyxor's expectations.
26	Reelect Dimitri Batsis as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
27	Reelect Nadine Coulm as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
28	Reelect Stanislas Veillet as Director	Against	1- The Board level of independence is not in line with Lyxor's expectations.2- The candidate is Chairman and CEO and there is no lead independent director.
29	Renew Appointment of Grant Thornton as Auditor	For	
30	End of Mandate of Institut de Gestion et d'Expertise Comptable IGEC as Alternate Auditor and Decision Not to Replace	For	
31	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Biosynex SA

10-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Discharge Directors	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Non-Deductible Expenses	For	
4	Approve Allocation of Income and Dividends of EUR 0.20 per Share	For	
5	Approve Transaction with Ala Financiere	Against	The transactions deal with consulting services provided by companies managed by the chair/CEO and vice-CEOs, are not supported by sufficient rationale from the company.
6	Approve Transaction with Axodev	Against	The transactions deal with consulting services provided by companies managed by the chair/CEO and vice-CEOs, are not supported by sufficient rationale from the company.
7	Approve Transaction with AJT Financiere	Against	The transactions deal with consulting services provided by companies managed by the chair/CEO and vice-CEOs, are not supported by sufficient rationale from the company.
8	Reelect Thomas Lamy as Director	Against	The Board level of independence does not reach Lyxor's expectations.
9	Appoint Elie Danan as Auditor	For	
10	Appoint Team Wongkoefft Audit as Alternate Auditor	For	
11	Approve Remuneration of Directors the Aggregate Amount of EUR 29,000	For	
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	The capital increase is authorized during the takeover bid period.
13	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	Against	The shares plan is not in line with Lyxor's expectations.
14	Authorize up to 5 Million Shares of Issued Capital for Use in Stock Option Plans	Against	The stock options plan is not in line with Lyxor's expectations.
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 750,000	Against	The autorisation exceeds the amount defined by Lyxor.
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 750,000	Against	The autorisation exceeds the amount defined by Lyxor.
17	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	Against	The autorisation exceeds the amount defined by Lyxor.
18	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 750,000	Against	The autorisation exceeds the amount defined by Lyxor.
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 15-18	Against	The autorisation exceeds the amount defined by Lyxor.
20	Authorize Capitalization of Reserves of Up to EUR 750,000 for Bonus Issue or Increase in Par Value	For	
21	Approve Issuance of 3 Million Warrants (BSA) Reserved for Employees and Executives	Against	The autorisation exceeds the amount defined by Lyxor.
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	The autorisation exceeds the amount defined by Lyxor.
23	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 13-22 at EUR 1.5 Million	Against	The autorisation exceeds the amount defined by Lyxor.
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
25	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Bristol-Myers Squibb Company

04-05-2021

Item	Proposal	Vote	Rationale
1A	Elect Director Peter J. Arduini	For	
1B	Elect Director Michael W. Bonney	For	
1C	Elect Director Giovanni Caforio	For	
1D	Elect Director Julia A. Haller	For	
1E	Elect Director Paula A. Price	For	
1F	Elect Director Derica W. Rice	For	
1G	Elect Director Theodore R. Samuels	For	
1H	Elect Director Gerald L. Storch	For	
1I	Elect Director Karen H. Vousden	For	
1J	Elect Director Phyllis R. Yale	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Approve Omnibus Stock Plan	For	
4	Ratify Deloitte & Touche LLP as Auditors	For	
5	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	For	
6	Require Independent Board Chair	For	
7	Provide Right to Act by Written Consent	For	
8	Reduce Ownership Threshold for Special Shareholder Meetings to 10%	For	

Voting Details

Lyxor International Asset Management S.A.S.

CTS Eventim AG & Co. KGaA

07-05-2021

Item	Proposal	Vote	Rationale
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	For	
3	Approve Allocation of Income and Omission of Dividends	For	
4	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	For	
5	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
6	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
8	Approve Remuneration Policy	For	
9	Approve Remuneration of Supervisory Board	For	
10	Approve Increase in Size of Board to Four Members	For	
11	Elect Philipp Westermeyer to the Supervisory Board	For	
12	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 1.4 Million Pool of Conditional Capital to Guarantee Conversion Rights	For	

Voting Details

Lyxor International Asset Management S.A.S.

CaixaBank SA

13-05-2021

Item	Proposal	Vote	Rationale
1	Approve Consolidated and Standalone Financial Statements	For	
2	Approve Non-Financial Information Statement	For	
3	Approve Discharge of Board	For	
4	Approve Increase of Legal Reserves	For	
5	Approve Allocation of Income and Dividends	For	
6	Approve Reclassification of Goodwill Reserves to Voluntary Reserves	For	
7	Renew Appointment of PricewaterhouseCoopers as Auditor	For	
8.1	Reelect Jose Serna Masia as Director	For	
8.2	Reelect Koro Usarraga Unsain as Director	For	
9.1	Add New Article 22 bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	
9.2	Amend Article 24 Re: Representation and Voting by Remote Means	For	
9.3	Amend Articles Re: Board	For	
9.4	Amend Article 40 Re: Board Committees	For	
9.5	Amend Article 46 Re: Annual Accounts	For	
10	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	For	
11	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	For	
12	Amend Remuneration Policy	For	
13	Approve Remuneration of Directors	For	
14	Amend Restricted Stock Plan	For	
15	Approve 2021 Variable Remuneration Scheme	For	
16	Fix Maximum Variable Compensation Ratio	For	
17	Authorize Board to Ratify and Execute Approved Resolutions	For	
18	Advisory Vote on Remuneration Report	For	

Voting Details

Lyxor International Asset Management S.A.S.

Capgemini SE

20-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Dividends of EUR 1.95 per Share	For	
4	Approve Auditors' Special Report on Related-Party Transactions	For	
5	Approve Compensation of Paul Hermelin, Chairman and CEO Until 20 May 2020	For	
6	Approve Compensation of Aiman Ezzat, Vice-CEO Until 20 May 2020	For	
7	Approve Compensation of Paul Hermelin, Chairman of the Board Since 20 May 2020	For	
8	Approve Compensation of Aiman Ezzat, CEO Since 20 May 2020	For	
9	Approve Compensation of Corporate Officers	For	
10	Approve Remuneration Policy of Chairman of the Board	For	
11	Approve Remuneration Policy of CEO	For	
12	Approve Remuneration Policy of Directors	For	
13	Reelect Patrick Pouyanne as Director	For	
14	Elect Tanja Rueckert as Director	For	
15	Elect Kurt Sievers as Director	For	
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
17	Amend Articles 12 of Bylaws to Comply with Legal Changes	For	
18	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	For	
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
21	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Carl Zeiss Meditec AG

27-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2019/20	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2019/20	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2020/21	For	
6.1	Elect Peter Kameritsch to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.2	Elect Christian Mueller to the Supervisory Board	Against	1- The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.2- The proposed terms of office exceed four years.
6.3	Elect Torsten Reitze to the Supervisory Board	Against	The proposed terms of office exceed four years.
7	Approve Remuneration Policy	For	
8	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

Cofinimmo SA

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Remuneration Report	Abstain	The Remuneration Report does not seem to be in the company's and shareholder's interest.
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 5.80 per Share	For	
6	Approve Discharge of Directors	For	
7	Approve Discharge of Auditors	For	
8.1	Reelect Francoise Roels as Director	For	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
8.2	Reelect Jacques van Rijckevorsel as Director	Against	
8.3	Indicate Jacques van Rijckevorsel as Independent Director	For	
8.4	Reelect Ines Archer-Toper as Director	For	
8.5	Indicate Ines Archer-Toper as Independent Director	For	
9	Approve Change-of-Control Clause Re: Credit Agreements	For	
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	
1.2.1	Renew Authorization to Increase Share Capital up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	For	
1.2.2	Renew Authorization to Increase Share Capital up to 20 Percent by Distribution of Optional Dividend	For	
1.2.3	Renew Authorization to Increase Share Capital up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	For	
1.3	Amend Article 6.2 of the Articles of Association to Reflect Changes in Capital	For	
2	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	

Voting Details

Lyxor International Asset Management S.A.S.

Colgate-Palmolive Company

07-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director John P. Bilbrey	For	
1b	Elect Director John T. Cahill	For	
1c	Elect Director Lisa M. Edwards	For	
1d	Elect Director C. Martin Harris	For	
1e	Elect Director Martina Hund-Mejean	For	
1f	Elect Director Kimberly A. Nelson	For	
1g	Elect Director Lorrie M. Norrington	For	
1h	Elect Director Michael B. Polk	For	
1i	Elect Director Stephen I. Sadove	For	
1j	Elect Director Noel R. Wallace	For	
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
4	Require Independent Board Chair	For	
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	

Voting Details

Lyxor International Asset Management S.A.S.

Commerzbank AG

18-05-2021

Item	Proposal	Vote	Rationale
2	Approve Discharge of Management Board for Fiscal Year 2020	For	
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
4	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
5	Ratify KPMG AG as Auditors for the 2022 Interim Financial Statements until the 2022 AGM	For	
6.1	Elect Helmut Gottschalk to the Supervisory Board	For	
6.2	Elect Burkhard Keese to the Supervisory Board	For	
6.3	Elect Daniela Mattheus to the Supervisory Board	For	
6.4	Elect Caroline Seifert to the Supervisory Board	For	
6.5	Elect Frank Westhoff to the Supervisory Board	For	
7	Approve Affiliation Agreement with CommerzVentures GmbH	For	

Voting Details

Lyxor International Asset Management S.A.S.

CompuGroup Medical SE & Co. KGaA

19-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	For	
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	For	
3	Approve Discharge of Management Board of CompuGroup Medical SE for Fiscal Year 2020	For	
4	Approve Discharge of Personally Liable Partner of CompuGroup Medical SE & Co. KGaA for Fiscal Year 2020	For	
5	Approve Discharge of Supervisory Board of CompuGroup Medical SE for Fiscal Year 2020	For	
6	Approve Discharge of Supervisory Board of CompuGroup Medical SE & Co. KGaA for Fiscal Year 2020	For	
7	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	
8	Approve Creation of EUR 10.7 Million Pool of Capital without Preemptive Rights	Against	The autorisation exceeds the amount defined by Lyxor.
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
10	Approve Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
11	Approve Remuneration of Supervisory Board	For	
12	Approve Affiliation Agreement with CGM Clinical Europe GmbH	For	
13	Amend Stock Option Plan	For	
14	Amend Articles Re: Registration Requirements	For	

Voting Details

Lyxor International Asset Management S.A.S.

Credit Agricole SA

12-05-2021

Item	Proposal	Vote	Rationale
1	Amend Articles 7 and 30 of Bylaws Re: Stock Dividend Program	For	
2	Approve Financial Statements and Statutory Reports	For	
3	Approve Consolidated Financial Statements and Statutory Reports	For	
4	Approve Allocation of Income and Dividends of EUR 0.80 per Share	For	
5	Approve Stock Dividend Program for Fiscal Year 2021	For	
6	Approve Transaction with Credit du Maroc Re: Loan Agreement	For	
7	Approve Transaction with CAGIP Re: Pacte Agreement	For	
8	Approve Transaction with CA-CIB Re: Transfert of DSB Activity	For	
9	Approve Renewal of Four Transactions Re: Tax Integration Agreements	For	
10	Approve Amendment of Transaction with Caisse Regionale de Normandie Re: Loan Agreement	For	
11	Elect Agnes Audier as Director	For	
12	Elect Marianne Laigneau as Director	For	
13	Elect Alessia Mosca as Director	For	
14	Elect Olivier Auffray as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
15	Elect Christophe Lesur as Representative of Employee Shareholders to the Board	For	
16	Reelect Louis Tercinier as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
17	Reelect SAS, rue de la Boetie as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
18	Ratify Appointment of Nicole Gourmelon as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
19	Reelect Nicole Gourmelon as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
20	Approve Remuneration Policy of Chairman of the Board	For	
21	Approve Remuneration Policy of CEO	For	
22	Approve Remuneration Policy of Vice-CEO	For	
23	Approve Remuneration Policy of Directors	For	
24	Approve Compensation of Dominique Lefebvre, Chairman of the Board	For	
25	Approve Compensation of Philippe Brassac, CEO	For	
26	Approve Compensation of Xavier Musca, Vice-CEO	For	
27	Approve Compensation Report	For	
28	Approve the Aggregate Remuneration Granted in 2020 to Senior Management, Responsible Officers and Regulated Risk-Takers	For	
29	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
30	Amend Articles 1, 10, 11 and 27 of Bylaws to Comply with Legal Changes	For	
31	Amend Article 11 of Bylaws Re: Employee Representative	For	
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	For	
34	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Danaher Corporation

05-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Rainer M. Blair	For	
1b	Elect Director Linda Hefner Filler	For	
1c	Elect Director Teri List	Against	Failure to sufficiently address problematic pledging activity.
1d	Elect Director Walter G. Lohr, Jr.	Against	Failure to sufficiently address problematic pledging activity.
1e	Elect Director Jessica L. Mega	For	
1f	Elect Director Mitchell P. Rales	For	
1g	Elect Director Steven M. Rales	For	
1h	Elect Director Pardis C. Sabeti	For	
1i	Elect Director John T. Schwieters	Against	Failure to sufficiently address problematic pledging activity.
1j	Elect Director Alan G. Spoon	For	
1k	Elect Director Raymond C. Stevens	For	
1l	Elect Director Elias A. Zerhouni	For	
2	Ratify Ernst & Young LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	

Voting Details

Lyxor International Asset Management S.A.S.

Deutsche Bank AG

27-05-2021

Item	Proposal	Vote	Rationale
2.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2020	For	
2.2	Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2020	For	
2.3	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2020	For	
2.4	Approve Discharge of Management Board Member Frank Kuhnke for Fiscal Year 2020	For	
2.5	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2020	For	
2.6	Approve Discharge of Management Board Member Stuart Lewis for Fiscal Year 2020	For	
2.7	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2020	For	
2.8	Approve Discharge of Management Board Member Alexander von zur Muehlen (from August 1, 2020) for Fiscal Year 2020	For	
2.9	Approve Discharge of Management Board Member Christiana Riley for Fiscal Year 2020	For	
2.10	Approve Discharge of Management Board Member Stefan Simon (from August 1, 2020) for Fiscal Year 2020	For	
2.11	Approve Discharge of Management Board Member Werner Steinmueller (until July 31, 2020) for Fiscal Year 2020	For	
3.1	Approve Discharge of Supervisory Board Member Paul Achleitner for Fiscal Year 2020	For	
3.2	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2020	For	
3.3	Approve Discharge of Supervisory Board Member Ludwig Blomeyer - Bartenstein for Fiscal Year 2020	For	
3.4	Approve Discharge of Supervisory Board Member Frank Bsirske for Fiscal Year 2020	For	
3.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2020	For	
3.6	Approve Discharge of Supervisory Board Member Jan Duschek for Fiscal Year 2020	For	
3.7	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck for Fiscal Year 2020	For	
3.8	Approve Discharge of Supervisory Board Member Sigmar Gabriel (from March 11, 2020) for Fiscal Year 2020	For	
3.9	Approve Discharge of Supervisory Board Member Katherine Garrett-Cox (until May 20, 2020) for Fiscal Year 2020	For	
3.10	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2020	For	
3.11	Approve Discharge of Supervisory Board Member Martina Klee Fiscal Year 2020	For	
3.12	Approve Discharge of Supervisory Board Member Henriette Mark for Fiscal Year 2020	For	
3.13	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal Year 2020	For	
3.14	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal Year 2020	For	
3.15	Approve Discharge of Supervisory Board Member Gerd Schuetz for Fiscal Year 2020	For	
3.16	Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal Year 2020	For	
3.17	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2020	For	
3.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2020	For	
3.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2020	For	
3.20	Approve Discharge of Supervisory Board Member Theodor Weimer (from May 20, 2020) for Fiscal Year 2020	For	
3.21	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2020	For	
4	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
5	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
6	Authorize Use of Financial Derivatives when Repurchasing Shares	For	
7	Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes	For	
8	Approve Remuneration Policy	For	
9	Approve Remuneration of Supervisory Board	For	

10	Approve Creation of EUR 512 Million Pool of Capital without Preemptive Rights	For
11	Approve Creation of EUR 2 Billion Pool of Capital with Preemptive Rights	For
12	Approve Affiliation Agreement with VOEB-ZVD Processing GmbH	For
13	Elect Frank Witter to the Supervisory Board	For

Voting Details

Lyxor International Asset Management S.A.S.

Deutsche Boerse AG

19-05-2021

Item	Proposal	Vote	Rationale
5.1	Elect Karl-Heinz Floether to the Supervisory Board	For	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
5.2	Elect Andreas Gottschling to the Supervisory Board	For	
5.3	Elect Martin Jetter to the Supervisory Board	Against	
5.4	Elect Barbara Lambert to the Supervisory Board	For	
5.5	Elect Michael Ruediger to the Supervisory Board	For	
5.6	Elect Charles Stonehill to the Supervisory Board	For	
5.7	Elect Clara-Christina Streit to the Supervisory Board	For	
5.8	Elect Chong Lee Tan to the Supervisory Board	For	
6	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	For	
7	Approve Remuneration Policy	For	
8	Amend Articles Re: AGM Location	For	
9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	

Voting Details

Lyxor International Asset Management S.A.S.

Deutsche Lufthansa AG

04-05-2021

Item	Proposal	Vote	Rationale
2	Approve Discharge of Management Board for Fiscal Year 2020	For	
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
4.1	Elect Angela Titzrath to the Supervisory Board	Against	The member is an executive and is overboarded (more than 2 other non-executive mandates).
4.2	Elect Michael Kerkloh to the Supervisory Board	For	
4.3	Elect Britta Seeger to the Supervisory Board	For	
5	Approve Remuneration of Supervisory Board	For	
6	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 153 Million Pool of Capital to Guarantee Conversion Rights	For	
7	Approve Creation of EUR 5.5 Billion Pool of Capital with Preemptive Rights	For	
8	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	

Voting Details

Lyxor International Asset Management S.A.S.

Deutsche Pfandbriefbank AG

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.26 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5.1	Elect Guenther Braeunig to the Supervisory Board	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
5.2	Elect Dagmar Kollmann to the Supervisory Board	For	
5.3	Elect Thomas Duhnkrack to the Supervisory Board	For	
5.4	Elect Oliver Puhl to the Supervisory Board	For	
5.5	Elect Hanns-Peter Storr to the Supervisory Board	For	
5.6	Elect Susanne Kloess-Braekler to the Supervisory Board	For	
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	For	
8	Approve Remuneration of Supervisory Board	For	
9	Amend Articles Re: Dividend in Kind	For	
7	Approve Remuneration Policy	For	

Voting Details

Lyxor International Asset Management S.A.S.

Deutsche Post AG

06-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
6.1	Elect Ingrid Deltenre to the Supervisory Board	For	
6.2	Elect Katja Windt to the Supervisory Board	For	
6.3	Elect Nikolaus von Bomhard to the Supervisory Board	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
7	Approve Creation of EUR 130 Million Pool of Capital without Preemptive Rights	For	
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
9	Authorize Use of Financial Derivatives when Repurchasing Shares	For	
10	Approve Remuneration Policy	For	
11	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

Dialog Semiconductor Plc

04-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Remuneration Report	For	
3	Reappoint Deloitte LLP as Auditors	For	
4	Authorise Board to Fix Remuneration of Auditors	For	
5	Re-elect Alan Campbell as Director	For	
6	Re-elect Nicholas Jeffery as Director	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
7	Re-elect Eamonn O'Hare as Director	For	
8	Authorise Issue of Equity	Against	The autorisation exceeds the amount defined by Lyxor.
9	Authorise Issue of Equity in Connection with a Rights Issue	Against	The autorisation exceeds the amount defined by Lyxor.
10	Authorise Issue of Equity without Pre-emptive Rights	For	
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
12	Authorise the Company to Enter into a Contingent Forward Share Purchase Contract with Barclays Bank plc	For	
13	Authorise the Company to Enter into a Contingent Forward Share Purchase Contract with Goldman Sachs International	For	
14	Authorise the Company to Enter into a Contingent Forward Share Purchase Contract with HSBC Bank plc	For	
15	Authorise the Company to Enter into a Contingent Forward Share Purchase Contract with Merrill Lynch International	For	
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	

Voting Details

Lyxor International Asset Management S.A.S.

Draegerwerk AG & Co. KGaA

07-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	For	
2	Approve Allocation of Income and Dividends of EUR 0.13 per Ordinary Share and EUR 0.19 per Preferred Share	For	
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Approve Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal 2021	For	
7	Approve Creation of EUR 12 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million; Approve Creation of EUR 12 Million Pool of Capital to Guarantee Conversion Rights	For	
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

Draegerwerk AG & Co. KGaA

07-05-2021

Item	Proposal	Vote	Rationale
1	Approve Creation of EUR 12 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
2	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million; Approve Creation of EUR 12 Million Pool of Capital to Guarantee Conversion Rights	For	

Voting Details

Lyxor International Asset Management S.A.S.

Duerr AG

07-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
6.1	Elect Richard Bauer to the Supervisory Board	For	
6.2	Elect Rolf Breidenbach to the Supervisory Board	For	
6.3	Elect Alexandra Duerr to the Supervisory Board	Against	The member is a part of the audit committee, and this committee should have at least 50% of independence.
6.4	Elect Gerhard Federer to the Supervisory Board	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
6.5	Elect Anja Schuler to the Supervisory Board	For	
6.6	Elect Arnd Zinnhardt to the Supervisory Board	For	
7	Approve Remuneration Policy	For	
8	Approve Remuneration of Supervisory Board	For	
9	Approve Affiliation Agreement with Duerr IT Service GmbH	For	

Voting Details

Lyxor International Asset Management S.A.S.

Duke Energy Corporation

06-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Michael G. Browning	Withhold	Stronger independent oversight and board management of climate risks at the company are necessary.
1.2	Elect Director Annette K. Clayton	For	
1.3	Elect Director Theodore F. Craver, Jr.	For	
1.4	Elect Director Robert M. Davis	For	
1.5	Elect Director Caroline Dorsa	For	
1.6	Elect Director W. Roy Dunbar	For	Stronger independent oversight and board management of climate risks at the company are necessary.
1.7	Elect Director Nicholas C. Fanandakis	For	
1.8	Elect Director Lynn J. Good	Withhold	
1.9	Elect Director John T. Herron	For	
1.10	Elect Director E. Marie McKee	For	
1.11	Elect Director Michael J. Pacilio	For	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
1.12	Elect Director Thomas E. Skains	For	
1.13	Elect Director William E. Webster, Jr.	For	
2	Ratify Deloitte & Touche LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
4	Eliminate Supermajority Vote Requirement	For	
5	Require Independent Board Chair	For	
6	Report on Political Contributions and Expenditures	For	

Voting Details

Lyxor International Asset Management S.A.S.

E.ON SE

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.47 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	
5.2	Ratify KPMG AG as Auditors for Half-Year and Quarterly Reports 2021	For	
5.3	Ratify KPMG AG as Auditors for the First Quarter of Fiscal Year 2022	For	
6	Approve Remuneration Policy	For	
7	Approve Remuneration of Supervisory Board	For	
8.1	Elect Erich Clementi to the Supervisory Board	Against	The member is a part of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
8.2	Elect Andreas Schmitz to the Supervisory Board	For	
8.3	Elect Ewald Woste to the Supervisory Board	For	
9.1	Approve Affiliation Agreements with E.ON 45. Verwaltungs GmbH	For	
9.2	Approve Affiliation Agreement with E.ON 46. Verwaltungs GmbH	For	

Voting Details

Lyxor International Asset Management S.A.S.

ENAV SpA

28-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Allocation of Income	For	
3	Approve Remuneration Policy	For	
4	Approve Second Section of the Remuneration Report	Against	The Remuneration Report does not seem to be in the company's and shareholder's interest.
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.

Voting Details

Lyxor International Asset Management S.A.S.

ENGIE SA

20-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Treatment of Losses and Dividends of EUR 0.53 per Share	For	
A	Set the Dividend at EUR 0.35 per Share	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
4	Approve Auditors' Special Report on Related-Party Transactions	For	
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
6	Elect Catherine MacGregor as Director	For	
7	Elect Jacinthe Delage as Representative of Employee Shareholders to the Board	For	
8	Elect Steven Lambert as Representative of Employee Shareholders to the Board	Against	Only one employee shareholders can join the Board.
9	Approve Compensation of Corporate Officers	For	
10	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	For	
11	Approve Compensation of Isabelle Kocher, CEO Until Feb. 24, 2020	For	
12	Approve Compensation of Claire Waysand, CEO Since Feb. 24, 2020	For	
13	Approve Remuneration Policy of Directors	For	
14	Approve Remuneration Policy of Chairman of the Board	For	
15	Approve Remuneration Policy of CEO	For	
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	For	
18	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	For	
19	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions	For	
20	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Eli Lilly and Company

03-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Katherine Baicker	For	
1b	Elect Director J. Erik Fyrwald	For	
1c	Elect Director Jamere Jackson	For	
1d	Elect Director Gabrielle Sulzberger	For	
1e	Elect Director Jackson P. Tai	Against	The company's governing documents prohibit or restrict shareholders' ability to amend the company bylaws.
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Ratify Ernst & Young LLP as Auditors	For	
4	Declassify the Board of Directors	For	
5	Eliminate Supermajority Vote Requirement	For	
6	Report on Lobbying Payments and Policy	For	
7	Require Independent Board Chair	For	
8	Adopt Policy on Bonus Banking	For	
9	Clawback Disclosure of Recoupment Activity from Senior Officers	For	

Voting Details

Lyxor International Asset Management S.A.S.

ElringKlinger AG

18-05-2021

Item	Proposal	Vote	Rationale
2	Approve Discharge of Management Board for Fiscal Year 2020	For	
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
4	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
5	Approve Remuneration Policy	For	
6.1	Approve Remuneration of Supervisory Board	For	
6.2	Amend Articles Re: Supervisory Board Remuneration	For	

Voting Details

Lyxor International Asset Management S.A.S.

Encavis AG

27-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.28 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.1	Approve Discharge of Supervisory Board Member Manfred Krueper for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.2	Approve Discharge of Supervisory Board Member Alexander Stuhlmann for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.3	Approve Discharge of Supervisory Board Member Cornelius Liedtke for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.4	Approve Discharge of Supervisory Board Member Albert Buell for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.5	Approve Discharge of Supervisory Board Member Fritz Vahrenholt for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.6	Approve Discharge of Supervisory Board Member Christine Scheel for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.7	Approve Discharge of Supervisory Board Member Peter Heidecker for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.8	Approve Discharge of Supervisory Board Member Henning Kreke for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.9	Approve Discharge of Supervisory Board Member Marcus Schenck for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
7	Approve Remuneration of Supervisory Board	For	
8.1	Elect Christine Scheel to the Supervisory Board	Against	The proposed terms of office exceed four years.
8.2	Elect Rolf Schmitz to the Supervisory Board	Against	The proposed terms of office exceed four years.
9	Approve Cancellation of Conditional Capital III	For	
10	Approve Creation of EUR 27.7 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Against	The autorisation exceeds the amount defined by Lyxor.
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
12	Approve Affiliation Agreement with Encavis GmbH	For	

Voting Details

Lyxor International Asset Management S.A.S.

Enel SpA

20-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Allocation of Income	For	
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	
4	Approve Long-Term Incentive Plan	For	
5.1	Approve Remuneration Policy	For	
5.2	Approve Second Section of the Remuneration Report	For	
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.

Voting Details

Lyxor International Asset Management S.A.S.

Enphase Energy, Inc.

19-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Badrinarayanan Kothandaraman	For	
1.2	Elect Director Joseph Malchow	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Increase Authorized Common Stock	For	
4	Approve Omnibus Stock Plan	For	
5	Ratify Deloitte & Touche LLP as Auditors	For	

Voting Details

Lyxor International Asset Management S.A.S.

Eramet SA

28-05-2021

Item	Proposal	Vote	Rationale
18	Authorize up to 700,000 Shares of Issued Capital for Use in Restricted Stock Plans	Against	The shares plan is not in line with Lyxor's expectations.
19	Amend Article 3 of Bylaws Re: Corporate Purpose	For	
20	Authorize Filing of Required Documents/Other Formalities	For	
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Auditors' Special Report on Related-Party Transactions	For	
4	Approve Treatment of Losses	For	
5	Ratify Appointment of Jean-Philippe Vollmer as Director	For	
6	Reelect Christine Coignard as Director	For	
7	Reelect Catherine Ronge as Director	For	
8	Elect Alilat Antseleve-Oyima as Director	For	
9	Reelect Christel Bories as Director	For	
10	Approve Remuneration Policy of Directors	For	
11	Approve Remuneration Policy of Christel Bories, Chairman and CEO	For	
12	Approve Compensation Report	For	
13	Approve Compensation of Christel Bories, Chairman and CEO	For	
14	Amend Article 11.5 of Bylaws Re: Lead Director	For	
15	Renew Appointment of KPMG as Auditor	For	
16	Appoint Grant Thornton as Auditor	For	
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	The authorization could be used during a takeover bid period.

Voting Details

Lyxor International Asset Management S.A.S.

Erste Group Bank AG

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2022	For	
6	Elect Michael Schuster as Supervisory Board Member	For	
7	Approve Remuneration Policy	For	
8	Approve Remuneration Report	For	
9	Authorize Repurchase of Up to Ten Percent of Issued Share Capital for Trading Purposes	For	
10	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Key Employees	For	
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

Essential Utilities, Inc.

05-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Elizabeth B. Amato	For	
1.2	Elect Director Christopher H. Franklin	For	
1.3	Elect Director Daniel J. Hilferty	For	
1.4	Elect Director Francis O. Idehen	For	
1.5	Elect Director Edwina Kelly	For	
1.6	Elect Director Ellen T. Ruff	For	
1.7	Elect Director Lee C. Stewart	For	
1.8	Elect Director Christopher C. Womack	For	
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
4	Provide Proxy Access Right	For	

Voting Details

Lyxor International Asset Management S.A.S.

First Solar, Inc.

12-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Michael J. Ahearn	For	
1.2	Elect Director Sharon L. Allen	For	
1.3	Elect Director Richard D. Chapman	For	
1.4	Elect Director George A. Hambro	For	
1.5	Elect Director Kathryn A. Hollister	For	
1.6	Elect Director Molly E. Joseph	For	
1.7	Elect Director Craig Kennedy	For	
1.8	Elect Director William J. Post	For	
1.9	Elect Director Paul H. Stebbins	For	
1.10	Elect Director Michael Sweeney	For	
1.11	Elect Director Mark R. Widmar	For	
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	
3	Report on Board Diversity	Abstain	This shareholder resolution does not seem to be in the interest of the company and shareholders.

Voting Details

Lyxor International Asset Management S.A.S.

Franklin Electric Co., Inc.

07-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Gregg C. Sengstack	Against	The member is the Chairman of the Board and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
1.2	Elect Director David M. Wathen	For	
2	Ratify Deloitte & Touche LLP as Auditor	For	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	

Voting Details

Lyxor International Asset Management S.A.S.

Fresenius Medical Care AG & Co. KGaA

20-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2020	For	
2	Approve Allocation of Income and Dividends of EUR 1.34 per Share	For	
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6.1	Elect Dieter Schenk to the Supervisory Board	For	
6.2	Elect Rolf Classon to the Supervisory Board and to the Joint Committee	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
6.3	Elect Gregory Sorensen to the Supervisory Board	For	
6.4	Elect Dorothea Wenzel to the Supervisory Board and to the Joint Committee	For	
6.5	Elect Pascale Witz to the Supervisory Board	For	
6.6	Elect Gregor Zuend to the Supervisory Board	For	
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

Genuit Group plc

20-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Remuneration Policy	For	
3	Approve Remuneration Report	For	
4	Approve Final Dividend	For	
5	Elect Kevin Boyd as Director	For	
6	Re-elect Martin Payne as Director	For	
7	Re-elect Paul James as Director	For	
8	Re-elect Glen Sabin as Director	For	
9	Re-elect Ron Marsh as Director	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
10	Re-elect Mark Hammond as Director	For	
11	Re-elect Louise Hardy as Director	For	
12	Re-elect Lisa Scenna as Director	For	
13	Re-elect Louise Brooke-Smith as Director	For	
14	Reappoint Ernst & Young LLP as Auditors	For	
15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	
16	Authorise Issue of Equity	Against	The autorisation exceeds the amount defined by Lyxor.
17	Authorise Issue of Equity without Pre-emptive Rights	For	
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
19	Authorise Market Purchase of Ordinary Shares	For	
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	

Voting Details

Lyxor International Asset Management S.A.S.

HSBC Holdings Plc

28-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Remuneration Report	For	
3a	Elect James Forese as Director	For	
3b	Elect Steven Guggenheimer as Director	For	
3c	Elect Eileen Murray as Director	For	
3d	Re-elect Irene Lee as Director	For	
3e	Re-elect Jose Antonio Meade Kuribrena as Director	For	
3f	Re-elect David Nish as Director	For	
3g	Re-elect Noel Quinn as Director	For	
3h	Re-elect Ewen Stevenson as Director	For	
3i	Re-elect Jackson Tai as Director	For	
3j	Re-elect Mark Tucker as Director	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
3k	Re-elect Pauline van der Meer Mohr as Director	For	
4	Reappoint PricewaterhouseCoopers LLP as Auditors	For	
5	Authorise the Group Audit Committee to Fix Remuneration of Auditors	For	
6	Authorise EU Political Donations and Expenditure	For	
7	Authorise Issue of Equity	Against	The authorisation exceeds the amount defined by Lyxor.
8	Authorise Issue of Equity without Pre-emptive Rights	For	
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	
10	Authorise Directors to Allot Any Repurchased Shares	For	
11	Authorise Market Purchase of Ordinary Shares	For	
12	Authorise Issue of Equity in Relation to Contingent Convertible Securities	For	
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	For	
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	
15	Approve Climate Change Resolution	For	
16	Find an Equitable Solution to the Unfair, Discriminatory but Legal Practice of Enforcing Clawback on Members of the Post 1974 Midland Section Defined Benefit Scheme	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.

Voting Details

Lyxor International Asset Management S.A.S.

HUGO BOSS AG

11-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration Policy	For	
7	Approve Creation of EUR 17.6 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million; Approve Creation of EUR 17.6 Million Pool of Capital to Guarantee Conversion Rights	For	

Voting Details

Lyxor International Asset Management S.A.S.

Hannover Rueck SE

05-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 4.50 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 24.1 Million Pool of Capital to Guarantee Conversion Rights	For	
6	Approve Creation of EUR 24.1 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
7	Approve Creation of EUR 1 Million Pool of Capital for Employee Stock Purchase Plan	For	
8	Approve Remuneration Policy	For	
9	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

HeidelbergCement AG

06-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	
3.1	Approve Discharge of Management Board Member Bernd Scheifele for Fiscal Year 2020	For	
3.2	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2020	For	
3.3	Approve Discharge of Management Board Member Lorenz Naeger for Fiscal Year 2020	For	
3.4	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2020	For	
3.5	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2020	For	
3.6	Approve Discharge of Management Board Member Ernest Jelito for Fiscal Year 2020	For	
3.7	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2020	For	
3.8	Approve Discharge of Management Board Member Christopher Ward for Fiscal Year 2020	For	
4.1	Approve Discharge of Supervisory Board Member Fritz-Juergen Heckmann for Fiscal Year 2020	For	
4.2	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2020	For	
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2020	For	
4.4	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2020	For	
4.5	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2020	For	
4.6	Approve Discharge of Supervisory Board Member Tobias Merckle for Fiscal Year 2020	For	
4.7	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2020	For	
4.8	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2020	For	
4.9	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2020	For	
4.10	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2020	For	
4.11	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2020	For	
4.12	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2020	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
7	Approve Remuneration Policy	For	
8	Approve Remuneration of Supervisory Board	For	
9	Amend Articles Re: Proof of Entitlement	For	
10	Amend Articles Re: Dividend in Kind	For	
11	Amend Articles Re: Supervisory Board Term of Office	For	
12	Amend Affiliation Agreement with HeidelbergCement International Holding GmbH	For	

Voting Details

Lyxor International Asset Management S.A.S.

Hermes International SCA

04-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Discharge of General Managers	For	
4	Approve Allocation of Income and Dividends of EUR 4.55 per Share	For	
5	Approve Auditors' Special Report on Related-Party Transactions	Against	The Auditors' Special Report on Related-Party Transactions seems not to be in the shareholders' interests.
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	The share repurchase program can be continued during a takeover period.
7	Approve Compensation of Corporate Officers	For	
8	Approve Compensation of Axel Dumas, General Manager	For	
9	Approve Compensation of Emile Hermes SARL, General Manager	For	
10	Approve Compensation of Eric de Seynes, Chairman of the Supervisory Board	For	
11	Approve Remuneration Policy of General Managers	For	
12	Approve Remuneration Policy of Supervisory Board Members	For	
13	Reelect Matthieu Dumas as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
14	Reelect Blaise Guerrand as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
15	Reelect Olympia Guerrand as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
16	Reelect Alexandre Viros as Supervisory Board Member	For	
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
18	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	For	
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Against	The capital increase is authorized during the takeover bid period.
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Against	1- The autorisation exceeds the amount defined by Lyxor.2- The capital increase is authorized during the takeover bid period.
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
22	Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital Per Year for Private Placements	Against	1- The autorisation exceeds the amount defined by Lyxor.2- The capital increase is authorized during the takeover bid period.
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	The capital increase is authorized during the takeover bid period.
24	Delegate Powers to the Management Board to Implement Spin-Off Agreements	Against	This delegation is not considered in shareholders' interests.
25	Delegate Powers to the Management Board to Issue Shares in Connection with Item 24 Above	Against	This delegation is not considered in shareholders' interests.
26	Amend Articles of Bylaws Re. Change of Corporate Form of Emile Hermes SARL	For	
27	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Innate Pharma SA

28-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Treatment of Losses	For	
4	Approve Transaction with Centre Leon Berard et Jean-Yves Blay	Against	The company has failed to provide sufficient information regarding this agreement, it is impossible to ascertain that this agreement is in the interest of shareholders
5	Approve Transaction with Pascale Boissel	For	
6	Approve Transaction with Novo Nordisk A/S	For	
7	Approve Transaction with Bpifrance Financement	For	
8	Reelect Herve Brailly as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
9	Reelect Gilles Brisson as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
10	Reelect Irina Staatz Granzer as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
11	Reelect Veronique Chabernaud as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
12	Reelect Patrick Langlois as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
13	Reelect Bpifrance Participations as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
14	Reelect Jean-Yves Blay as Supervisory Board Member	Against	The Board level of independence is not in line with Lyxor's expectations.
15	Renew Appointment of Olivier Martinez as Censor	Against	The Board level of independence is not in line with Lyxor's expectations.
16	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 260,000	For	
17	Approve Remuneration Policy of Corporate Officers	For	
18	Approve Remuneration Policy of Chairman of the Management Board	For	
19	Approve Remuneration Policy of Management Board Members	For	
20	Approve Remuneration Policy of Chairman of the Supervisory Board	For	
21	Approve Remuneration Policy of Supervisory Board Members	For	
22	Approve Compensation of Corporate Officers	For	
23	Approve Compensation of Chairman of the Management Board	For	
24	Approve Compensation of Management Board Members	For	
25	Approve Compensation of Chairman of the Supervisory Board	For	
26	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
27	Authorize up to 30,000 Shares for Use in Stock Option Plans Reserved for Employees of Innate Pharma Inc.	Against	The stock options plan is not in line with Lyxor's expectations.
28	Authorize up to 200,000 Shares for Use in Restricted Stock Plans Reserved for Executive Committee Members, Key Employees and/or Corporate Officers	Against	The shares plan is not in line with Lyxor's expectations.
29	Authorize up to 700,000 Shares for Use in Restricted Stock Plans Reserved for Executive Committee Members, Key Employees and/or Corporate Officers (With Performance Conditions Attached)	For	
30	Authorize up to 1.4 Million Shares for Use in Restricted Stock Plans Reserved for Employees (With Performance Conditions Attached)	For	
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
32	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
33	Amend Articles 19 and 20 of Bylaws Re: Deliberations of the Supervisory Board and Powers of the Supervisory Board	Against	The proposed amendment may have a negative impact on shareholders' rights.
34	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Intel Corporation

13-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Patrick P. Gelsinger	For	
1b	Elect Director James J. Goetz	For	
1c	Elect Director Alyssa Henry	For	
1d	Elect Director Omar Ishrak	For	
1e	Elect Director Risa Lavizzo-Mourey	For	
1f	Elect Director Tsu-Jae King Liu	For	
1g	Elect Director Gregory D. Smith	For	
1h	Elect Director Dion J. Weisler	For	
1i	Elect Director Frank D. Yearly	For	
2	Ratify Ernst & Young LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
4	Provide Right to Act by Written Consent	For	
5	Report on Global Median Gender/Racial Pay Gap	Abstain	This shareholder resolution does not seem to be in the interest of the company and shareholders.
6	Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	Abstain	This shareholder resolution does not seem to be in the interest of the company and shareholders.

Voting Details

Lyxor International Asset Management S.A.S.

Iren SpA

06-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Allocation of Income	For	
3	Approve Remuneration Policy	For	
4	Approve Second Section of the Remuneration Report	For	
5.1	Slate 1 Submitted by Finanziaria Sviluppo Utilities Srl, FCT Holding SpA and Municipality of Reggio Emilia	Against	Shareholders can support only one slate.
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
6	Approve Internal Auditors' Remuneration	For	
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.

Voting Details

Lyxor International Asset Management S.A.S.

JOST Werke AG

06-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Approve Remuneration Policy	For	
6	Approve Remuneration of Supervisory Board	For	
7	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	

Voting Details

Lyxor International Asset Management S.A.S.

JPMorgan Chase & Co.

18-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Linda B. Bammann	For	Stronger independent oversight and board management of climate risks at the company are necessary.
1b	Elect Director Stephen B. Burke	Against	
1c	Elect Director Todd A. Combs	For	
1d	Elect Director James S. Crown	For	Stronger independent oversight and board management of climate risks at the company are necessary.
1e	Elect Director James Dimon	Against	
1f	Elect Director Timothy P. Flynn	For	
1g	Elect Director Mellody Hobson	For	
1h	Elect Director Michael A. Neal	For	
1i	Elect Director Phebe N. Novakovic	For	
1j	Elect Director Virginia M. Rometty	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Amend Omnibus Stock Plan	For	
4	Ratify PricewaterhouseCoopers LLP as Auditors	For	
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	For	
6	Report on Racial Equity Audit	For	
7	Require Independent Board Chair	For	
8	Report on Congruency Political Analysis and Electioneering Expenditures	For	

Voting Details

Lyxor International Asset Management S.A.S.

K+S AG

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Discharge of Management Board for Fiscal Year 2020	For	
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
5	Elect Markus Heldt to the Supervisory Board	For	
6	Approve Remuneration Policy	For	
7	Approve Remuneration of Supervisory Board	For	
8	Approve Creation of EUR 38.3 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	

Voting Details

Lyxor International Asset Management S.A.S.

KBC Group SA/NV

06-05-2021

Item	Proposal	Vote	Rationale
4	Adopt Financial Statements	For	
5a	Approve Allocation of Income	For	
5b	Approve Allocation of Income and Dividends of EUR 0.44 per Share	For	
6	Approve Remuneration Report	Abstain	The Remuneration Report does not seem to be in the company's and shareholder's interest.
7	Approve Remuneration Policy	For	
8	Approve Discharge of Directors	For	
9	Approve Discharge of Auditors	For	
10	Approve Auditors' Remuneration	For	
11a	Elect Luc Popelier as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
11b	Elect Katelijn Callewaert as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
11c	Elect Philippe Vlerick as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
2	Amend Articles Re: Replace Article 2, Paragraphs 1 to 4	For	
3	Amend Articles Re: Delete Last Sentence of Article 3, Paragraph 1	For	
4	Amend Articles Re: Delete Article 4, Paragraph 2	For	
5	Amend Articles Re: Replace Article 8, Paragraph 3	For	
6	Amend Articles Re: Replace Article 10	For	
7	Amend Articles Re: Replace Article 12, Paragraphs 2 and 3	For	
8	Amend Articles Re: Replace Article 13	For	
9	Amend Articles Re: Add to Article 15, Last Paragraph	For	
10	Amend Articles Re: Replace Last Sentence of Article 16, Paragraph 1	For	
11	Amend Articles Re: Add to Article 16, Last Paragraph	For	
12	Amend Articles Re: Replace Article 20, Paragraphs 2 to 4	For	
13	Amend Articles Re: Replace Article 22 and Delete Last Paragraph	For	
14	Amend Articles Re: Add Sentence to Article 27, Paragraph 1	For	
15	Amend Articles Re: Complete the First Sentence of Article 27, Paragraph 2	For	
16	Amend Articles Re: Insert New Article 28bis	For	
1	Amend Articles Re: Add Sentence to Article 30	For	
18	Amend Articles Re: Delete Article 32, Paragraph 3	For	
19	Amend Articles Re: Completion of the First Sentence of Article 35	For	
20	Amend Articles Re: Textual Change and Deletion of Article 36, Paragraphs 2 to 4	For	
21	Amend Articles Re: Replace Article 41	For	
22	Cancellation of Repurchased Shares	For	
23	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	For	
24	Authorize Implementation of Approved Resolutions	For	
25	Authorize Filing of Required Documents/Formalities at Trade Registry	For	

Voting Details

Lyxor International Asset Management S.A.S.

KION GROUP AG

11-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.41 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration Policy	For	
7	Approve Remuneration of Supervisory Board	For	
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
9	Amend Articles Re: AGM Convocation; Participation and Voting Rights; Proof of Entitlement	For	

Voting Details

Lyxor International Asset Management S.A.S.

Kloeckner & Co. SE

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Discharge of Management Board for Fiscal Year 2020	For	
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
4.1	Elect Uwe Roehrhoff to the Supervisory Board	Against	The proposed terms of office exceed four years.
4.2	Elect Tobias Kollmann to the Supervisory Board	Against	The proposed terms of office exceed four years.
4.3	Elect Friedhelm Loh to the Supervisory Board	Against	The proposed terms of office exceed four years.
4.4	Elect Dieter Vogel to the Supervisory Board	Against	The proposed terms of office exceed four years.
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
6	Approve Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
7	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

Koenig & Bauer AG

11-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Omission of Dividends	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6	Elect Matthias Hatschek to the Supervisory Board	Against	The member is a part of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
7	Approve Remuneration Policy	For	
8	Approve Remuneration of Supervisory Board	For	
9	Approve Two Affiliation Agreements with Subsidiaries	For	

Voting Details

Lyxor International Asset Management S.A.S.

Koninklijke DSM NV

06-05-2021

Item	Proposal	Vote	Rationale
2	Amend Articles of Association	For	
4	Approve Remuneration Report	For	
5	Adopt Financial Statements and Statutory Reports	For	
6.b	Approve Dividends of EUR 2.40 Per Share	For	
7.a	Approve Discharge of Management Board	For	
7.b	Approve Discharge of Supervisory Board	For	
8	Reelect Dimitri de Vreeze to Management Board	For	
9.a	Reelect Frits van Paasschen to Supervisory Board	For	
9.b	Reelect John Ramsay to Supervisory Board	For	
9.c	Elect Carla Mahieu to Supervisory Board	For	
9.d	Elect Corien M. Wortmann-Kool to Supervisory Board	For	
10	Ratify KPMG Accountants N.V as Auditors	For	
11.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	
11.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	For	
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
13	Approve Reduction in Share Capital through Cancellation of Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

Koninklijke Philips NV

06-05-2021

Item	Proposal	Vote	Rationale
2.b	Adopt Financial Statements and Statutory Reports	For	
2.c	Approve Dividends of EUR 0.85 Per Share	For	
2.d	Approve Remuneration Report	For	
2.e	Approve Discharge of Management Board	For	
2.f	Approve Discharge of Supervisory Board	For	
3	Reelect Marnix van Ginneken to Management Board	For	
4.a	Elect Chua Sock Koong to Supervisory Board	For	
4.b	Elect Indra Nooyi to Supervisory Board	For	
5.a	Grant Board Authority to Issue Shares	For	
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
7	Approve Cancellation of Repurchased Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

Krones AG

17-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.06 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
6	Elect Nora Diepold to the Supervisory Board	For	
7	Approve Creation of EUR 10 Million Pool of Capital with Preemptive Rights	For	
8	Approve Remuneration Policy	For	
9	Approve Remuneration of Supervisory Board	For	
10	Amend Articles Re: Editorial Changes	For	

Voting Details

Lyxor International Asset Management S.A.S.

LANXESS AG

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for Half-Year and Quarterly Reports 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
6	Approve Remuneration Policy	For	
7	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

LEG Immobilien AG

27-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 3.78 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	For	
6	Elect Sylvia Eichelberg to the Supervisory Board	For	
7	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

LPKF Laser & Electronics AG

20-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.10 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5.1	Approve Increase in Size of Board to Four Members	For	
5.2	Amend Articles Re: Majority Requirement for Passing Supervisory Board Resolutions	For	
6.1	Elect Jean-Michel Richard to the Supervisory Board	For	
6.2	Elect Julia Kranenberg to the Supervisory Board	For	
7	Approve Remuneration Policy	For	
8	Approve Remuneration of Supervisory Board	For	
9	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	
10	Approve Creation of EUR 4.9 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million; Approve Creation of EUR 4.9 Million Pool of Capital to Guarantee Conversion Rights	For	
12.1	Amend Articles Re: Management Board Composition	For	
12.2	Amend Articles Re: Legal Representation of the Company	For	
12.3	Amend Articles Re: Supervisory Board Meetings	For	
12.4	Amend Articles Re: Supervisory Board Resolutions	For	
12.5	Amend Articles Re: AGM Chairman	For	

Voting Details

Lyxor International Asset Management S.A.S.

LVMH Moet Hennessy Louis Vuitton SE

28-05-2021

Item	Proposal	Vote	Rationale
1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	

Voting Details

Lyxor International Asset Management S.A.S.

Lowe's Companies, Inc.

28-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Raul Alvarez	For	
1.2	Elect Director David H. Batchelder	For	
1.3	Elect Director Angela F. Braly	For	
1.4	Elect Director Sandra B. Cochran	For	
1.5	Elect Director Laurie Z. Douglas	For	
1.6	Elect Director Richard W. Dreiling	For	
1.7	Elect Director Marvin R. Ellison	For	
1.8	Elect Director Daniel J. Heinrich	For	
1.9	Elect Director Brian C. Rogers	For	
1.10	Elect Director Bertram L. Scott	For	
1.11	Elect Director Mary Beth West	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Ratify Deloitte & Touche LLP as Auditor	For	
4	Amend Proxy Access Right	For	

Voting Details

Lyxor International Asset Management S.A.S.

Masco Corporation

12-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Mark R. Alexander	Against	The member is a part of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
1b	Elect Director Marie A. Ffolkes	For	
1c	Elect Director John C. Plant	Against	The member is a part of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	

Voting Details

Lyxor International Asset Management S.A.S.

McDonald's Corporation

20-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Lloyd Dean	For	
1b	Elect Director Robert Eckert	For	
1c	Elect Director Catherine Engelbert	For	
1d	Elect Director Margaret Georgiadis	For	
1e	Elect Director Enrique Hernandez, Jr.	Against	Significant concerns on risk oversight.
1f	Elect Director Christopher Kempczinski	For	
1g	Elect Director Richard Lenny	Against	Significant concerns on risk oversight.
1h	Elect Director John Mulligan	For	
1i	Elect Director Sheila Penrose	For	
1j	Elect Director John Rogers, Jr.	For	
1k	Elect Director Paul Walsh	For	
1l	Elect Director Miles White	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Ratify Ernst & Young LLP as Auditors	For	
4	Report on Sugar and Public Health	For	
5	Report on Antibiotics and Public Health Costs	For	
6	Provide Right to Act by Written Consent	For	

Voting Details

Lyxor International Asset Management S.A.S.

Mediaset SpA

27-05-2021

Item	Proposal	Vote	Rationale
1	Revoke Double-Voting Rights for Long-Term Registered Shareholders; Amend Company By-Laws Re: Article 7	For	

Voting Details

Lyxor International Asset Management S.A.S.

Melexis NV

11-05-2021

Item	Proposal	Vote	Rationale
4	Approve Financial Statements and Allocation of Income	For	
5	Approve Remuneration Report	For	
6	Approve Remuneration Policy	For	
7	Approve Discharge of Directors	For	
8	Approve Discharge of Auditors	For	
9	Elect Marc Biron as Director and Approve Directors' Remuneration	For	
10	Reelect Shiro Baba as Independent Director and Approve Directors' Remuneration	For	
11	Elect Maria Pia De Caro as Independent Director and Approve Directors' Remuneration	For	
12	Approve Auditors' Remuneration	For	

Voting Details

Lyxor International Asset Management S.A.S.

MorphoSys AG

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Discharge of Management Board for Fiscal Year 2020	For	
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
4	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
5.1	Elect Marc Cluzel to the Supervisory Board	For	
5.2	Elect Krisja Vermeylen to the Supervisory Board	For	
5.3	Elect Sharon Curran to the Supervisory Board	For	
6	Approve Creation of EUR 4.8 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
7	Approve Creation of EUR 3.3 Million Pool of Capital without Preemptive Rights	For	
8	Approve Restricted Share Plan; Approve Creation of EUR 315,000 Pool of Conditional Capital without Preemptive Rights	For	
9	Cancel Conditional Capital 2008-III; Approve Reduction of Conditional Capital 2016-I from EUR 5.3 Million to EUR 2.5 Million; Approve Reduction of Conditional Capital 2016-III from EUR 995,162 to EUR 741,390	For	
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million; Approve Creation of EUR 3.3 Million Pool of Capital to Guarantee Conversion Rights	For	
11	Approve Remuneration Policy	For	
12	Approve Remuneration of Supervisory Board	For	
13	Amend Articles Re: Majority Requirement for Passing Supervisory Board Resolutions; Reimbursement Costs	For	

Voting Details

Lyxor International Asset Management S.A.S.

NN Group NV

20-05-2021

Item	Proposal	Vote	Rationale
3	Approve Remuneration Report	For	
4.A	Adopt Financial Statements and Statutory Reports	For	
4.C	Approve Dividends of EUR 2.33 Per Share	For	
5.A	Approve Discharge of Executive Board	For	
5.B	Approve Discharge of Supervisory Board	For	
6.A	Elect Cecilia Reyes to Supervisory Board	For	
6.B	Elect Rob Lelieveld to Supervisory Board	For	
6.C	Elect Inga Beale to Supervisory Board	For	
7	Approve Increase Maximum Ratio Between Fixed and Variable Components of Remuneration	For	
8.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	For	
8.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances Under Item 8.A.1	For	
8.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	For	
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
10	Approve Reduction in Share Capital through Cancellation of Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

NORMA Group SE

20-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	For	
3.1	Approve Discharge of Management Board Member Michael Schneider for Fiscal Year 2020	For	
3.2	Approve Discharge of Management Board Member Friedrich Klein for Fiscal Year 2020	For	
3.3	Approve Discharge of Management Board Member Annette Stieve for Fiscal Year 2020	For	
4.1	Approve Discharge of Supervisory Board Member Lars Berg for Fiscal Year 2020	For	
4.2	Approve Discharge of Supervisory Board Member Rita Forst for Fiscal Year 2020	For	
4.3	Approve Discharge of Supervisory Board Member Guenter Hauptmann for Fiscal Year 2020	For	
4.4	Approve Discharge of Supervisory Board Member Knut Michelberger for Fiscal Year 2020	For	
4.5	Approve Discharge of Supervisory Board Member Erika Schulte for Fiscal Year 2020	For	
4.6	Approve Discharge of Supervisory Board Member Mark Wilhelms for Fiscal Year 2020	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration of Supervisory Board	For	
7	Elect Miguel Borrego to the Supervisory Board	For	
8	Amend Articles Re: Electronic Communication	For	

Voting Details

Lyxor International Asset Management S.A.S.

Natixis SA

28-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Absence of Dividends	For	
4	Approve Auditors' Special Report on Related-Party Transactions	For	
5	Approve Compensation Report	For	
6	Approve Compensation of Laurent Mignon, Chairman of the Board	For	
7	Approve Compensation of Francois Riahi, CEO	Abstain	The Remuneration does not seem to be in the company's and shareholder's interest.
8	Approve Compensation of Nicolas Namias, CEO	For	
9	Approve Remuneration Policy of Chairman of the Board	For	
10	Approve Remuneration Policy of CEO	Abstain	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
11	Approve Remuneration Policy of Board Members	For	
12	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	For	
13	Ratify Appointment of Catherine Leblanc as Director	For	
14	Ratify Appointment of Philippe Hourdain as Director	For	
15	Reelect Nicolas de Tavernost as Director	Against	The member is an executive and is overboarded (more than 2 other non-executive mandates).
16	Elect Christophe Pinault as Director	For	
17	Elect Diane de Saint Victor as Director	For	
18	Elect Catherine Leblanc as Director	For	
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion	For	
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	For	
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	For	
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
25	Authorize Capitalization of Reserves of for Bonus Issue or Increase in Par Value	For	
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
28	Adopt New Bylaws	For	
29	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Nemetschek SE

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2020	For	
4.2	Approve Discharge of Supervisory Board Member Georg Nemetschek for Fiscal Year 2020	For	
4.3	Approve Discharge of Supervisory Board Member Ruediger Herzog for Fiscal Year 2020	For	
4.4	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2020	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration Policy	Against	The Remuneration Report does not seem to be in the company's and shareholder's interest.
7	Approve Remuneration of Supervisory Board	For	
8	Approve Creation of EUR 11.6 Million Pool of Capital without Preemptive Rights	For	
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 700 Million; Approve Creation of EUR 11.6 Million Pool of Capital to Guarantee Conversion Rights	For	
10	Amend Articles Re: Proof of Entitlement	For	

Voting Details

Lyxor International Asset Management S.A.S.

New Work Se

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 2.59 per Share	For	
3.1	Approve Discharge of Management Board Member Patrick Alberts for Fiscal Year 2020	For	
3.2	Approve Discharge of Management Board Member Alastair Bruce for Fiscal Year 2020	For	
3.3	Approve Discharge of Management Board Member Ingo Chu for Fiscal Year 2020	For	
3.4	Approve Discharge of Management Board Member Frank Hassler for Fiscal Year 2020	For	
3.5	Approve Discharge of Management Board Member Jens Pape for Fiscal Year 2020	For	
3.6	Approve Discharge of Management Board Member Thomas Vollmoeller for Fiscal Year 2020	For	
3.7	Approve Discharge of Management Board Member Petra von Strombeck for Fiscal Year 2020	For	
4.1	Approve Discharge of Supervisory Board Member Joerg Luebcke for Fiscal Year 2020	For	
4.2	Approve Discharge of Supervisory Board Member Johannes Meier for Fiscal Year 2020	For	
4.3	Approve Discharge of Supervisory Board Member Andreas Rittstieg for Fiscal Year 2020	For	
4.4	Approve Discharge of Supervisory Board Member Jean-Paul Schmetz for Fiscal Year 2020	For	
4.5	Approve Discharge of Supervisory Board Member Anette Weber for Fiscal Year 2020	For	
4.6	Approve Discharge of Supervisory Board Member Martin Weiss for Fiscal Year 2020	For	
4.7	Approve Discharge of Supervisory Board Member Stefan Winners for Fiscal Year 2020	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6.1	Elect Martin Weiss to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.2	Elect Joerg Luebcke to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.3	Elect Johannes Meier to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.4	Elect Andreas Rittstieg to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.5	Elect Jean-Paul Schmetz to the Supervisory Board	Against	The proposed terms of office exceed four years.
6.6	Elect Anette Weber to the Supervisory Board	Against	The proposed terms of office exceed four years.
7	Approve Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
8	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

Nitori Holdings Co., Ltd.

13-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Nitori, Akio	For	
1.2	Elect Director Shirai, Toshiyuki	For	
1.3	Elect Director Sudo, Fumihiro	For	
1.4	Elect Director Matsumoto, Fumiaki	For	
1.5	Elect Director Takeda, Masanori	For	
1.6	Elect Director Abiko, Hiromi	For	
1.7	Elect Director Okano, Takaaki	For	
1.8	Elect Director Sakakibara, Sadayuki	For	
1.9	Elect Director Miyauchi, Yoshihiko	For	
1.10	Elect Director Yoshizawa, Naoko	For	

Voting Details

Lyxor International Asset Management S.A.S.

Nordex SE

05-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Omission of Dividends	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5.1	Elect Connie Hedegaard to the Supervisory Board	Against	The proposed terms of office exceed four years.
5.2	Elect Jan Klatten to the Supervisory Board	Against	The proposed terms of office exceed four years.
5.3	Elect Juan Girod to the Supervisory Board	Against	The proposed terms of office exceed four years.
5.4	Elect Rafael Alcala to the Supervisory Board	Against	The proposed terms of office exceed four years.
5.5	Elect Martin Rey to the Supervisory Board	Against	The proposed terms of office exceed four years.
5.6	Elect Wolfgang Ziebart to the Supervisory Board	Against	1- The Board diversity level does not reach Lyxor's expectations.2- The member is a part of the nominations committee and the Board diversity level does not reach Lyxor's expectations.3- The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.4- The member is the Chairman of the remunerations committee and he is not independent.5- The proposed terms of office exceed four years.
6	Approve Remuneration of Supervisory Board	For	
7	Approve Remuneration Policy	For	
8	Approve Creation of EUR 23.5 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
9	Approve Creation of EUR 3.5 Million Pool of Capital for Employee Stock Purchase Plan; Rename Authorized Capital III	For	
10	Approve Increase in the Maximum Limit for the Issuance of New Shares from Authorized Capital II and Conditional Capital I	For	
11	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 3.5 Million Pool of Conditional Capital to Guarantee Conversion Rights	Against	The stock options plan is not in line with Lyxor's expectations.
12	Approve Affiliation Agreement with Nordex Energy B.V.	For	
13	Approve Affiliation Agreement with Nordex Energy SE & Co. KG	For	
14	Amend Articles Re: Meeting Convocation; Supervisory Board Meetings and Resolutions; Proof of Entitlement	For	
15	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	

Voting Details

Lyxor International Asset Management S.A.S.

Norfolk Southern Corporation

13-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Thomas D. Bell, Jr.	For	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
1b	Elect Director Mitchell E. Daniels, Jr.	Against	
1c	Elect Director Marcela E. Donadio	For	
1d	Elect Director John C. Huffard, Jr.	For	
1e	Elect Director Christopher T. Jones	For	
1f	Elect Director Thomas C. Kelleher	For	
1g	Elect Director Steven F. Leer	For	
1h	Elect Director Michael D. Lockhart	For	
1i	Elect Director Amy E. Miles	For	
1j	Elect Director Claude Mongeau	For	
1k	Elect Director Jennifer F. Scanlon	For	
1l	Elect Director James A. Squires	For	
1m	Elect Director John R. Thompson	For	
2	Ratify KPMG LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
4	Amend Proxy Access Right	For	
5	Report on Corporate Climate Lobbying Aligned with Paris Agreement	For	

Voting Details

Lyxor International Asset Management S.A.S.

OVS SpA

28-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Allocation of Income	For	
3.1	Approve Remuneration Policy	For	
3.2	Approve Second Section of the Remuneration Report	For	
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.

Voting Details

Lyxor International Asset Management S.A.S.

Orange SA

18-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	For	
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
5	Reelect Bpifrance Participations as Director	For	
6	Renew Appointment of KPMG as Auditor	For	
7	Renew Appointment of Salustro Reydel as Alternate Auditor	For	
8	Appoint Deloitte as Auditor	For	
9	Appoint Beas as Alternate Auditor	For	
10	Ratify Change Location of Registered Office to 111 Quai du President Roosevelt, 92130 Issy-les-Moulineaux	For	
11	Approve Compensation Report	For	
12	Approve Compensation of Stephane Richard, Chairman and CEO	For	
13	Approve Compensation of Ramon Fernandez, Vice-CEO	For	
14	Approve Compensation of Gervais Pellissier, Vice-CEO	For	
15	Approve Remuneration Policy of the Chairman and CEO	For	
16	Approve Remuneration Policy of Vice-CEOs	For	
17	Approve Remuneration Policy of Directors	For	
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion	For	
20	Allow Board to Use Delegations under Item 19 Above in the Event of a Public Tender Offer	Against	Authorisation is allowed in the event of a public tender offer.
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	For	
22	Allow Board to Use Delegations under Item 21 Above in the Event of a Public Tender Offer	Against	Authorisation is allowed in the event of a public tender offer.
23	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	For	
24	Allow Board to Use Delegations under Item 23 Above in the Event of a Public Tender Offer	Against	Authorisation is allowed in the event of a public tender offer.
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-24	Against	Authorisation is allowed in the event of a public tender offer.
26	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	For	
27	Allow Board to Use Delegations under Item 26 Above in the Event of a Public Tender Offer	Against	Authorisation is allowed in the event of a public tender offer.
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
29	Allow Board to Use Delegations under Item 28 Above in the Event of a Public Tender Offer	Against	Authorisation is allowed in the event of a public tender offer.
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion	For	
31	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Some Employees and Executive Corporate Officers	For	
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
33	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	For	
34	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
35	Authorize Filing of Required Documents/Other Formalities	For	
A	Amending Item 31 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.

Voting Details

Lyxor International Asset Management S.A.S.

PUMA SE

05-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.16 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration Policy	For	
7	Approve Creation of EUR 30 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
8	Amend 2020 Share Repurchase Authorization to Allow Reissuance of Repurchased Shares to Members of the Management Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

PayPal Holdings, Inc.

26-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Rodney C. Adkins	For	
1b	Elect Director Jonathan Christodoro	For	
1c	Elect Director John J. Donahoe	For	
1d	Elect Director David W. Dorman	For	
1e	Elect Director Belinda J. Johnson	For	
1f	Elect Director Gail J. McGovern	For	
1g	Elect Director Deborah M. Messemer	For	
1h	Elect Director David M. Moffett	For	
1i	Elect Director Ann M. Sarnoff	For	
1j	Elect Director Daniel H. Schulman	For	
1k	Elect Director Frank D. Yearly	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	
4	Provide Right to Act by Written Consent	For	
5	Report on Whether Written Policies or Unwritten Norms Reinforce Racism in Company Culture	For	

Voting Details

Lyxor International Asset Management S.A.S.

Pentair plc

04-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Mona Abutaleb Stephenson	For	1- The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.2- The member is a part of the audit committee and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
1b	Elect Director Glynis A. Bryan	Against	
1c	Elect Director T. Michael Glenn	For	
1d	Elect Director Theodore L. Harris	For	
1e	Elect Director Gregory E. Knight	For	
1f	Elect Director David A. Jones	Against	1- The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.2- The member is the Chairman of the Board and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
1g	Elect Director Michael T. Speetzen	For	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
1h	Elect Director John L. Stauch	For	
1i	Elect Director Billie I. Williamson	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	For	
4	Amend Non-Qualified Employee Stock Purchase Plan	For	
5	Renew the Board's Authority to Issue Shares Under Irish Law	For	
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	For	
7	Determine Price Range for Reissuance of Treasury Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

PepsiCo, Inc.

05-05-2021

Item	Proposal	Vote	Rationale
1e	Elect Director Dina Dublon	For	
1f	Elect Director Michelle Gass	For	
1g	Elect Director Ramon L. Laguarta	For	
1h	Elect Director Dave Lewis	For	
1i	Elect Director David C. Page	For	
1j	Elect Director Robert C. Pohlrad	For	
1k	Elect Director Daniel Vasella	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
1l	Elect Director Darren Walker	For	
1m	Elect Director Alberto Weisser	For	
2	Ratify KPMG LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	For	
5	Report on Sugar and Public Health	For	
6	Report on External Public Health Costs	For	
1a	Elect Director Segun Agbaje	For	
1b	Elect Director Shona L. Brown	For	
1c	Elect Director Cesar Conde	For	
1d	Elect Director Ian Cook	For	

Voting Details

Lyxor International Asset Management S.A.S.

Pfeiffer Vacuum Technology AG

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.60 per Share	For	
3.1	Approve Discharge of Management Board Member Britta Giesen for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
3.2	Approve Discharge of Management Board Member Wolfgang Ehrk for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
3.3	Approve Discharge of Management Board Member Nathalie Benedikt for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
3.4	Approve Discharge of Management Board Member Eric Taberlet for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.1	Approve Discharge of Supervisory Board Member Ayla Busch for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.2	Approve Discharge of Supervisory Board Member Filippo Beck for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.3	Approve Discharge of Supervisory Board Member Matthias Maedler for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.4	Approve Discharge of Supervisory Board Member Henrik Newerla for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.5	Approve Discharge of Supervisory Board Member Stefan Roeser for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4.6	Approve Discharge of Supervisory Board Member Goetz Timmerbeil for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6.1	Elect Ayla Busch to the Supervisory Board	Against	The member is the Chairman of the remunerations committee and he is not independent.
6.2	Elect Minja Lohrer to the Supervisory Board	For	
6.3	Elect Henrik Newerla to the Supervisory Board	For	
6.4	Elect Goetz Timmerbeil to the Supervisory Board	Against	The member is the Chairman of the audit committee and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
7	Approve Remuneration Policy	For	
8.1	Approve Supervisory Board Remuneration Policy	For	
8.2	Approve Remuneration of Supervisory Board	For	
9	Amend Articles Re: Supervisory Board Term of Office	For	

Voting Details

Lyxor International Asset Management S.A.S.

Phillips 66

12-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Julie L. Bushman	Against	Stronger independent oversight and board management of climate-related risks at the company are necessary.
1b	Elect Director Lisa A. Davis	Against	
2	Declassify the Board of Directors	For	Stronger independent oversight and board management of climate-related risks at the company are necessary.
3	Ratify Ernst & Young LLP as Auditors	For	
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
5	Adopt GHG Emissions Reduction Targets	For	
6	Report on Climate Lobbying	For	

Voting Details

Lyxor International Asset Management S.A.S.

Publicis Groupe SA

26-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Dividends of EUR 2 per Share	For	
4	Approve Stock Dividend Program	For	
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
6	Reelect Maurice Levy as Supervisory Board Member	For	
7	Reelect Simon Badinter as Supervisory Board Member	For	
8	Reelect Jean Charest as Supervisory Board Member	For	
9	Approve Remuneration Policy of Chairman of Supervisory Board	For	
10	Approve Remuneration Policy of Supervisory Board Members	For	
11	Approve Remuneration Policy of Chairman of Management Board	For	
12	Approve Remuneration Policy of Michel-Alain Proch, Management Board Member	For	
13	Approve Remuneration Policy of Management Board Members	For	
14	Approve Compensation Report	For	
15	Approve Compensation of Maurice Levy, Chairman of Supervisory Board	For	
16	Approve Compensation of Arthur Sadoun, Chairman of the Management Board	For	
17	Approve Compensation of Jean-Michel Etienne, Management Board Member	For	
18	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	For	
19	Approve Compensation of Steve King, Management Board Member	For	
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
22	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Against	The shares plan is not in line with Lyxor's expectations.
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	
25	Amend Bylaws to Comply with Legal Changes	Abstain	The resolution seems not to be in the shareholders' interests.
26	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Rational AG

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 4.80 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration Policy	Against	
7	Approve Remuneration of Supervisory Board	For	The proposed remuneration does not seem to be in the company's and shareholder's interest.
8	Amend Articles Re: Proof of Entitlement	For	

Voting Details

Lyxor International Asset Management S.A.S.

Renewable Energy Group, Inc.

18-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director James C. Borel	For	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
1b	Elect Director Cynthia J. Warner	For	
1c	Elect Director Walter Berger	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	
3	Ratify Deloitte & Touche LLP as Auditors	For	
4	Approve Omnibus Stock Plan	For	

Voting Details

Lyxor International Asset Management S.A.S.

Retelit SpA

20-05-2021

Item	Proposal	Vote	Rationale
1	Amend Company Bylaws Re: Authorization for the Board to Present Its Own Slate of Candidates for the Office of Director	Against	The Board presents some failure regarding corporate governance best practices and shareholder rights.
2	Amend Company Bylaws Re: Increase the Number of Slates from Which the Members of the Board of Directors are Selected	For	
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Allocation of Income	For	The autorisation exceeds the amount defined by Lyxor.
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	
4	Fix Number of Directors	For	
5	Fix Board Terms for Directors	For	Shareholders can support only one slate.
6.1	Slate 1 Submitted by Marbles Srl	For	
6.2	Slate 2 Submitted by Athesia SpA, Athesia Tyrolia Druck GMBH, and Athesia Druck Srl	Against	
6.3	Slate 3 Submitted by Bousval Srl	Against	Shareholders can support only one slate.
7	Elect Dario Pardi as Board Chair	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
8	Approve Remuneration of Directors	For	
9.1	Slate 1 Submitted by Marbles Srl	For	
9.2	Slate 2 Submitted by Athesia SpA, Athesia Tyrolia Druck GMBH, and Athesia Druck Srl	Against	Shareholders can support only one slate.
11	Approve Internal Auditors' Remuneration	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
12	Approve Auditors and Authorize Board to Fix Their Remuneration	For	
13	Approve Remuneration Policy	For	
14	Approve Second Section of the Remuneration Report	For	Lack of disclosure regarding the proposed deliberation.
15	Approve Settlement Proceedings on the Corporate Liability Action Against Former Directors Gabriele Pinosa, Mauro Tosi, Johan Anders Leideman, Paola Pillon, Abdemola Eighali and Anna Lena Philipson	For	
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	

Voting Details

Lyxor International Asset Management S.A.S.

Rheinmetall AG

11-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	For	
6.1	Elect Ulrich Grillo to the Supervisory Board	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
6.2	Elect Klaus-Guenter Vennemann to the Supervisory Board	For	
6.3	Elect Sahin Albayrak to the Supervisory Board	For	
6.4	Elect Britta Giesen to the Supervisory Board	For	
7	Approve Remuneration Policy	For	
8	Approve Remuneration of Supervisory Board	For	
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
10	Approve Creation of EUR 22.3 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 22.3 Million Pool of Capital to Guarantee Conversion Rights	For	
12	Amend Corporate Purpose	For	
13	Amend Articles Re: Proof of Entitlement	For	

Voting Details

Lyxor International Asset Management S.A.S.

Royal Dutch Shell Plc

18-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Remuneration Report	For	
4	Re-elect Ben van Beurden as Director	For	
5	Re-elect Dick Boer as Director	For	
6	Re-elect Neil Carson as Director	For	
7	Re-elect Ann Godbehere as Director	For	
8	Re-elect Euleen Goh as Director	For	
9	Re-elect Catherine Hughes as Director	For	
10	Re-elect Martina Hund-Mejean as Director	For	
11	Re-elect Sir Andrew Mackenzie as Director	For	
12	Elect Abraham Schot as Director	For	
13	Re-elect Jessica Uhl as Director	For	
14	Re-elect Gerrit Zalm as Director	For	
15	Reappoint Ernst & Young LLP as Auditors	For	
16	Authorise the Audit Committee to Fix Remuneration of Auditors	For	
17	Authorise Issue of Equity	For	
18	Authorise Issue of Equity without Pre-emptive Rights	For	
19	Authorise Market Purchase of Ordinary Shares	For	
20	Approve the Shell Energy Transition Strategy	For	
3	Elect Jane Lute as Director	For	
21	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	For	

Voting Details

Lyxor International Asset Management S.A.S.

S&P Global Inc.

05-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Marco Alvera	For	
1.2	Elect Director William J. Amelio	For	
1.3	Elect Director William D. Green	For	
1.4	Elect Director Stephanie C. Hill	For	
1.5	Elect Director Rebecca J. Jacoby	For	
1.6	Elect Director Monique F. Leroux	For	
1.7	Elect Director Ian P. Livingston	For	
1.8	Elect Director Maria R. Morris	For	
1.9	Elect Director Douglas L. Peterson	For	
1.10	Elect Director Edward B. Rust, Jr.	For	
1.11	Elect Director Kurt L. Schmoke	For	
1.12	Elect Director Richard E. Thornburgh	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Ratify Ernst & Young LLP as Auditors	For	
4	Approve Greenhouse Gas (GHG) Emissions Reduction Plan	For	
5	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.

Voting Details

Lyxor International Asset Management S.A.S.

SAP SE

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
6.1	Elect Qi Lu to the Supervisory Board	For	
6.2	Elect Rouven Westphal to the Supervisory Board	For	
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 100 Million Pool of Capital to Guarantee Conversion Rights	For	
8	Amend Corporate Purpose	For	
9	Amend Articles Re: Proof of Entitlement	For	

Voting Details

Lyxor International Asset Management S.A.S.

SOL SpA

14-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Allocation of Income	For	
3.1	Approve Remuneration Policy	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
3.2	Approve Second Section of the Remuneration Report	For	
4	Approve Remuneration of Directors	For	
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.

Voting Details

Lyxor International Asset Management S.A.S.

STMicroelectronics NV

27-05-2021

Item	Proposal	Vote	Rationale
3	Approve Remuneration Report	Against	The shares plan is not in line with Lyxor's expectations.
4	Approve Remuneration Policy for Management Board	For	
5	Adopt Financial Statements and Statutory Reports	For	
6	Approve Dividends	For	
7	Approve Discharge of Management Board	For	
8	Approve Discharge of Supervisory Board	For	
9	Reelect Jean-Marc Chery to Management Board	For	
10	Approve Grant of Unvested Stock Awards to Jean-Marc Chery as President and CEO	For	
11	Approve Unvested Stock Award Plan for Management and Key Employees	Against	The shares plan is not in line with Lyxor's expectations.
12	Reelect Nicolas Dufourcq to Supervisory Board	For	
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
14	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	

Voting Details

Lyxor International Asset Management S.A.S.

Safran SA

26-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Dividends of EUR 0.43 per Share	For	
4	Approve Transaction with BNP Paribas	For	
5	Ratify Appointment of Olivier Andries as Director	For	
6	Reelect Helene Auriol Potier as Director	For	
7	Reelect Sophie Zurquiyah as Director	For	
8	Reelect Patrick Pelata as Director	For	
9	Elect Fabienne Lecorvaisier as Director	For	
10	Approve Compensation of Ross McInnes, Chairman of the Board	For	
11	Approve Compensation of Philippe Petitcolin, CEO	For	
12	Approve Compensation Report of Corporate Officers	For	
13	Approve Remuneration Policy of Chairman of the Board	For	
14	Approve Remuneration Policy of CEO	For	
15	Approve Remuneration Policy of Directors	For	
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
17	Amend Article 7,9,11 and 12 of Bylaws Re: Preferred Shares A	For	
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	For	
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	For	
20	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	For	
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	For	
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18-21	For	
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million, Only In the Event of a Public Tender Offer	Against	The capital increase is authorized during the takeover bid period.
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million, Only In the Event of a Public Tender Offer	Against	The capital increase is authorized during the takeover bid period.
25	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers, Only In the Event of a Public Tender Offer	Against	The capital increase is authorized during the takeover bid period.
26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million, Only In the Event of a Public Tender Offer	Against	The capital increase is authorized during the takeover bid period.
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 23-26, Only In the Event of a Public Tender Offer	Against	The capital increase is authorized during the takeover bid period.
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
30	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans	For	
31	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Salzgitter AG

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Discharge of Management Board for Fiscal Year 2020	For	
3	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
4	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
5.1	Elect Klaus Papenburg to the Supervisory Board	For	
5.2	Elect Frank Klingebiel to the Supervisory Board	For	
6	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

Saras SpA

12-05-2021

Item	Proposal	Vote	Rationale
1.1	Accept Financial Statements and Statutory Reports	For	
1.2	Approve Allocation of Income	For	
2.1	Fix Number of Directors	For	
2.2	Fix Board Terms for Directors	For	
2.3.1	Slate 1 Submitted by Massimo Moratti SapA, Stella Holding SpA and Angel Capital Management SpA	Against	Shareholders can support only one slate.
2.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
2.4	Approve Remuneration of Directors	For	
2.5	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	Against	Insufficient disclosure on the rationale for this request and on the directors targeted by this proposal.
3.1.1	Slate 1 Submitted by Massimo Moratti SapA, Stella Holding SpA and Angel Capital Management SpA	Against	Shareholders can support only one slate.
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
3.2	Approve Internal Auditors' Remuneration	For	
4.1	Approve Remuneration Policy	For	
4.2	Approve Second Section of the Remuneration Report	Against	The Remuneration Report does not seem to be in the company's and shareholder's interest.
5	Approve Stock Grant Plan 2021 and Cancellation of Stock Grant Plan 2019-2021	Against	This proposal is not supported by a valid rationale.
6	Approve Performance Cash Plan 2021-2023	Against	The shares plan is not in line with Lyxor's expectations.
1	Amend Company Bylaws Re: Articles 18 and 26	For	
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.

Voting Details

Lyxor International Asset Management S.A.S.

Seri Industrial SpA

14-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements, Statutory Reports, and Allocation of Income	For	
2.1	Approve Remuneration Policy	For	
2.2	Approve Second Section of the Remuneration Report	For	
3.1	Slate Submitted by Industrial SpA	For	
3.2	Approve Internal Auditors' Remuneration	Against	Lack of disclosure regarding the proposed remuneration.
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.
1	Adopt Double Voting Rights for Long-Term Registered Shareholders	Against	Lyxor prefers companies to respect the "one share - one vote" principle.

Voting Details

Lyxor International Asset Management S.A.S.

Seven & i Holdings Co., Ltd.

27-05-2021

Item	Proposal	Vote	Rationale
1	Approve Allocation of Income, with a Final Dividend of JPY 51	For	
2.1	Elect Director Isaka, Ryuichi	For	
2.2	Elect Director Goto, Katsuhiro	For	
2.3	Elect Director Ito, Junro	For	
2.4	Elect Director Yamaguchi, Kimiyoshi	For	
2.5	Elect Director Maruyama, Yoshimichi	For	
2.6	Elect Director Nagamatsu, Fumihiko	For	
2.7	Elect Director Kimura, Shigeki	For	
2.8	Elect Director Joseph M. DePinto	For	
2.9	Elect Director Tsukio, Yoshio	For	
2.10	Elect Director Ito, Kunio	For	
2.11	Elect Director Yonemura, Toshiro	For	
2.12	Elect Director Higashi, Tetsuro	For	
2.13	Elect Director Rudy, Kazuko	For	
3	Appoint Statutory Auditor Habano, Noriyuki	For	

Voting Details

Lyxor International Asset Management S.A.S.

Signify NV			18-05-2021
Item	Proposal	Vote	Rationale
2	Approve Remuneration Report	For	
4	Adopt Financial Statements	For	
5.a	Approve Extraordinary Dividends of EUR 1.35 Per Share	For	
5.b	Approve Dividends of EUR 1.40 Per Share	For	
6.a	Approve Discharge of Management Board	For	
6.b	Approve Discharge of Supervisory Board	For	
7	Reelect Gerard van de Aast to Supervisory Board	For	
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	
9	Authorize Repurchase of Shares	For	
10	Approve Cancellation of Repurchased Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

Societa Cattolica di Assicurazione SpA

13-05-2021

Item	Proposal	Vote	Rationale
1	Approve Regulations on General Meetings	For	
2	Approve Financial Statements, Statutory Reports, and Allocation of Income	For	
3	Fix Number of Directors	For	
4.1	Slate 1 Submitted by the Board of Directors	Against	Shareholders can support only one slate.
4.2	Slate 2 Submitted by Arca Fondi Sgr SpA, Eurizon Capital Sgr SpA, Eurizon Capital Sa, Fideuram Intesa Sanpaolo Private Banking Asset Management Sgr SpA, Mediobanca Sgr SpA and Pramerica Sgr SpA	For	
4.3	Slate 3 Submitted by Sofia Holding Srl, Fondazione Cassa di Risparmio di Trento e Rovereto, Istituto Atesino di Sviluppo SpA, Padana Sviluppo SpA and Mar.Bea SpA	Against	Shareholders can support only one slate.
5	Approve Remuneration of Directors and Members of the Management Control Committee	For	
6a	Approve Remuneration Policy	For	
6b	Approve Second Section of the Remuneration Report	For	
7	Approve Performance Shares Plan	Against	The shares plan is not in line with Lyxor's expectations.
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	The autorisation exceeds the amount defined by Lyxor.
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.

Voting Details

Lyxor International Asset Management S.A.S.

Societe Generale SA

18-05-2021

Item	Proposal	Vote	Rationale
1	Approve Consolidated Financial Statements and Statutory Reports	For	
2	Approve Financial Statements and Statutory Reports	For	
3	Approve Treatment of Losses and Dividends of EUR 0.55 per Share	For	
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
5	Approve Remuneration Policy of Chairman of the Board	For	
6	Approve Remuneration Policy of CEO and Vice-CEOs	For	
7	Approve Remuneration Policy of Directors	For	
8	Approve Compensation Report of Corporate Officers	For	
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	For	
10	Approve Compensation of Frederic Oudea, CEO	For	
11	Approve Compensation of Philippe Aymerich, Vice-CEO	For	
12	Approve Compensation of Severin Cabannes, Vice-CEO	For	
13	Approve Compensation of Philippe Heim, Vice-CEO	For	
14	Approve Compensation of Diony Lebot, Vice-CEO	For	
15	Approve the Aggregate Remuneration Granted in 2020 to Certain Senior Management, Responsible Officers, and Risk-Takers	For	
16	Reelect William Connelly as Director	For	
17	Reelect Lubomira Rochet as Director	For	
18	Reelect Alexandra Schaapveld as Director	For	
19	Elect Henri Poupart-Lafarge as Director	For	
20	Elect Helene Crinquant as Representative of Employee Shareholders to the Board	For	
21	Elect Sebastien Wetter as Representative of Employee Shareholders to the Board	For	
22	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	For	
23	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Software AG

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.76 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify BDO AG as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
6	Approve Remuneration Policy	For	
7	Approve Remuneration of Supervisory Board	For	
8	Approve Creation of EUR 14.8 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million; Approve Creation of EUR 14.8 Million Pool of Capital to Guarantee Conversion Rights	For	
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
11	Authorize Use of Financial Derivatives when Repurchasing Shares	For	
12	Amend Articles Re: Age Limit for Supervisory Board Members	For	
13	Approve Affiliation Agreement with Cumulocity GmbH	For	

Voting Details

Lyxor International Asset Management S.A.S.

Solvay SA

11-05-2021

Item	Proposal	Vote	Rationale
2	Approve Remuneration Report	For	
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.75 per Share	For	
5.1	Approve Discharge of Directors	For	
5.2	Approve Discharge of Auditors	For	
6b.1	Reelect Nicolas Boel as Director	Against	1- The Board level of independence is not in line with Lyxor's expectations.2- The member is the Chairman of the remunerations committee and he is not independent.
6b.2	Reelect Ilham Kadri as Director	For	
6b.3	Reelect Bernard de Laguiche as Director	Against	
6b.4	Reelect Françoise de Viron as Director	For	
6b.5	Reelect Agnes Lemarchand as Director	For	
6c	Indicate Françoise de Viron as Independent Board Member	For	
6d	Indicate Agnes Lemarchand as Independent Board Member	For	
6e	Reelect Herve Coppens d'Eeckenbrugge as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
6g	Elect Edouard Janssen as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
6i	Elect Wolfgang Colberg as Director	For	
6j	Indicate Wolfgang Colberg as Independent Board Member	For	

Voting Details

Lyxor International Asset Management S.A.S.

Spirax-Sarco Engineering Plc

12-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Remuneration Report	For	
3	Approve Final Dividend	For	
4	Reappoint Deloitte LLP as Auditors	For	
5	Authorise Board to Fix Remuneration of Auditors	For	
6	Re-elect Jamie Pike as Director	Against	The member is the Chairman of the Board and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
7	Re-elect Nicholas Anderson as Director	For	
8	Re-elect Dr Trudy Schoolenberg as Director	For	
9	Re-elect Peter France as Director	For	
10	Re-elect Caroline Johnstone as Director	For	
11	Re-elect Jane Kingston as Director	For	
12	Re-elect Kevin Thompson as Director	Against	The member is the Chairman of the audit committee and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
13	Elect Nimesh Patel as Director	For	
14	Elect Angela Archon as Director	For	
15	Elect Dr Olivia Qiu as Director	For	
16	Elect Richard Gillingwater as Director	For	
17	Authorise Issue of Equity	For	
18	Approve Scrip Dividend Alternative	For	
19	Authorise Issue of Equity without Pre-emptive Rights	For	
20	Authorise Market Purchase of Ordinary Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

Symrise AG

05-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.97 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
6.1	Elect Michael Koenig to the Supervisory Board	Against	1- The member is the Chairman of the Board and has an executive mandate in another company, or another Chairman position in another company.2- The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
6.2	Elect Ursula Buck to the Supervisory Board	For	
6.3	Elect Bernd Hirsch to the Supervisory Board	For	
6.4	Elect Horst-Otto Gerberding to the Supervisory Board	Against	1- The member is a part of the nomination committee, which should have at least 50% of independence.2- The member is a part of the remuneration committee, which should have at least 50% of independence.
6.5	Elect Andrea Pfeifer to the Supervisory Board	For	
6.6	Elect Peter Vanacker to the Supervisory Board	For	
7	Amend Articles Re: Online Participation; Absentee Vote; Virtual General Meeting	Against	The amendment does not seem to be in shareholders' interest.
8	Approve Remuneration Policy	For	
9	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

TAG Immobilien AG

11-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.88 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration of Supervisory Board	For	
7	Approve Remuneration Policy	For	
8	Approve Creation of EUR 29 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Partial Exclusion of Preemptive Rights up to Aggregate Nominal Amount of EUR 1.2 Billion; Approve Creation of EUR 29 Million Pool of Capital to Guarantee Conversion Rights	For	
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	

Voting Details

Lyxor International Asset Management S.A.S.

TAKKT AG

11-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
6	Approve Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
7	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

Technogym SpA

05-05-2021

Item	Proposal	Vote	Rationale
1	Accept Financial Statements and Statutory Reports	For	
2	Approve Allocation of Income	For	
3.1	Approve Remuneration Policy	For	
3.2	Approve Second Section of the Remuneration Report	For	
4.1	Fix Number of Directors	For	
4.2	Fix Board Terms for Directors	For	
4.3.1	Slate 1 Submitted by TGH Srl	Against	Shareholders can support only one slate.
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	For	
4.4	Elect Nerio Alessandri as Board Chair	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
4.5	Approve Remuneration of Directors	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
5	Approve 2021-2023 Performance Shares Plan	For	
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	
1	Authorize Board to Increase Capital to Service 2021-2023 Performance Shares Plan	For	
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.

Voting Details

Lyxor International Asset Management S.A.S.

Thales SA

06-05-2021

Item	Proposal	Vote	Rationale
1	Approve Consolidated Financial Statements and Statutory Reports	For	
2	Approve Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Dividends of EUR 1.76 per Share	For	
4	Reelect French State as Director	Against	
5	Renew Appointment Ernst & Young Audit as Auditor	Against	The Board level of independence is not in line with Lyxor's expectations.
6	Approve Amendment of Remuneration Policy of Chairman and CEO Re: FY 2019	For	The auditors have been certifying the accounts of the company for 15 years or more.
7	Approve Amendment of Remuneration Policy of Chairman and CEO Re: FY 2020	For	
8	Approve Compensation of Patrice Caine, Chairman and CEO	For	
9	Approve Compensation Report of Corporate Officers	For	
10	Approve Remuneration Policy of Chairman and CEO	For	
11	Approve Remuneration Policy of Directors	For	
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
14	Authorize Filing of Required Documents/Other Formalities	For	
15	Reelect Bernard Fontana as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
16	Elect Delphine Geny-Stephann as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
17	Elect Anne Rigail as Director	Against	The Board level of independence is not in line with Lyxor's expectations.
18	Reelect Philippe Lepinay as Representative of Employee Shareholders to the Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

Thermo Fisher Scientific Inc.

19-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Marc N. Casper	For	
1b	Elect Director Nelson J. Chai	For	
1c	Elect Director C. Martin Harris	For	
1d	Elect Director Tyler Jacks	For	
1e	Elect Director R. Alexandra Keith	For	
1f	Elect Director Thomas J. Lynch	For	
1g	Elect Director Jim P. Manzi	For	
1h	Elect Director James C. Mullen	For	
1i	Elect Director Lars R. Sorensen	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
1j	Elect Director Debora L. Spar	For	
1k	Elect Director Scott M. Sperling	For	
1l	Elect Director Dion J. Weisler	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Ratify PricewaterhouseCoopers LLP as Auditor	For	
4	Provide Right to Call A Special Meeting	For	

Voting Details

Lyxor International Asset Management S.A.S.

Total SE

28-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Dividends of EUR 2.64 per Share	For	
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
6	Reelect Patrick Pouyanne as Director	For	
7	Reelect Anne-Marie Idrac as Director	For	
8	Elect Jacques Aschenbroich as Director	For	
9	Elect Glenn Hubbard as Director	For	
10	Approve Compensation Report of Corporate Officers	For	
11	Approve Remuneration Policy of Directors	For	
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	For	
13	Approve Remuneration Policy of Chairman and CEO	For	
14	Approve the Company's Sustainable Development and Energy Transition	Abstain	The Company's Sustainable Development and Energy Transition seems not completely aligned with the Paris Agreement.
15	Change Company Name to TotalEnergies SE and Amend Article 2 of Bylaws Accordingly	For	
16	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	For	
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	

Voting Details

Lyxor International Asset Management S.A.S.

Unibail-Rodamco-Westfield SE

12-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation Treatment of Losses	For	
4	Approve Transaction with Christophe Cuvillier	For	
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
6	Approve Compensation of Christophe Cuvillier, Chairman of the Management Board	For	
7	Approve Compensation of Jaap Tonckens, Member of the Management Board	For	
8	Approve Compensation of Colin Dyer, Chairman of the Supervisory Board Until 13 November 2020	For	
9	Approve Compensation of Leon Bressler, Chairman of the Supervisory Board Since 13 November 2020	For	
10	Approve Compensation of Corporate Officers	For	
11	Approve Remuneration Policy for Chairman of the Management Board	For	
12	Approve Remuneration Policy for Management Board Members	For	
13	Approve Remuneration Policy for Supervisory Board Members	For	
14	Ratify Appointment of Julie Avrane-Chopard as Supervisory Board Member	For	
15	Ratify Appointment of Cecile Cabanis as Supervisory Board Member	For	
16	Reelect John McFarlane as Supervisory Board Member	For	
17	Elect as Aline Sylla-Walbaum as Supervisory Board Member	For	
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	For	
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 68 Million	For	
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 20-21	For	
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
25	Authorize up to 2.6 Percent of Issued Capital for Use in Stock Option Plans	Against	The stock options plan is not in line with Lyxor's expectations.
26	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	For	
27	Amend Bylaws to Comply with Legal Changes	For	
28	Amend Article 15 of Bylaws Re: Written Consultation	For	
29	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Union Pacific Corporation

13-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Andrew H. Card, Jr.	For	
1b	Elect Director William J. DeLaney	For	
1c	Elect Director David B. Dillon	For	
1d	Elect Director Lance M. Fritz	For	
1e	Elect Director Deborah C. Hopkins	For	
1f	Elect Director Jane H. Lute	For	
1g	Elect Director Michael R. McCarthy	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
1h	Elect Director Thomas F. McLarty, III	For	
1i	Elect Director Jose H. Villarreal	For	
1j	Elect Director Christopher J. Williams	For	
2	Ratify Deloitte & Touche LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
4	Approve Omnibus Stock Plan	For	
5	Approve Nonqualified Employee Stock Purchase Plan	For	
6	Report on EEO	For	
7	Publish Annually a Report Assessing Diversity and Inclusion Efforts	For	
8	Annual Vote and Report on Climate Change	For	

Voting Details

Lyxor International Asset Management S.A.S.

United Airlines Holdings, Inc.

26-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Carolyn Corvi	For	
1b	Elect Director Barney Harford	For	
1c	Elect Director Michele J. Hooper	For	
1d	Elect Director Walter Isaacson	For	
1e	Elect Director James A. C. Kennedy	For	
1f	Elect Director J. Scott Kirby	For	
1g	Elect Director Edward M. Philip	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
1h	Elect Director Edward L. Shapiro	For	
1i	Elect Director David J. Vitale	For	
1j	Elect Director Laysha Ward	For	
1k	Elect Director James M. Whitehurst	For	
2	Ratify Ernst & Young LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
4	Approve Omnibus Stock Plan	Against	The shares plan is not in line with Lyxor's expectations.
5	Approve Securities Transfer Restrictions	For	
6	Approve Tax Benefits Preservation Plan	For	
7	Report on Political Contributions and Expenditures	For	
8	Report on Global Warming-Related Lobbying Activities	For	

Voting Details

Lyxor International Asset Management S.A.S.

United Internet AG

27-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	For	
3.1	Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal Year 2020	For	
3.2	Approve Discharge of Management Board Member Frank Krause for Fiscal Year 2020	For	
3.3	Approve Discharge of Management Board Member Martin Mildner for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.
6.1	Elect Stefan Rasch to the Supervisory Board	For	
6.2	Elect Andreas Soeffing to the Supervisory Board	For	
7	Approve Remuneration Policy	For	
8	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

United Parcel Service, Inc.

13-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Carol B. Tome	For	
1b	Elect Director Rodney C. Adkins	For	
1c	Elect Director Eva C. Boratto	For	
1d	Elect Director Michael J. Burns	For	
1e	Elect Director Wayne M. Hewett	For	
1f	Elect Director Angela Hwang	For	
1g	Elect Director Kate E. Johnson	For	
1h	Elect Director William R. Johnson	For	
1i	Elect Director Ann M. Livermore	For	
1j	Elect Director Franck J. Moison	For	
1k	Elect Director Christiana Smith Shi	For	
1l	Elect Director Russell Stokes	For	
1m	Elect Director Kevin Warsh	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
3	Approve Omnibus Stock Plan	For	
4	Ratify Deloitte & Touche LLP as Auditors	For	
5	Report on Lobbying Payments and Policy	For	
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	For	
7	Report on Climate Change	For	
8	Amend Certificate of Incorporation to Become a Public Benefit Corporation	Against	This shareholder resolution does not seem to be in the interest of the company and shareholders.
9	Publish Annually a Report Assessing Diversity and Inclusion Efforts	For	

Voting Details

Lyxor International Asset Management S.A.S.

Valeo SA

26-05-2021

Item	Proposal	Vote	Rationale
1	Approve Financial Statements and Statutory Reports	For	
2	Approve Consolidated Financial Statements and Statutory Reports	For	
3	Approve Allocation of Income and Dividends of EUR 0.30 per Share	For	
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	
5	Reelect Caroline Maury Devine as Director	For	
6	Reelect Mari-Noelle Jego-Laveissiere as Director	For	
7	Reelect Veronique Weill as Director	For	
8	Elect Christophe Perillat as Director	For	
9	Approve Compensation Report of Corporate Officers	For	
10	Approve Compensation of Jacques Aschenbroich, Chairman and CEO	For	
11	Approve Remuneration Policy of Directors	For	
12	Approve Remuneration Policy of Chairman and CEO	For	
13	Approve Remuneration Policy of Christophe Perillat, Vice CEO	For	
14	Approve Remuneration Policy of Christophe Perillat, CEO	For	
15	Approve Remuneration Policy of Jacques Aschenbroich, Chairman of the Board	For	
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70 Million	For	
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	For	
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	For	
20	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	For	
22	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	For	
23	Authorize Capital Increase of up to 9.52 Percent of Issued Capital for Contributions in Kind	For	
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	
25	Authorize up to 1.86 Percent of Issued Capital for Use in Restricted Stock Plans	Against	The shares plan is not in line with Lyxor's expectations.
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	
27	Authorize Filing of Required Documents/Other Formalities	For	

Voting Details

Lyxor International Asset Management S.A.S.

Verizon Communications Inc.

13-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Shellye L. Archambeau	For	
1b	Elect Director Roxanne S. Austin	For	
1c	Elect Director Mark T. Bertolini	For	
1d	Elect Director Melanie L. Healey	For	
1e	Elect Director Clarence Otis, Jr.	For	
1f	Elect Director Daniel H. Schulman	For	
1g	Elect Director Rodney E. Slater	For	
1h	Elect Director Hans E. Vestberg	For	
1i	Elect Director Gregory G. Weaver	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	
3	Ratify Ernst & Young LLP as Auditors	For	
4	Lower Ownership Threshold for Action by Written Consent	For	
5	Amend Senior Executive Compensation Clawback Policy	For	
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	

Voting Details

Lyxor International Asset Management S.A.S.

Vossloh AG

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2021	For	
6	Amend Articles Re: Broadcast of Annual General Meeting; Virtual Participation; Absentee Vote	For	
7	Amend Articles Re: Modalities of Convocation for Supervisory Board Meetings	For	
8	Approve Remuneration Policy	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
9	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

WIIT SpA

05-05-2021

Item	Proposal	Vote	Rationale
1.1	Accept Financial Statements and Statutory Reports	For	
1.2	Approve Allocation of Income	For	
2.1	Approve Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
2.2	Approve Second Section of the Remuneration Report	Against	The Remuneration Report does not seem to be in the company's and shareholder's interest.
3.1	Fix Number of Directors	For	
3.2	Slate Submitted by WIIT Fin Srl	For	
3.3	Fix Board Terms for Directors	For	
3.4	Approve Remuneration of Directors	For	
4.1	Slate Submitted by WIIT Fin Srl	For	
4.2	Approve Internal Auditors' Remuneration	For	
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Against	The autorisation exceeds the amount defined by Lyxor.
6	Approve Long-Term Incentive Plans	Against	The shares plan is not in line with Lyxor's expectations.
1	Approve Stock Split	For	
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Against	Lack of disclosure regarding the proposed deliberation.

Voting Details

Lyxor International Asset Management S.A.S.

Wacker Neuson SE

26-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
6	Approve Remuneration Policy	For	
7	Approve Remuneration of Supervisory Board	Against	Non-executive directors shall receive variable remuneration.
8	Amend Articles Re: Information for Registration in the Share Register	For	
9	Amend Articles Re: Supervisory Board Approval of Transactions with Related Parties	For	
10	Amend Articles Re: Supervisory Board Resolutions	For	

Voting Details

Lyxor International Asset Management S.A.S.

Wienerberger AG

04-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.60 Per Share	For	
3	Approve Discharge of Management Board for Fiscal 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
4	Approve Discharge of Supervisory Board for Fiscal 2020	Against	The company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
5	Ratify Deloitte GmbH as Auditors for Fiscal 2021	For	
6.1	Approve Decrease in Size of Capital Representatives to Seven Members	For	
6.2	Elect David Davies as Supervisory Board Member	Against	The member is the Chairman of the audit committee and the company does not disclose of total emission scope 1,2 AND 3 and the company operates in a sensitive sector regarding climate.
6.3	Elect Peter Johnson as Supervisory Board Member	For	
6.4	Elect Kati Ter Horst as Supervisory Board Member	For	
7	Approve Remuneration Report	For	

Voting Details

Lyxor International Asset Management S.A.S.

Xylem Inc.

12-05-2021

Item	Proposal	Vote	Rationale
1a	Elect Director Jeanne Beliveau-Dunn	For	
1b	Elect Director Patrick K. Decker	For	
1c	Elect Director Robert F. Friel	For	
1d	Elect Director Jorge M. Gomez	For	
1e	Elect Director Victoria D. Harker	For	
1f	Elect Director Steven R. Loranger	For	
1g	Elect Director Surya N. Mohapatra	For	
1h	Elect Director Jerome A. Peribere	For	
1i	Elect Director Markos I. Tambakeras	For	
1j	Elect Director Lila Tretikov	For	
1k	Elect Director Uday Yadav	For	
2	Ratify Deloitte & Touche LLP as Auditors	For	
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	The Remuneration Policy does not propose any ESG criteria and the company operates in a sensitive sector regarding climate.
4	Amend Proxy Access Right	For	

Voting Details

Lyxor International Asset Management S.A.S.

YASKAWA Electric Corp.

26-05-2021

Item	Proposal	Vote	Rationale
1.1	Elect Director Tsuda, Junji	For	
1.2	Elect Director Ogasawara, Hiroshi	For	
1.3	Elect Director Murakami, Shuji	For	
1.4	Elect Director Minami, Yoshikatsu	For	
1.5	Elect Director Ogawa, Masahiro	For	
1.6	Elect Director Morikawa, Yasuhiko	For	
1.7	Elect Director Kato, Yuichiro	For	
2.1	Elect Director and Audit Committee Member Nakayama, Yuji	For	
2.2	Elect Director and Audit Committee Member Tsukahata, Koichi	For	
2.3	Elect Director and Audit Committee Member Akita, Yoshiki	For	
2.4	Elect Director and Audit Committee Member Tsukamoto, Hideo	For	
2.5	Elect Director and Audit Committee Member Koike, Toshikazu	For	
3	Approve Trust-Type Equity Compensation Plan	For	
4	Approve Trust-Type Equity Compensation Plan	For	

Voting Details

Lyxor International Asset Management S.A.S.

Zalando SE

19-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Omission of Dividends	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5.1	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021	For	
5.2	Ratify Ernst & Young GmbH as Auditors Until the 2022 AGM	For	
6.1	Elect Kelly Bennett to the Supervisory Board as Shareholder Representative	For	
6.2	Elect Jennifer Hyman to the Supervisory Board as Shareholder Representative	For	
6.3	Elect Niklas Oestberg to the Supervisory Board as Shareholder Representative	For	
6.4	Elect Anders Holch Povlsen to the Supervisory Board as Shareholder Representative	For	
6.5	Elect Mariella Roehm-Kottmann to the Supervisory Board as Shareholder Representative	For	
6.6	Elect Cristina Stenbeck to the Supervisory Board as Shareholder Representative	For	
7	Approve Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
8	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

adidas AG

12-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	For	
3	Approve Discharge of Management Board for Fiscal Year 2020	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
5	Elect Jackie Joyner-Kersey to the Supervisory Board	For	
6	Approve Remuneration Policy	For	
7	Approve Remuneration of Supervisory Board	For	
8	Amend Articles Re: Information for Registration in the Share Register	For	
9	Approve Creation of EUR 50 Million Pool of Capital with Preemptive Rights	For	
10	Approve Creation of EUR 20 Million Pool of Capital without Preemptive Rights	For	
11	Cancel Authorized Capital 2016	For	
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	
13	Authorize Use of Financial Derivatives when Repurchasing Shares	For	
14	Ratify KPMG AG as Auditors for Fiscal Year 2021	Against	The auditors have been certifying the accounts of the company for 15 years or more.

Voting Details

Lyxor International Asset Management S.A.S.

ageas SA/NV

19-05-2021

Item	Proposal	Vote	Rationale
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	
2.1.3	Approve Financial Statements and Allocation of Income	For	
2.2.1	Receive Information on Company's Dividend Policy	For	
2.2.2	Approve Dividends of EUR 2.65 Per Share	For	
2.3.1	Approve Discharge of Directors	For	
2.3.2	Approve Discharge of Auditors	For	
3	Approve Remuneration Report	For	
4.1	Elect Jean-Michel Chatagny as Independent Director	For	
4.2	Reelect Katleen Vandeweyer as Independent Director	For	
4.3	Reelect Bart De Smet as Director	Against	The member is the Chairman of the nominations committee and the Board diversity level does not reach Lyxor's expectations.
4.4	Ratify PwC as Auditors and Approve Auditors' Remuneration	For	
5.1a	Amend Article 1 Re: Definitions	For	
5.2.2	Amend Article 4 Re: Purpose	For	
5.3	Approve Cancellation of Repurchased Shares	For	
5.4.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	For	
5.5a	Amend Article 12 Re: Management of the Company	For	

Voting Details

Lyxor International Asset Management S.A.S.

alstria office REIT-AG

06-05-2021

Item	Proposal	Vote	Rationale
2	Approve Allocation of Income and Dividends of EUR 0.53 per Share	For	
3	Approve EUR 1.8 Million Investment in Green Projects	For	
4	Approve Discharge of Management Board for Fiscal Year 2020	For	
5	Approve Discharge of Supervisory Board for Fiscal Year 2020	For	
6	Ratify KPMG AG as Auditors for Fiscal Year 2021	For	
7.1	Elect Frank Poerschke to the Supervisory Board	For	
7.2	Elect Elisabeth Steeman to the Supervisory Board	For	
8	Approve Remuneration Policy	For	
9	Approve Remuneration of Supervisory Board	For	

Voting Details

Lyxor International Asset Management S.A.S.

argenx SE

11-05-2021

Item	Proposal	Vote	Rationale
3	Adopt Remuneration Policy	Against	The Remuneration Policy does not seem to be in the company's and shareholder's interest.
4	Approve Remuneration Report	Against	The Remuneration Report does not seem to be in the company's and shareholder's interest.
5.b	Adopt Financial Statements and Statutory Reports	For	
5.d	Approve Allocation of Losses to the Retained Earnings of the Company	For	
5.e	Approve Discharge of Directors	For	
6	Elect Yvonne Greenstreet as Non-Executive Director	Against	The member is an executive and is overboarded (more than 2 other non-executive mandates).
7	Reelect Anthony Rosenberg as Non-Executive Director	For	
8	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	For	
9	Ratify Deloitte Accountants B.V. as Auditors	For	



LYXOR
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