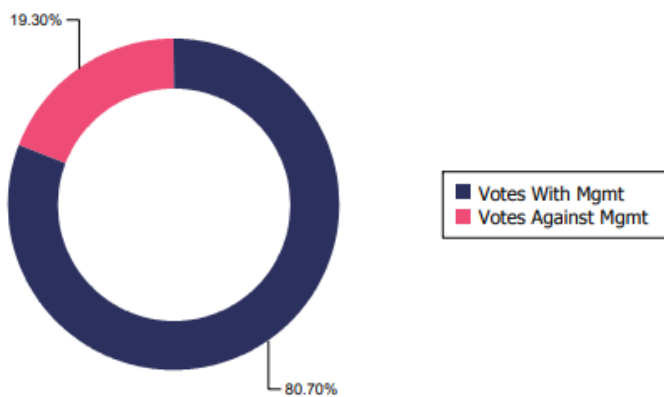


Kwartaalrapportage actief aandeelhouderschap Q4 2023

Meeting Overview

Category	Number	Percentage
Number of votable meetings	226	
Number of meetings voted	222	98.23%
Number of meetings with at least 1 vote Against, Withhold or Abstain	112	49.56%

Vote Alignment with Management



Proposal Overview

Category	Number	Percentage
Number of votable items	1,699	
Number of items voted	1,665	98.00%
Number of votes FOR	1,331	79.94%
Number of votes AGAINST	282	16.94%
Number of votes ABSTAIN	2	0.12%
Number of votes WITHHOLD	37	2.22%
Number of votes on MSOP Frequency 1 Year	27	1.62%
Number of votes on MSOP Frequency 2 Years	0	0.00%
Number of votes on MSOP Frequency 3 Years	0	0.00%
Number of votes With Policy	1,665	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	1,355	81.38%
Number of votes Against Mgmt	324	19.46%
Number of votes on MSOP (exclude frequency)	104	6.25%
Number of votes on Shareholder Proposals	45	2.70%

MSOP = 'Management say on pay'. Het percentage geeft aan hoe vaak aandeelhouders hebben gestemd over de frequentie van goedkeuring van management beloning (één, twee of drie jaarlijks).