

OBAM N.V. Sustainability Report 2023 Q4



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Key Performance Indicators (KPIs)

OBAM N.V. qualifies as “article 8 SFDR Fund”, meaning OBAM promotes environmental and social characteristics (provided that the portfolio companies follow good governance practices) but has no sustainable investment objective. The table below describes how OBAM N.V. promotes environmental and social characteristics and how this translates to KPIs. The actual figures are updated per ultimo 4Q23.

#	Promoted E/S characteristics	Metric (sustainability indicator)	KPI		Actual Figure (per ult. 4Q23)
1	Limiting investments in companies involved in business activities that are incompatible with our sustainable investment strategy	The number of portfolio companies on our exclusion list	No portfolio companies which are on our exclusion list		There are zero portfolio companies which are on our exclusion list
2	Promoting adherence to and conducting business activities in accordance with the UN Global Compact Principles	The number of portfolio companies (at risk of) violating the UN Global Compact Principles	100% of the portfolio companies should comply with the UN Global Compact Principles		100% of the portfolio companies comply with the UN Global Compact Principles, including 2 watchlist companies
3	Limiting investments in companies with an elevated sustainability risk based on ESG-risk scores	The number of portfolio companies with a high risk or severe ESG-risk score	Maximum exposure of 15% to investments with a high or severe ESG risk score based on the market weight in the portfolio		6.96% exposure to investments with a high ESG risk score based on the market weight in the portfolio. There are no severe ESG risk names in portfolio.
4	Promoting having a weighted average ESG risk-rating that is better than that of the benchmark	OBAM's weighted average ESG-risk rating compared to the benchmark	Better than the benchmark weighted average ESG risk-rating		The weighted average ESG risk-rating score of the portfolio is 18.4 vs benchmark 21.6
5	Promoting having a substantially lower CO2 footprint than the benchmark	OBAM's Scope 1 & 2 CO2 footprint (ton Co2eq per million invested) compared to the benchmark	The OBAM Scope 1 & 2 CO2 footprint is at least 40% lower than the benchmark		The OBAM Scope 1 & 2 CO2 footprint is 71.3% lower than the benchmark



Engagement Activities

Engagement activities

Engagement can be performed in various ways, such as: entering into dialogue discussions or initiating or supporting joint engagement initiatives. OBAM is convinced that a collective of investors with the same vision can make a greater impact. At the end of December 2023, there are no companies in the portfolio of OBAM that violate one or more sustainability principles (based on the Ten UN Global Principles) i.e. all our portfolio holdings are compliant.

Out of 43 positions, at the end of December 2023, in the OBAM portfolio, there are 2 positions (Amazon and Thermo Fisher) that we keep a close eye on (“watch list”). Therefore our (collective) engagement activities are focused on these particular companies. In case Amazon and Thermo Fisher are not able and/or willing to change their behavior with regards to our sustainability principles, the company may be excluded from our investment universe.

Engagement activities: Amazon (1)

Points of engagement focus

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Amazon has continued to experience serious health and safety issues at its operations, resulting in a wide range of negative impacts on both its employees and other stakeholders over the past several years.

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Amazon has been accused of interfering with its workers' rights to organize or join unions at several of the company's facilities in the US.

In 2023, the US Occupational Safety and Health Administration (OSHA) cited Amazon for exposing its workers to high risk of injuries at seven warehouses in the US. Amazon does report on some of its safety improvement initiatives and training programmes; however, the effectiveness of these measures remains to be seen. In February 2023, news media reported that there was a rising number of injury claims at Amazon warehouses in Ontario (Canada), going from 570 in 2020 to 980 in 2021 and 1330 in 2022. Hence, as long as we do not see clear improvements yet, we keep Amazon on our “watchlist”. During 4Q23, no specific engagement activities with Amazon took place, as the company seems resistant to holding follow-up engagement calls.

Engagement activities: Amazon (2)

In previous quarters Amazon has been contacted several times to discuss occupational health and safety issues, as well as freedom of association at its facilities. Based on the publicly disclosed developments related to freedom of association, we removed the company from the low performance list in Q4 2023. We will continue to monitor the progress of the company and will periodically reach out to Amazon to re-engage.

It may take a significant amount of time to prove the effectiveness of enhancements to the company's management of health and safety issues, as well as industrial relations. Nevertheless, we persist and will continue the dialogue with the company.

Engagement activities: Thermo Fisher (1)

Point of engagement focus

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Thermo Fisher provides biomedical and bioinformatics technology to the Chinese government, which allegedly uses it to conduct compulsory mass DNA collection, expanding its capacity for biometric surveillance and other potential human rights abuses.

When this was first reported, Thermo Fisher stated that it was not able to share any information about its customers or their purchases. In 2019, after the New York Times (NYT) reported on these allegations, the company stated that it would stop selling its equipment in Xinjiang. However, the Australian Strategic Policy Institute (ASPI) reported in 2020 that Thermo Fisher was allegedly still involved in China's national DNA database programme. Additionally, in June 2021, the NYT reported that it had reviewed Chinese procurement documents that showed that Thermo Fisher's DNA kits had allegedly continued to reach Xinjiang via Chinese firms that resold them to the police in Xinjiang. The large-scale DNA collection conducted by Chinese government entities has led to an expansion of state control over Chinese citizens, particularly Uyghurs in Xinjiang and other ethnic minorities.

Engagement activities: Thermo Fisher (2)

The latest conference call with the company on 18 April 2023, covered allegations made against Thermo Fisher and its sales of DNA collection kits to authorities in the Tibet Autonomous Region (TAR) as well as a letter sent to the company by the U.S. Congressional-Executive Commission on China (CECC) that raised concerns and questions to the company related to the allegations in TAR. Human rights concerns, generally, were also discussed, including Thermo Fisher's updated human rights policy.

In our view, Thermo Fisher should improve its human rights due diligence and disclosure, especially in relation to its products/services and business relationships. The company should also demonstrate efforts to support internationally accepted human rights standards as well as norms governing the collection, use and storage of human genetic data. We will continue the dialogue and engagement with the company on these topics.

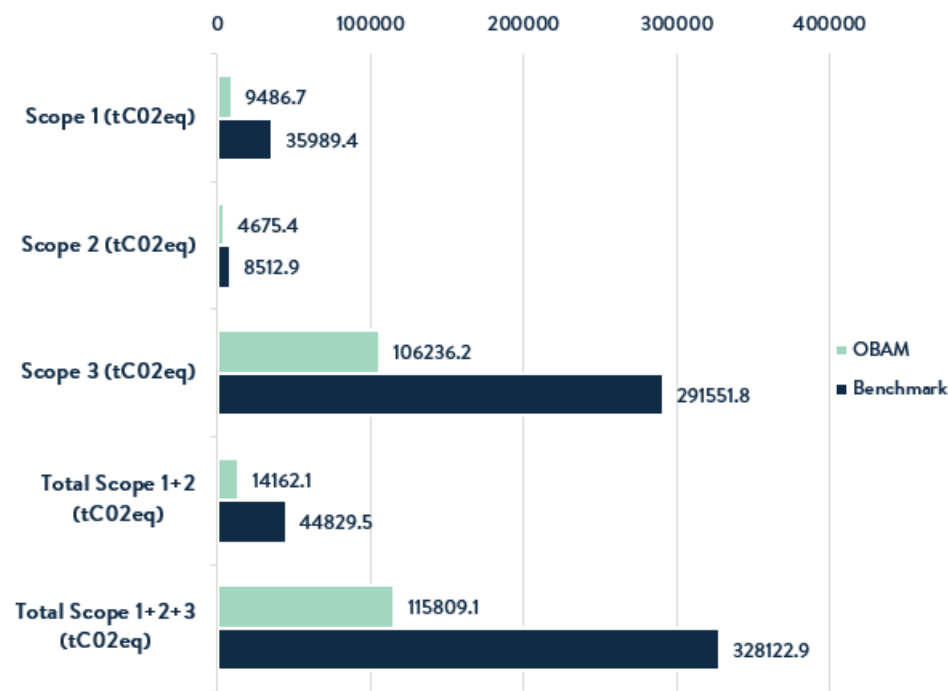


SFDR Principal Adverse Impact Indicators

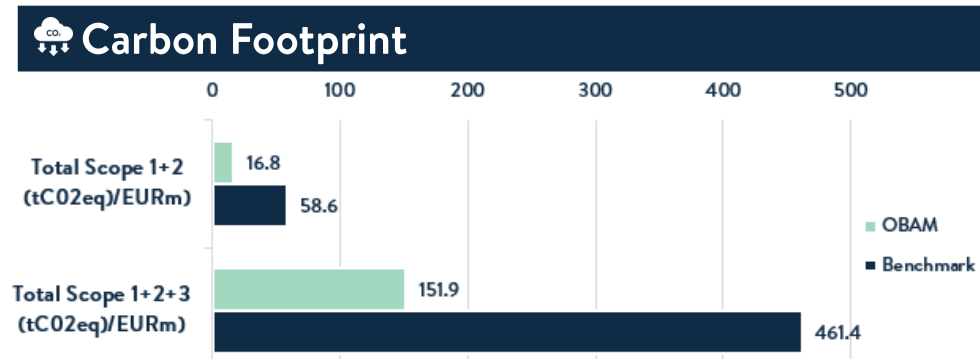
Greenhouse Gas Emissions (1/5)

GHG Emissions

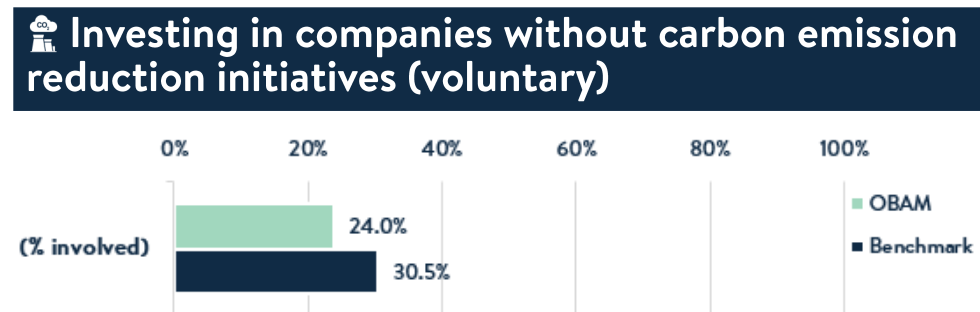
The GHG Emissions of the OBAM Portfolio (OBAM N.V.), based on Scope 1+2 and Scope 1+2+3, are both significantly lower than its Benchmark (MSCI AC World).



Greenhouse Gas Emissions (2/5)



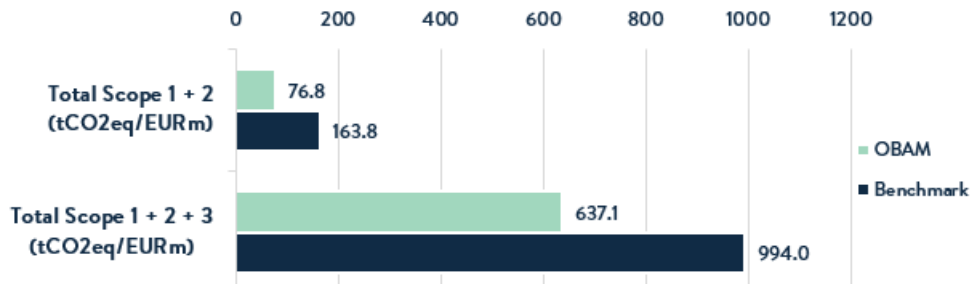
The Carbon Footprints of the OBAM Portfolio based on Scope 1+2 or Scope 1+2+3 are both significantly lower than its Benchmark.



Furthermore, the percentage of Companies “without Carbon Emission Reduction Initiatives” is lower for the OBAM Portfolio than its Benchmark. Still, many portfolio companies lack carbon emission reduction initiatives, as their often already low carbon footprint reduces the need of carbon emission reduction initiatives.

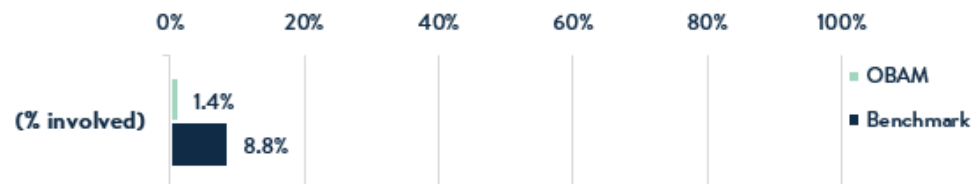
Greenhouse Gas Emissions (3/5)

GHG Intensity of Investee Companies



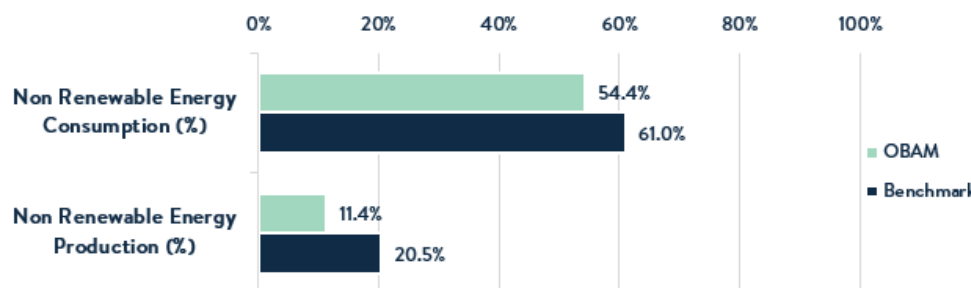
The GHG Intensity of the OBAM Portfolio, per one million Euros invested, based on Scope 1+2 and Scope 1+2+3, are both significantly lower than its Benchmark.

Fossil Fuel



The OBAM Portfolio has very limited (indirect) Fossil Fuels exposure, through a US utility, which is leading in renewable energy, but still has a legacy business exposed to Fossil Fuels.

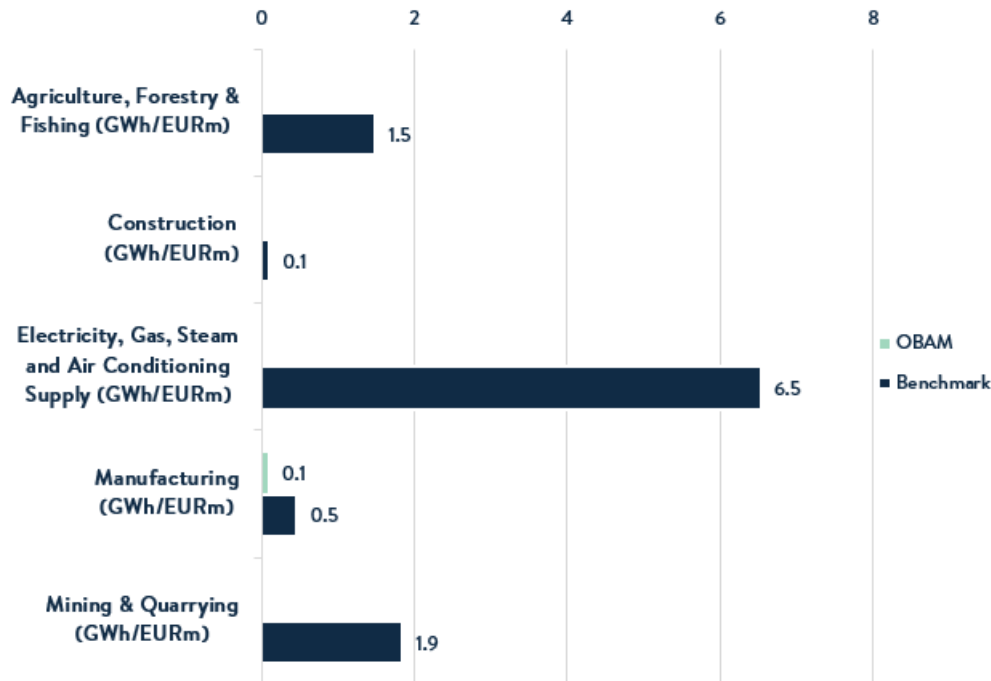
Non-renewable Energy



OBAM's shares in both the consumption and production of non-renewable energy are lower than its Benchmark.

Greenhouse Gas Emissions (4/5)

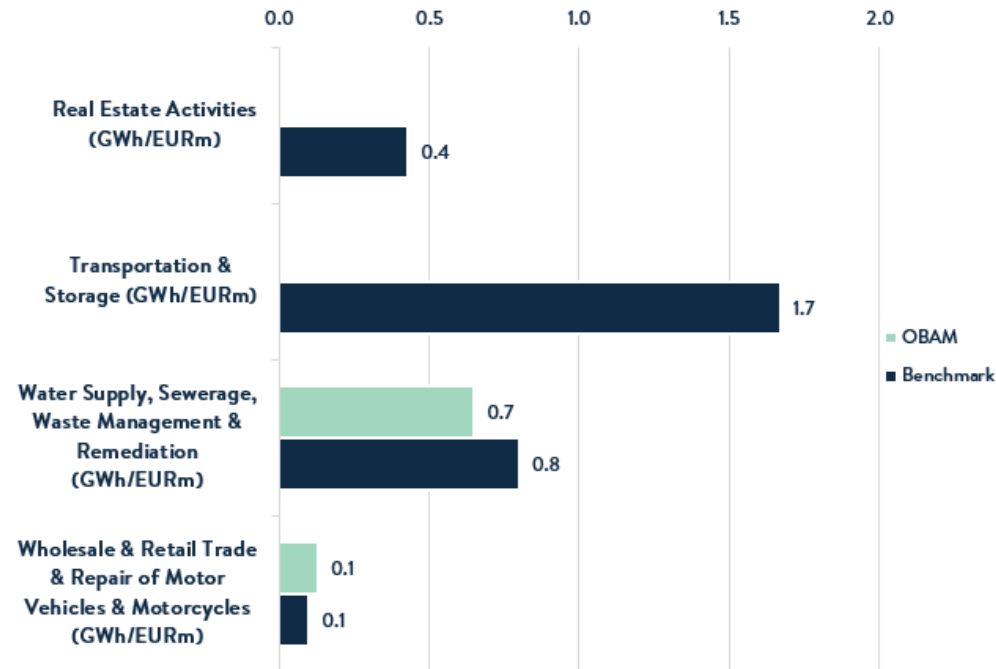
🔌 Energy Consumption Intensity (1/2)



The OBAM Portfolio has exposure towards “Manufacturing” activities and this exposure has a substantially lower Energy Consumption Intensity (GWh per million EUR invested) than the benchmark.

Greenhouse Gas Emissions (5/5)

Energy Consumption Intensity (2/2)



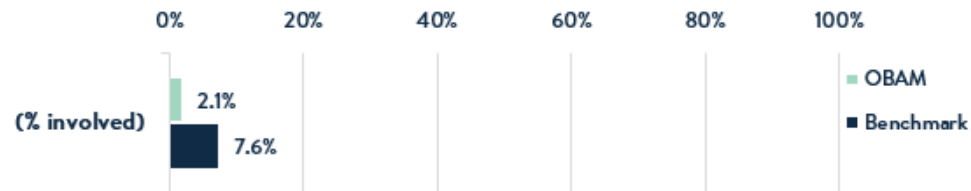
The OBAM Portfolio has exposure towards “Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles” activities and this exposure has in line-ish Energy Consumption Intensity (GWh per million EUR invested) compared its benchmark.

Finally, the OBAM Portfolio has exposure towards “Water Supply, Sewage, Waste Management & Remediation” activities and this exposure has in line-ish Energy Consumption Intensity (GWh per million EUR invested) compared its benchmark.

The OBAM Portfolio has no exposure to the other high impact climate sectors mentioned in the graph.

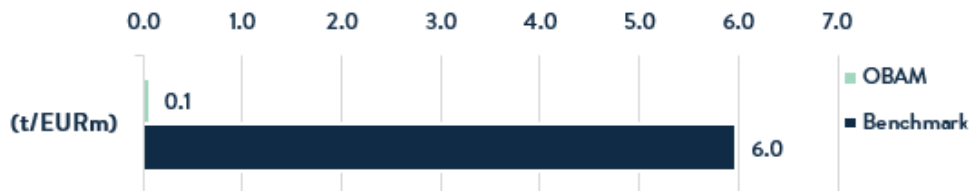
Biodiversity, Waste & Water

Negative affect on biodiversity



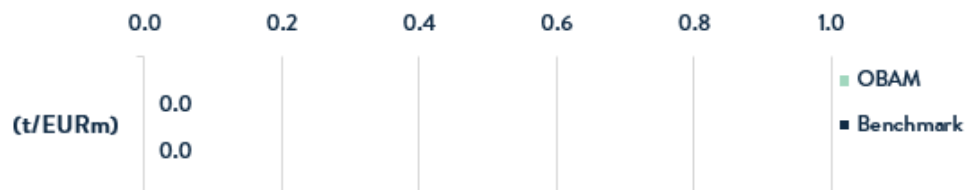
The negative affect of the OBAM Portfolio on Biodiversity is significantly lower than its Benchmark.

Hazardous Waste Ratio



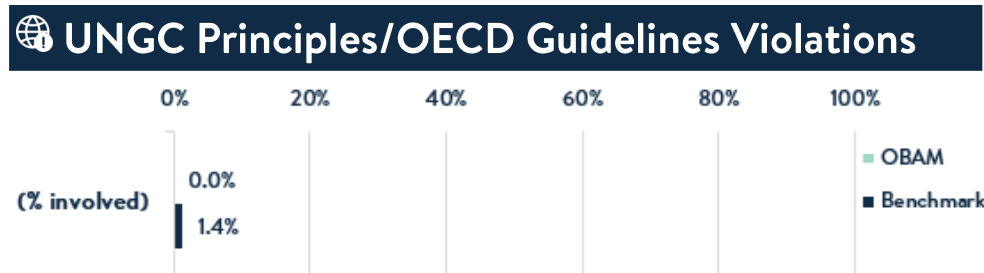
The OBAM Portfolio generates significantly less Hazardous Waste than its Benchmark.

Emissions to Water

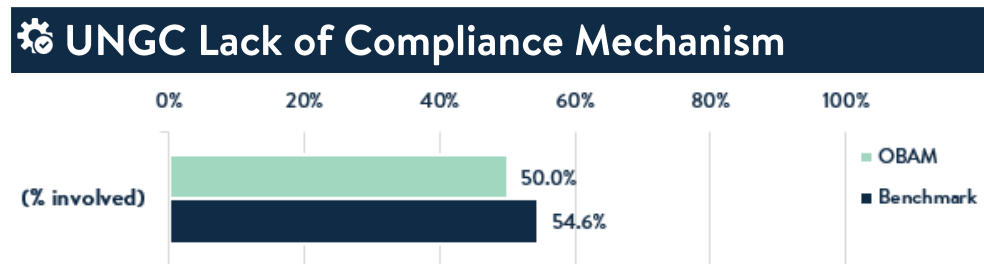


There is no data available regarding the Emissions to Water of the OBAM Portfolio and its Benchmark in this quarter. Previous quarter, OBAM Portfolio generated significantly less Emissions to Water than its Benchmark.

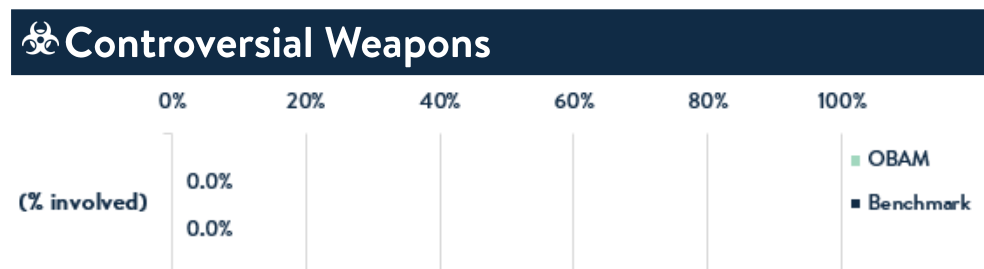
Social and employee matters (1/2)



The OBAM Portfolio has no exposure to companies that violates the UNGC Principles and OECD Guidelines. The UN Global Compact is a global sustainability initiative that calls on companies to adhere to 10 principles in the areas of human rights, labour, environment and anti-corruption. We will not invest in companies that violates one or more of these UNGC Principles.



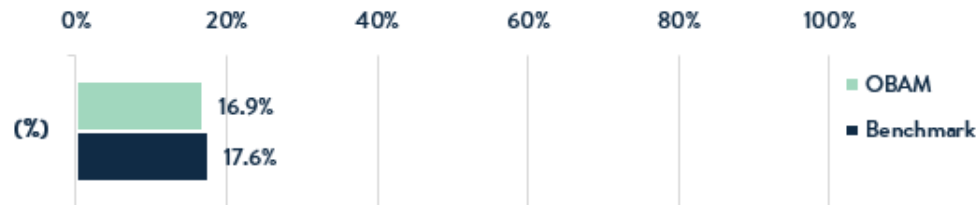
In general, companies often fall short on sound mechanisms that checks and monitors UNGC Compliance, however the OBAM Portfolio is significantly less involved in companies that lack UNGC Compliance Mechanisms than its Benchmark.



A strict exclusion policy is applied on the basis of which (potential) portfolio companies can be excluded from the investment universe. In this context, the OBAM portfolio should have zero exposure to the production of controversial weapons industry at all times.

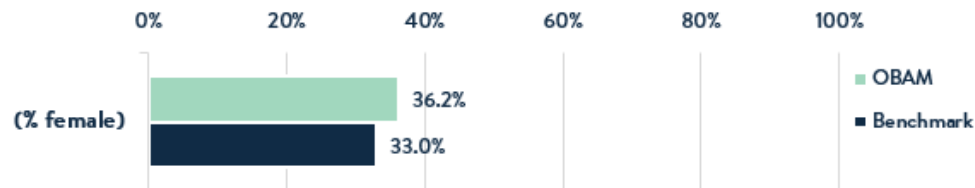
Social and employee matters (2/2)

Unadjusted Gender Pay Gap



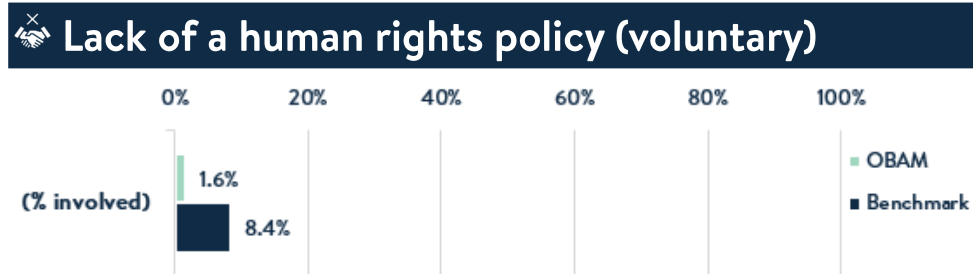
The Unadjusted Gender Pay Gap of companies in the OBAM Portfolio is slightly below the Benchmark.

Board Gender Diversity



On average, the Company Boards of the companies in the OBAM Portfolio are more Gender diverse than the ones in the Benchmark.

Human rights



Currently, the OBAM Portfolio has limited exposure towards companies with a lack of Human Rights Policy; a much better score than its Benchmark.

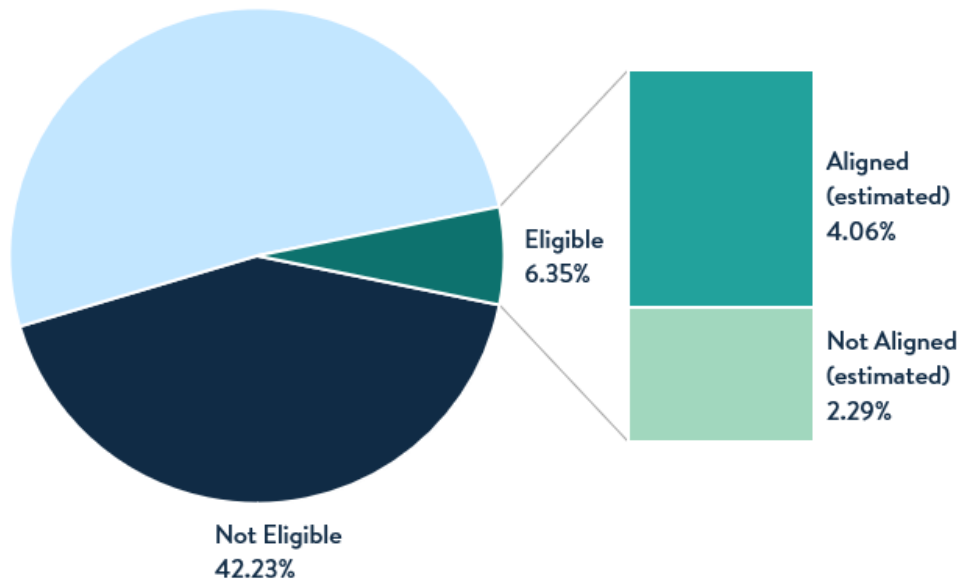


EU Taxonomy

Climate Change Mitigation

Revenue

No Data Available /
Unmatched
51.43%



Climate change mitigation is the first environmental objective of the EU Taxonomy. It is assessed at Revenue, CapEx and OpEx level.

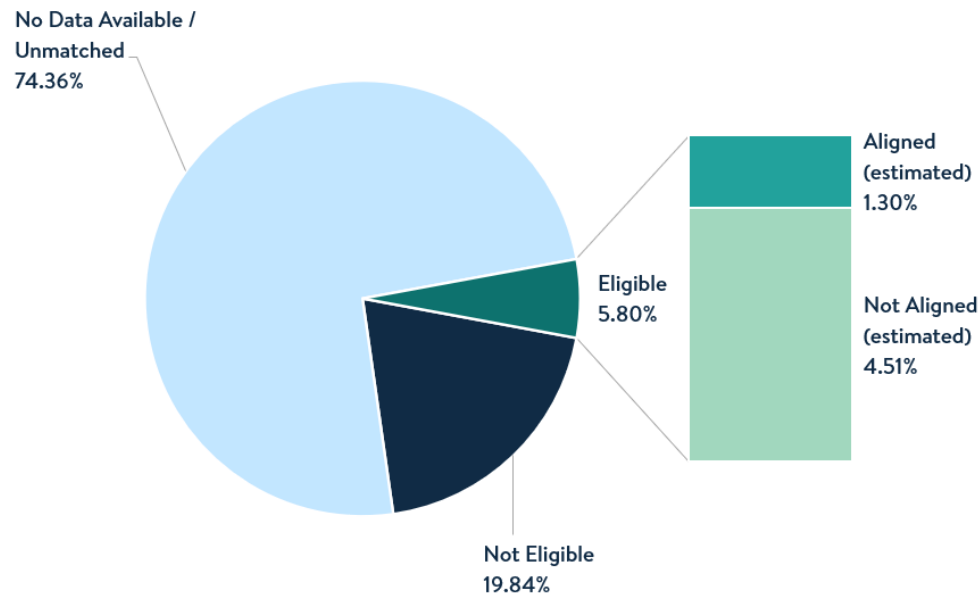
“Eligible” stands for the percentage of activities that could contribute to climate change mitigation. Eligible activities are “aligned” (and thus qualify as environmentally sustainable) if they meet four conditions, among which: “Making a substantial contribution to at least one of the six environmental objectives”.

Currently, only two out of six environmental objectives of the Taxonomy have a finalized list of eligible economic activities, among which one (Climate Change Mitigation) is finalized at our data provider (Sustainalytics). Later this year, we plan to report on the second environmental objective “Climate Change Adaptation”.

As seen in the graph, at revenue level, the majority of our portfolio's activities are not eligible for climate change mitigation. Furthermore, the majority of our eligible activities are not (yet) aligned with the Taxonomy. However, we expect more Taxonomy-aligned activities once the remaining environmental objectives are published.

Climate Change Mitigation

CapEx

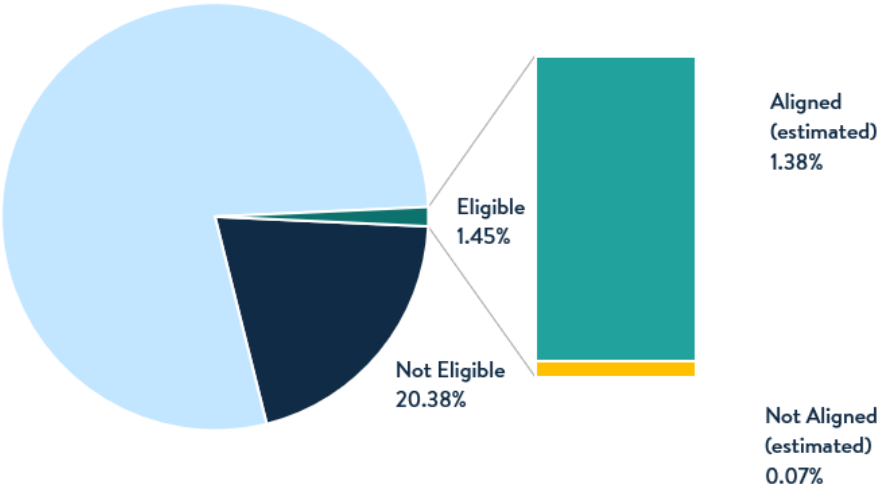


At CapEx level, the majority of our portfolio's activities are not eligible for climate change mitigation. Furthermore, the majority of our eligible activities, att CapEx level, are not aligned with the EU Taxonomy. We expect more EU Taxonomy-aligned activities once the remaining environmental objectives are published.

Climate Change Mitigation



No Data Available
78.17%



At OpEx level, the majority of our portfolio's activities are not eligible for climate change mitigation. However, the majority of our eligible activities, at OpEx level, are aligned with the EU Taxonomy. We expect more Taxonomy-aligned activities once the remaining environmental objectives are published.



Proxy Voting

Summary of Proxy Voting

	Q1	Q2	H1	Q3	Q4	Annual
Total Meetings Voted	12	36	48	5	2	55
Voted For Management	7	8	15	3	0	18
Voted Against Management (1)	5	28	33	2	2	37
Type of Resolution	159	611	770	49	40	859
Management Resolution	154	559	713	47	31	791
Shareholder Resolution	5	52	57	2	9	68
Total Management Resolutions	154	559	713	47	31	791
Votes For	144	509	653	45	26	724
Votes Against	9	49	58	2	5	65
Votes Abstain	1	1	2	0	0	2
Total Shareholder Resolutions	5	52	57	2	9	68
Votes For	4	29	33	2	7	42
Votes Against	1	23	24	0	2	26
Votes Abstain	0	0	0	0	0	0

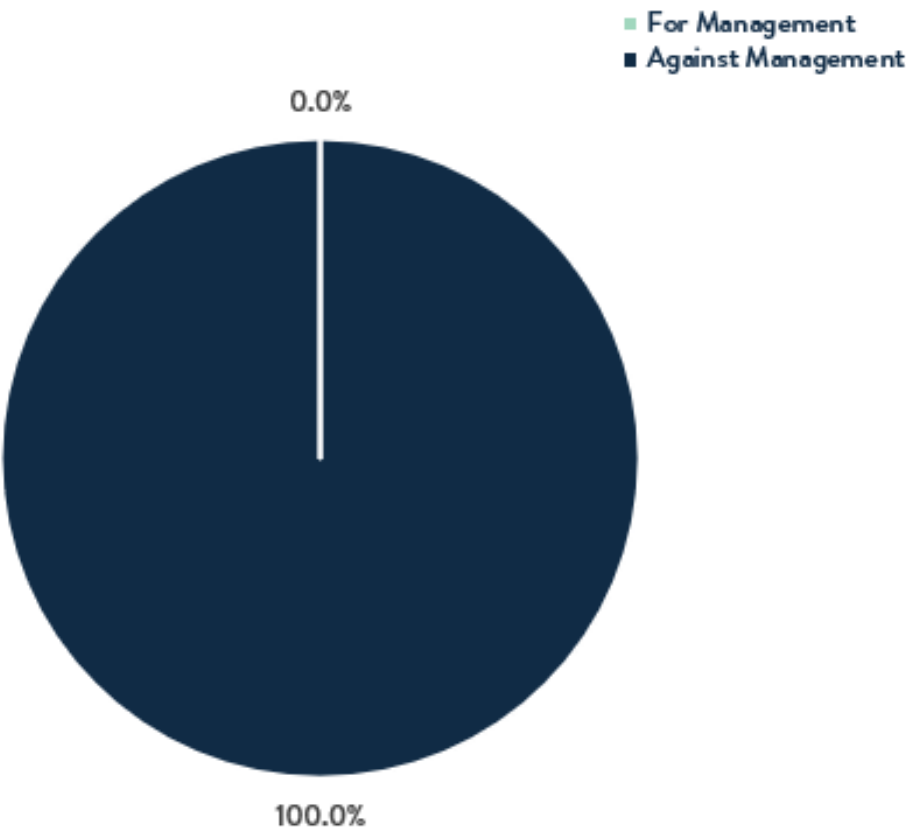
(1) opposing management on at least one resolution

Meeting voted in Q4

Meeting voted

For Management	0.0%
Against Management	100.0%

Total Meeting Voted For/Against Management

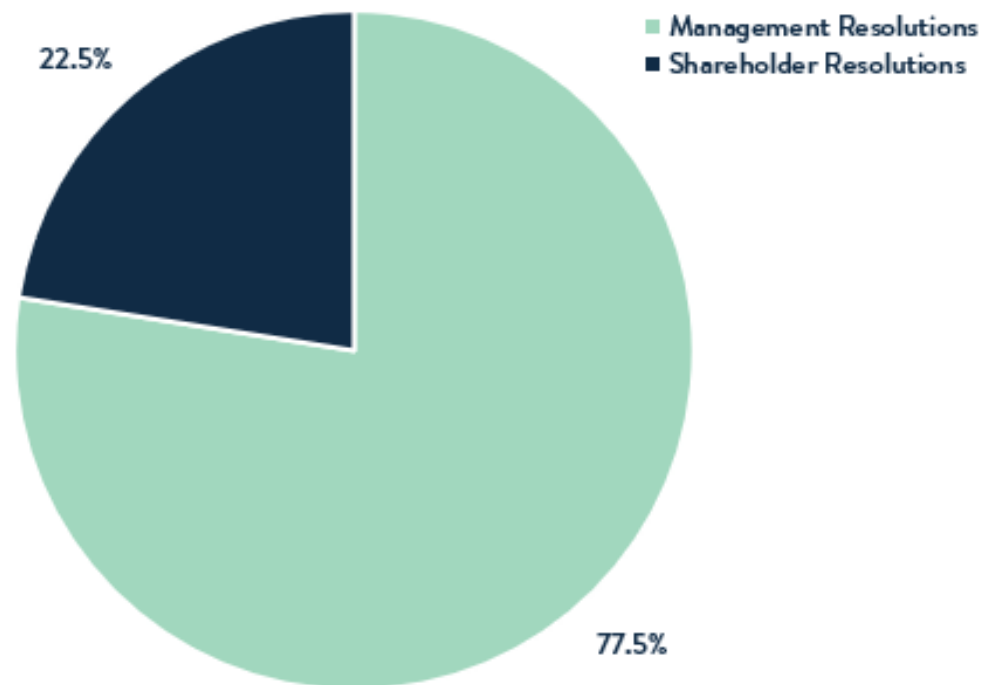


Type of Resolution in Q4

Type of resolution

Management Resolutions	77.5%
Shareholder Resolutions	22.5%

Type of Resolution Management/Shareholder

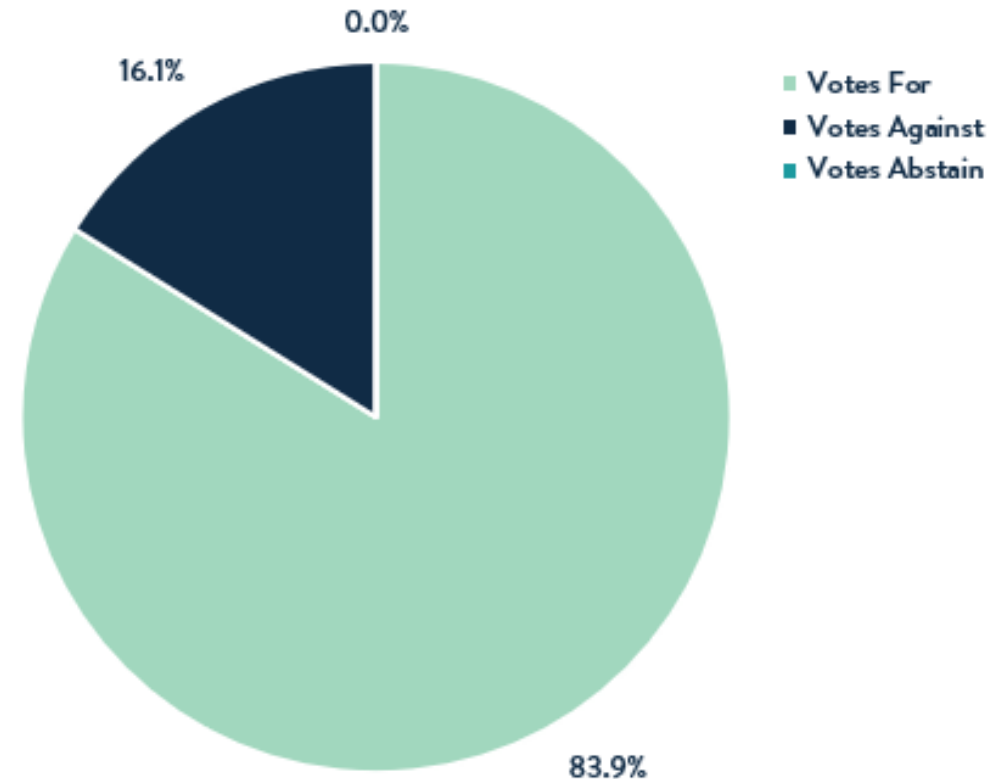


Resolutions for/against Management in Q4

Resolutions for/against management

Votes For	83.9%
Votes Against	16.1%
Votes Abstain	0.0%

Resolutions for/against management

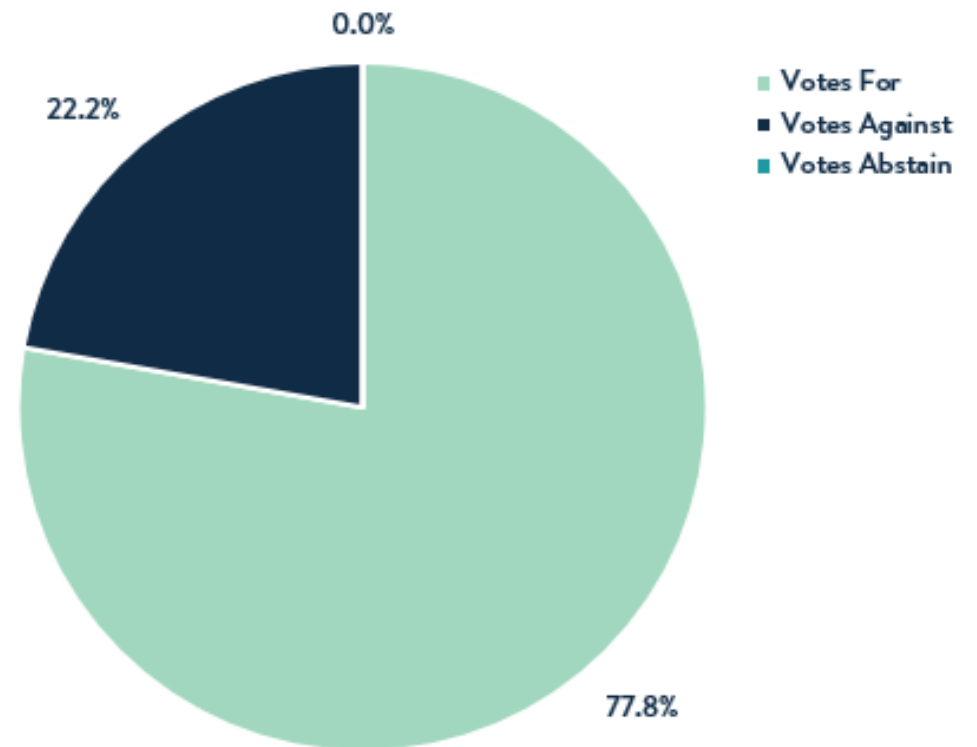


Resolutions for/against Shareholder in Q4

Resolutions for/against shareholder proposals

Votes For	77.8%
Votes Against	22.2%
Votes Abstain	0.0%

Type of Resolution Management/Shareholder Proposals

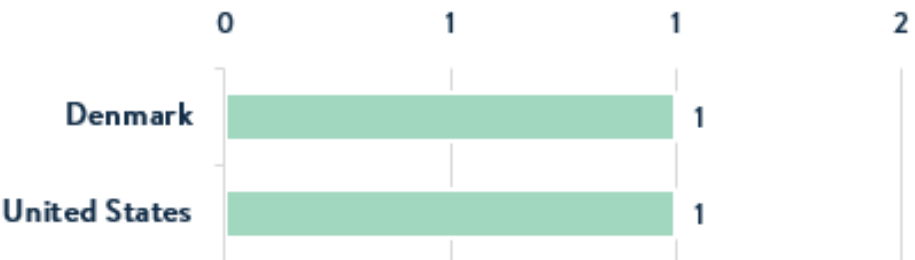


Meeting Distribution by Country in Q4

Meeting distribution by country

Denmark	1
United States	1

Meeting distribution by country





Votings

Company	ISIN	Country Against Meeting Type		Meeting Date	Item	Proposed by	Proposal Long Text	Proposal Short Text	For/Against Management	Vote
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1a.	Management	Election of Director: Reid G. Hoffman	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1b.	Management	Election of Director: Hugh F. Johnston	Election of Directors (Majority Voting)	Against	Against
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1c.	Management	Election of Director: Teri L. List	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1d.	Management	Election of Director: Catherine MacGregor	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1e.	Management	Election of Director: Mark A. L. Mason	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1f.	Management	Election of Director: Satya Againstadella	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1g.	Management	Election of Director: Sandra E. Peterson	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1h.	Management	Election of Director: Penny S. Pritzker	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1i.	Management	Election of Director: Carlos A. Rodriguez	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1j.	Management	Election of Director: Charles W. Scharf	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1k.	Management	Election of Director: John W. Stanton	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	1l.	Management	Election of Director: Emma Against. Walmsley	Election of Directors (Majority Voting)	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	2.	Management	Advisory Vote to Approve Againststamed Executive Officer Compensation ("say-on-pay vote")	14A Executive Compensation	For	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	3.	Management	Advisory Vote on the Frequency of Advisory Vote on Executive Compensation	14A Executive Compensation Vote Frequency	For	1
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	4.	Management	Ratification of the Selection of Deloitte & Touche LLP as our Independent Auditor for Fiscal Year 2024.	Ratify Appointment of Independent Auditors	Against	Against
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	5.	Shareholder	Report on Gender-Based Compensation and Benefit Gaps	S/H Proposal - Report on Executive Compensation	For	Against
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	6.	Shareholder	Report on Risk from Omitting Ideology in EEO Policy	S/H Proposal - Corporate Governance	For	Against
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	7.	Shareholder	Report on Government Takedown Requests	S/H Proposal - Corporate Governance	For	Against
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	8.	Shareholder	Report on Risks of Weapons Development	S/H Proposal - Corporate Governance	Against	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	9.	Shareholder	Report on Climate Risks to Retirement Plan Beneficiaries	S/H Proposal - Environmental	For	Against
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	10.	Shareholder	Report on Tax Transparency	S/H Proposal - Corporate Governance	Against	For
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	11.	Shareholder	Report on Data Operations in Human Rights Hotspots	S/H Proposal - Human Rights Related	For	Against
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	12.	Shareholder	Mandate for Third-Party Political Reporting	S/H Proposal - Political/Government	For	Against
MICROSOFT CORPORATION	US5949181045	United States	Annual	07-Dec-2023	13.	Shareholder	Report on AI Misinformation and Disinformation	S/H Proposal - Corporate Governance	For	Against

Company	ISIN	Country Against Meeting Type		Meeting Date	Item	Proposed by	Proposal Long Text	Proposal Short Text	For/Against Management	Vote
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	2	Management	Presentation And Approval Of The Audited Annual Report	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	3	Management	Resolution On The Distribution Of Profit In Accordance With The Approved Annual Report	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	4	Management	Presentation And Approval Of The Remuneration Report	Management Proposal	Against	Against
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	5	Management	Approval Of The Board Of Directors Remuneration For The Current Financial Year	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	6.1	Management	Proposals From The Board Of Directors: Indemnification Of Members Of The Board Of Directors	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	6.2	Management	Proposals From The Board Of Directors: Amendment Of The Articles Of Association (Indemnification Scheme)	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	6.3	Management	Proposals From The Board Of Directors: Update Of The Remuneration Policy (Indemnification Scheme)	Management Proposal	Against	Against
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	6.4	Management	Proposals From The Board Of Directors: Authorisation To The Board Of Directors To Acquire Treasury Shares	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	7.01	Management	Election Of Member To The Board Of Directors: Lars Soren Rasmussen	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	7.02	Management	Election Of Member To The Board Of Directors: Niels Peter Louis-Hansen	Management Proposal	Against	Abstain
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	7.03	Management	Election Of Member To The Board Of Directors: Annette Bruls	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	7.04	Management	Election Of Member To The Board Of Directors: Carsten Hellmann	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	7.05	Management	Election Of Member To The Board Of Directors: Jette Nygaard-Andersen	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	7.06	Management	Election Of Member To The Board Of Directors: Marianne Wiinholt	Management Proposal	For	For

COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	8.01	Management	Election Of Auditor: Election Of Ey Godkendt Revisionspartnerselskab	Management Proposal	For	For
COLOPLAST A/S	DK0060448595	Denmark	Annual General Meeting	07-Dec-2023	9	Management	Authorisation To The Chairman Of The Annual General Meeting	Management Proposal	For	For

Disclaimer (1)

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