

**OBAM N.V. Sustainability Report 2024 Q1**



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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 1Q24.

#	Promoted E/S characteristics	Metric (sustainability indicator)	KPI	Actual Figure (per ult. 1Q24)
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	7.58% 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 18.3 vs benchmark 21.4
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 69.2% lower than the benchmark



## Engagement Activities

# Engagement activities

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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 March 2024, 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 44 positions, at the end of March 2024, 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)

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## 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”.

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.

# Engagement activities: Amazon (2)

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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. We persist and will continue the dialogue with the company.

Additionally, Amazon faces a series of allegations of human rights abuses at its operations in Saudi Arabia related to the hiring of Nepali migrant workers by a third-party labour agency contracted by the company. During 1Q24, correspondence has been initiated on this topic. We note, that Amazon worked with a third-party consultant to conduct a landscape assessment of human rights and labor risks that could relate to its business throughout the MENA region, including a focus on KSA. Key risks were identified, and Amazon designed a risk assessment program to focus on the highest risk issues and vendor categories in the region. So far, we are happy with the steps taken and keep a close eye on the progress this assessment.

# Engagement activities: Thermo Fisher (1)

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## 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)

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The 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. Efforts are underway to return Thermo Fisher to active engagement and a mail has been sent to the company in 1Q24.

Additionally, during 1Q24, news outlets reported that Thermo Fisher had halted sales of its DNA identification kits in Tibet as of 31 December 2023. This is positive news. Thermo Fisher indicated that its next CSR report will be released in 2Q24. Once available, that disclosure will be reviewed for potential information relevant to the engagement focus and potential changes to our Milestones or Progress signals.

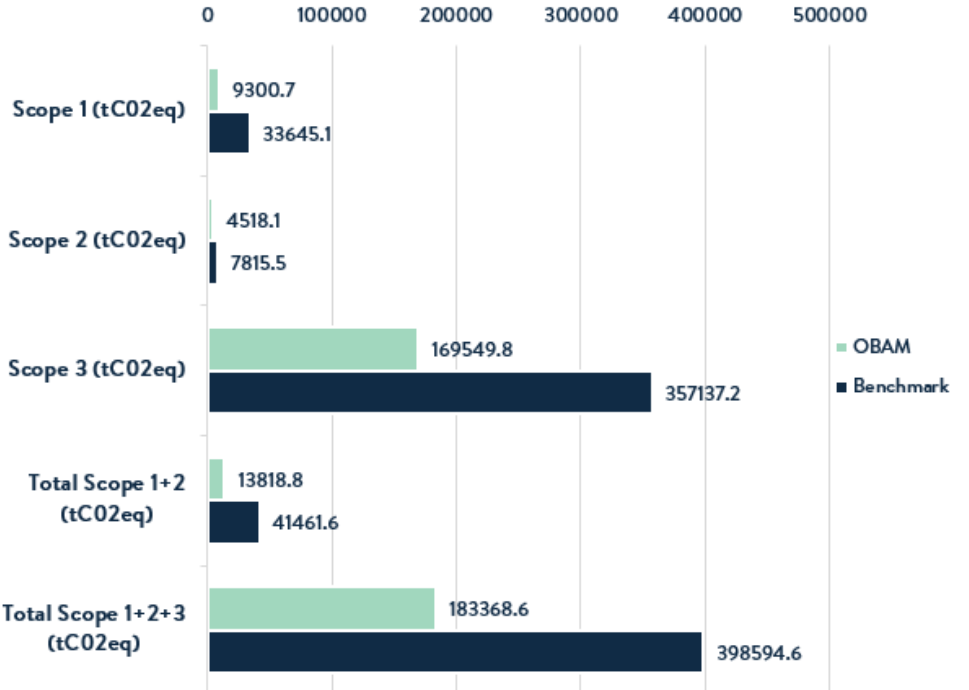
In our view, Thermo Fisher should improve its human rights due diligence and disclosure, especially in relation to its products/services and business relationships. The company should also demonstrate efforts to support internationally accepted human rights standards as well as norms governing the collection, 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

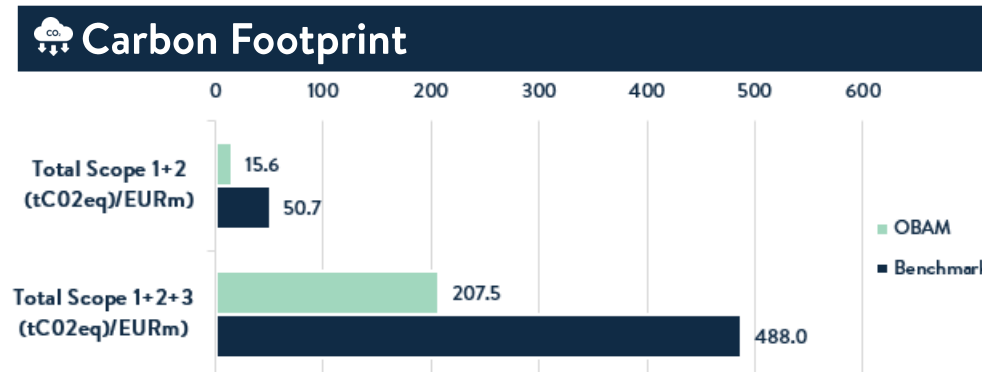
# Greenhouse Gas Emissions (1/5)

## GHG Emissions

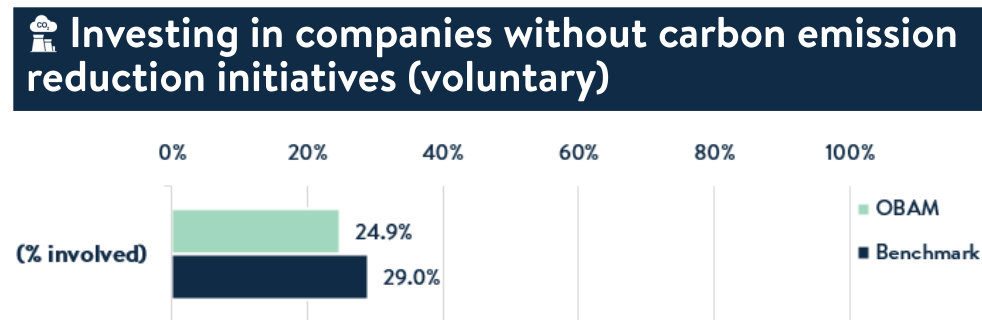


The GHG Emissions of the OBAM Portfolio (OBAM N.V.), based on Scope 1+2 and Scope 1+2+3, are both significantly lower than its Benchmark (MSCI AC World).

# Greenhouse Gas Emissions (2/5)



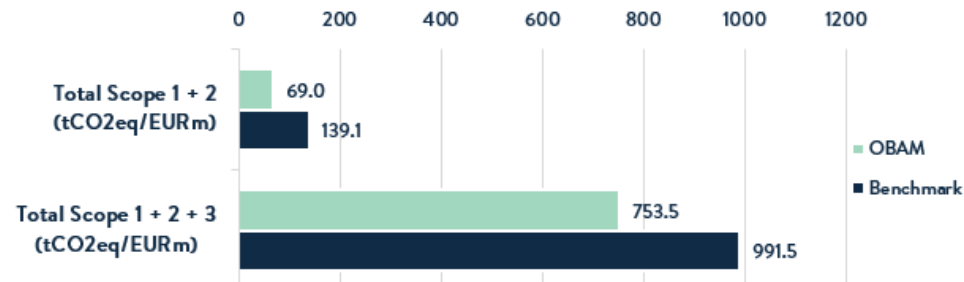
The Carbon Footprints of the OBAM Portfolio based on Scope 1+2 or Scope 1+2+3 are both significantly lower than its Benchmark.



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.

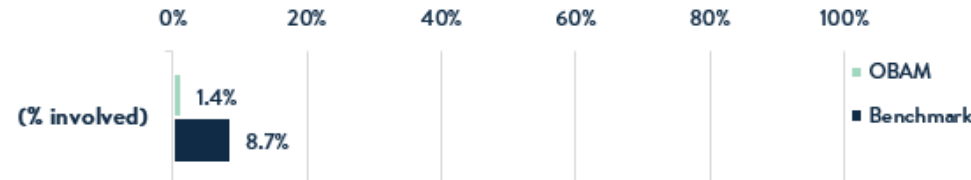
# Greenhouse Gas Emissions (3/5)

## GHG Intensity of Investee Companies



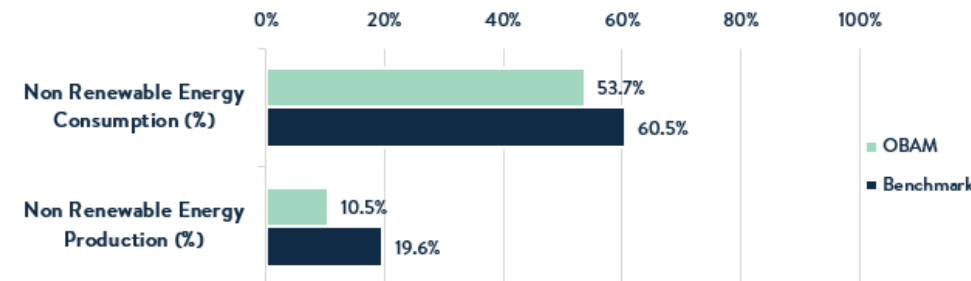
The GHG Intensity of the OBAM Portfolio, per one million Euros invested, based on Scope 1+2 and Scope 1+2+3, are both significantly lower than its Benchmark.

## 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.

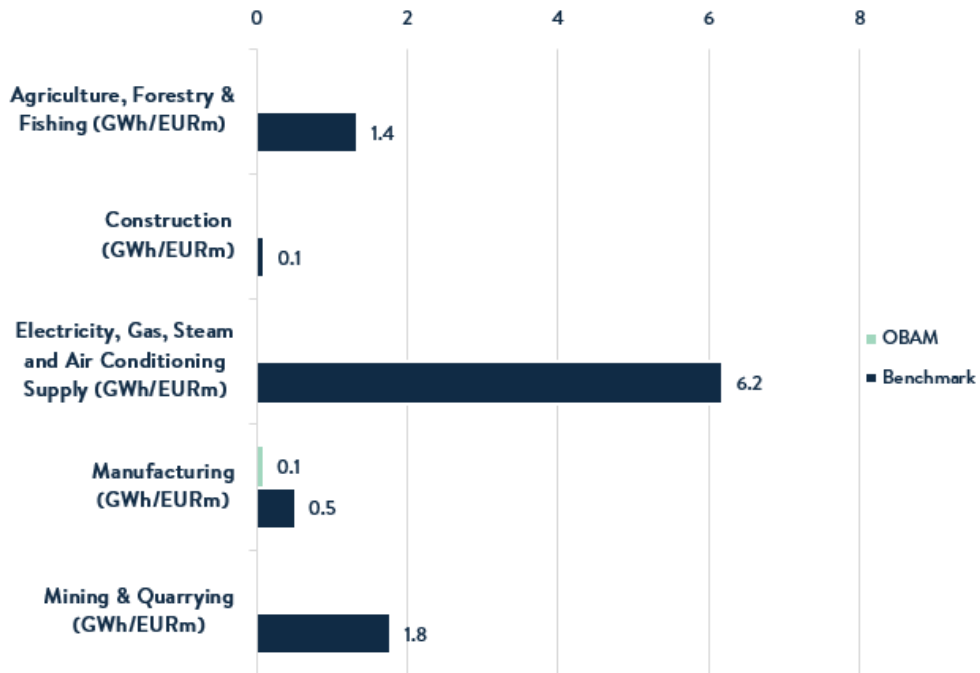
## Non-renewable Energy



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

# Greenhouse Gas Emissions (4/5)

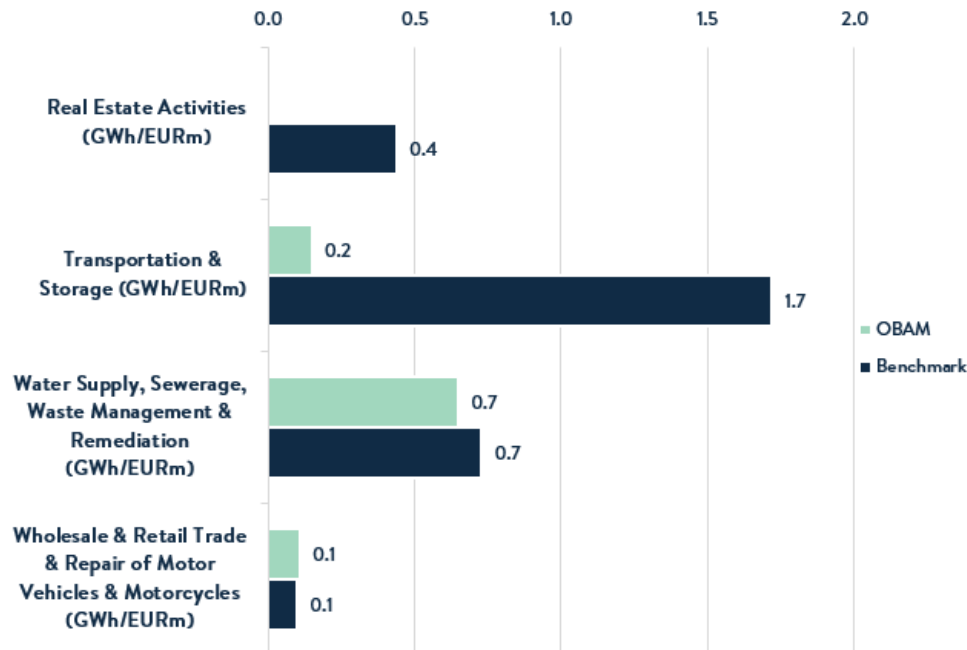
## Energy Consumption Intensity (1/2)



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)



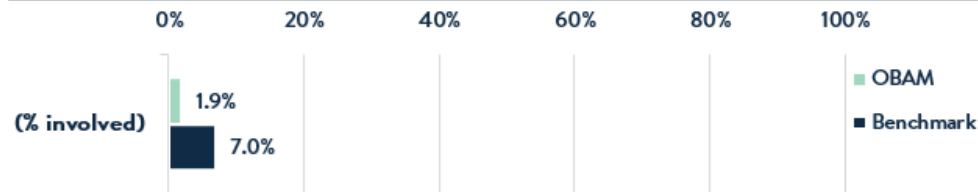
The OBAM Portfolio has exposure towards “Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles” activities and this exposure has in line-ish Energy Consumption Intensity (GWh per million EUR invested) compared its benchmark.

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.

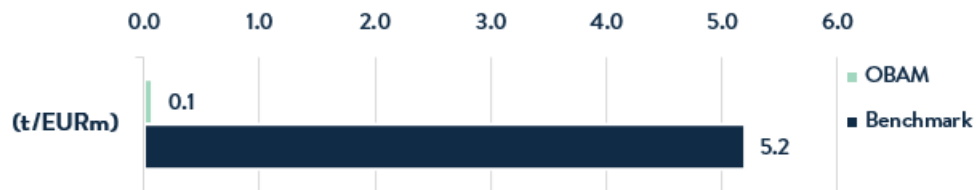
# Biodiversity, Waste & Water

## 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

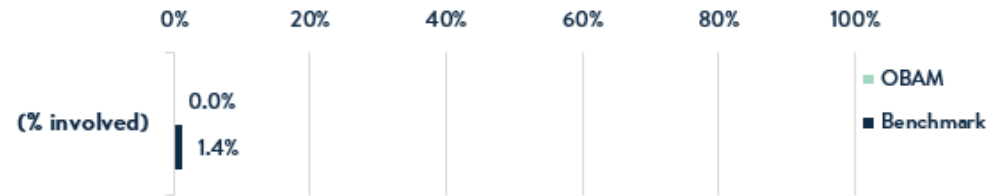


There is no data available regarding the Emissions to Water of the OBAM Portfolio and its Benchmark in this quarter. In 3Q23 (last quarter with data on this PAI indicator), OBAM Portfolio generated significantly less Emissions to Water than its Benchmark.



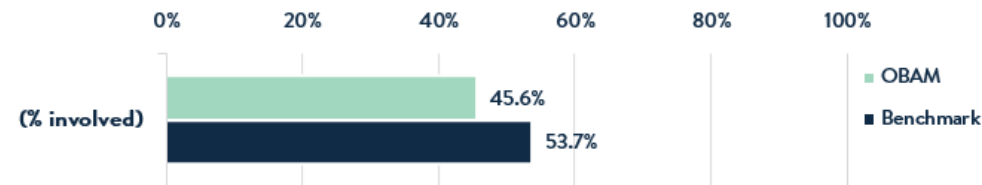
# Social and employee matters (1/2)

## 🌐 UNGC Principles/OECD Guidelines Violations



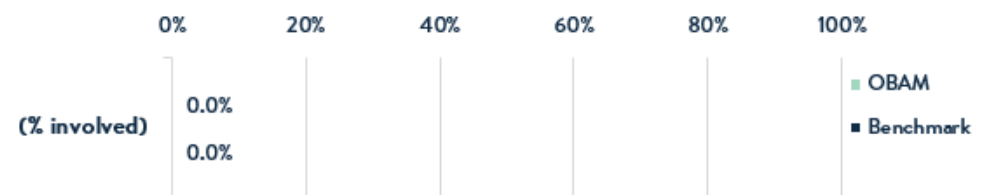
The OBAM Portfolio has no exposure to companies that violates the UNGC Principles and OECD Guidelines. The UN Global Compact is a global sustainability initiative that calls on companies to adhere to 10 principles in the areas of human rights, labour, environment and anti-corruption. We will not invest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

## ⚙️ UNGC Lack of Compliance Mechanism



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.

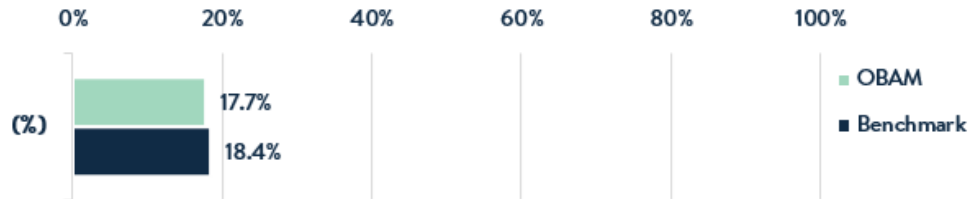
## ☠️ Controversial Weapons



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.

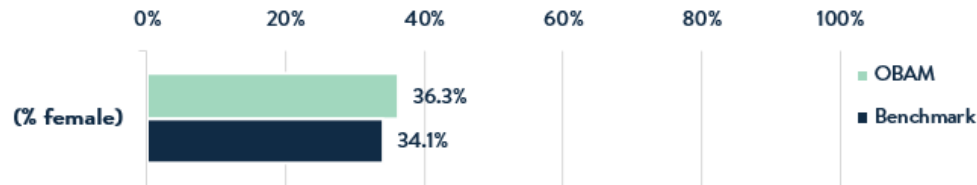
# Social and employee matters (2/2)

## 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

## Lack of a human rights policy (voluntary)



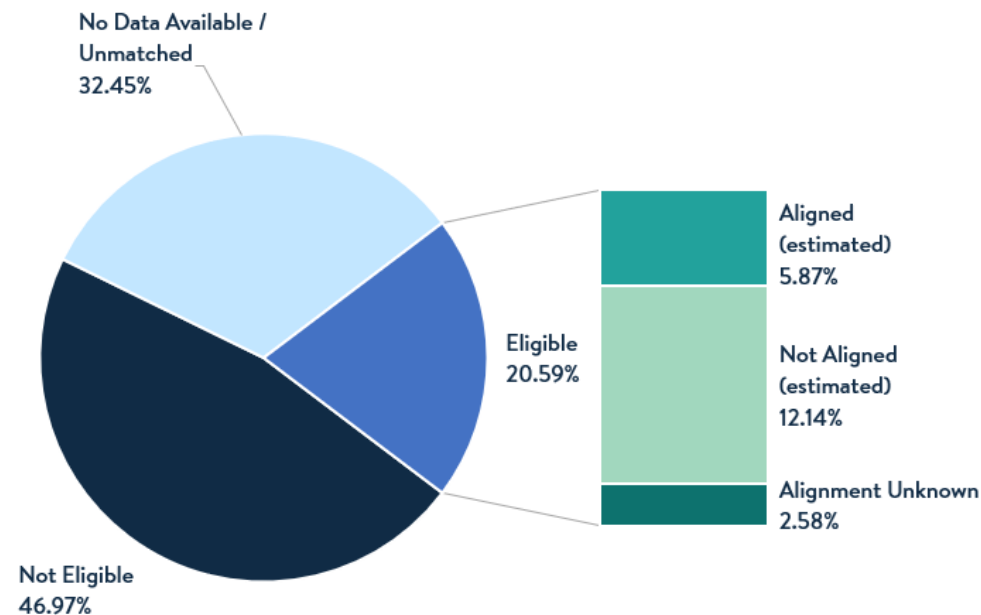
Currently, the OBAM Portfolio has limited exposure towards companies with a lack of Human Rights Policy; a much better score than its Benchmark.



## EU Taxonomy

# EU Taxonomy Alignment

## Revenue



		Benchmark
<b>ALIGNED</b>	<b>5.87%</b>	5.71%
CCM Aligned	5.84%	5.66%
CCA Aligned	0.00%	0.00%
Objective Unknown Aligned	0.02%	0.05%

Climate Change Mitigation (CCM) and Climate Change Adaptation (CCA) are the first two environmental objectives 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 “CCM” and “CCA”.

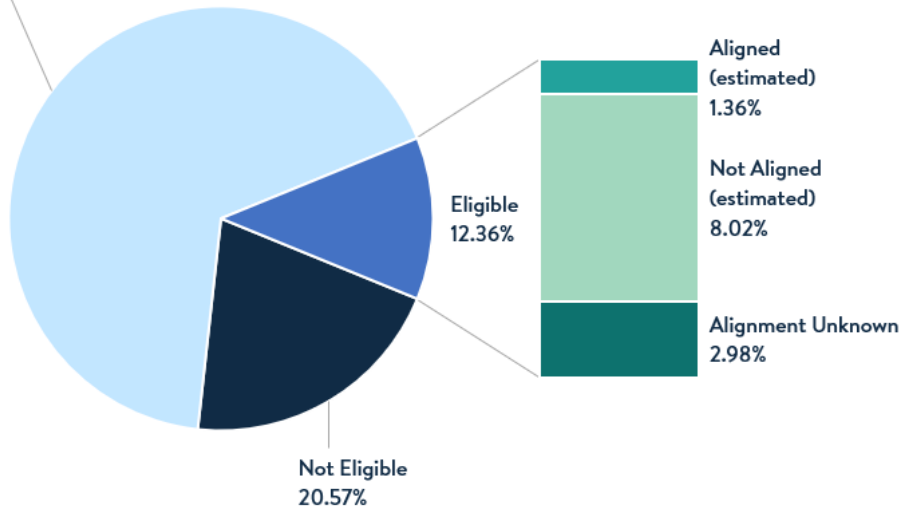
As seen in the graph, at revenue level, a large part of our portfolio’s activities are not eligible for “CCM” and/or “CCA”. Furthermore, the majority of our eligible activities are not (yet) aligned with the Taxonomy. However, we expect more Taxonomy-aligned activities once the remaining environmental objectives are published.

At the end of 1Q24, the EU Taxonomy alignment, based on revenue, of the OBAM Portfolio is slightly higher than its benchmark.

# EU Taxonomy Alignment

## CapEx

No Data Available / Unmatched  
67.07%

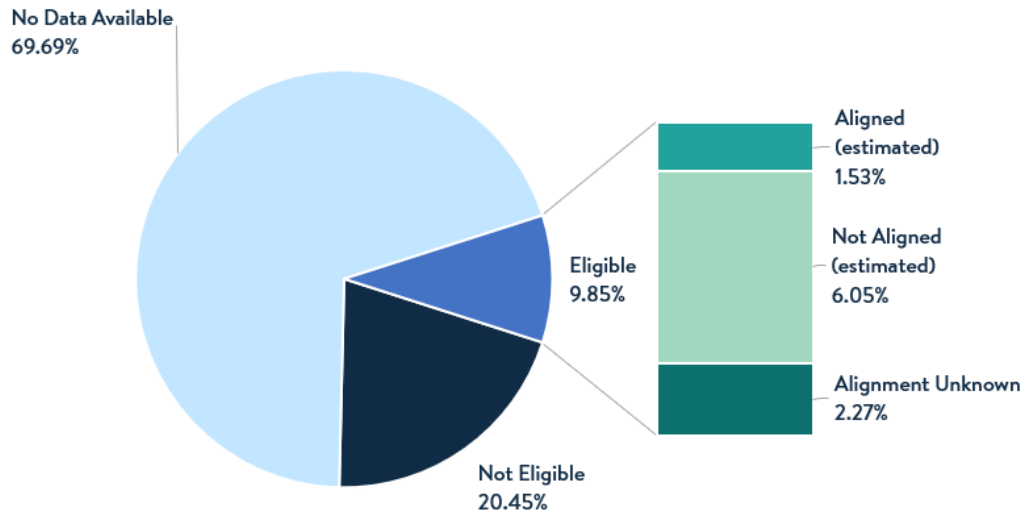


At CapEx level, for the majority of our portfolio's activities there is no data is available at our data provider. We expect data availability to significantly improve over time. Furthermore, the majority of our eligible activities, at CapEx level, are not aligned with the EU Taxonomy. We expect more EU Taxonomy-aligned activities once the remaining environmental objectives are published.

At the end of 1Q24, the EU Taxonomy alignment, based on CapEx, of the OBAM Portfolio is slightly lower than its benchmark.

		Benchmark
<b>ALIGNED</b>	<b>1.36%</b>	1.54%
CCM Aligned	1.35%	1.45%
CCA Aligned	0.00%	0.01%
Objective Unknown Aligned	0.01%	0.09%

# EU Taxonomy Alignment



At OpEx level, for the majority of our portfolio's activities there is no data available at our data provider. We expect data availability to significantly improve over time. Furthermore, the majority of our eligible activities, at OpEx level, are not aligned with the EU Taxonomy. We expect more EU Taxonomy-aligned activities once the remaining environmental objectives are published.

At the end of 1Q24, the EU Taxonomy alignment, based on OpEx, of the OBAM Portfolio is higher than its benchmark.

		Benchmark
<b>ALIGNED</b>	<b>1.53%</b>	0.73%
CCM Aligned	1.52%	0.67%
CCA Aligned	0.00%	0.00%
Objective Unknown Aligned	0.01%	0.06%



## Proxy Voting



# Summary of Proxy Voting

	Q1	Q2	H1	Q3	Q4	Annual
<b>Total Meetings Voted</b>	7					7
Voted For Management	2					2
Voted Against Management (1)	5					5
<b>Type of Resolution</b>	<b>101</b>					<b>101</b>
Management Resolution	97					97
Shareholder Resolution	4					4
<b>Total Management Resolutions</b>	<b>97</b>					<b>97</b>
Votes For	89					89
Votes Against	8					8
Votes Abstain	0					0
<b>Total Shareholder Resolutions</b>	<b>4</b>					<b>4</b>
Votes For	3					3
Votes Against	1					1
Votes Abstain	0					0

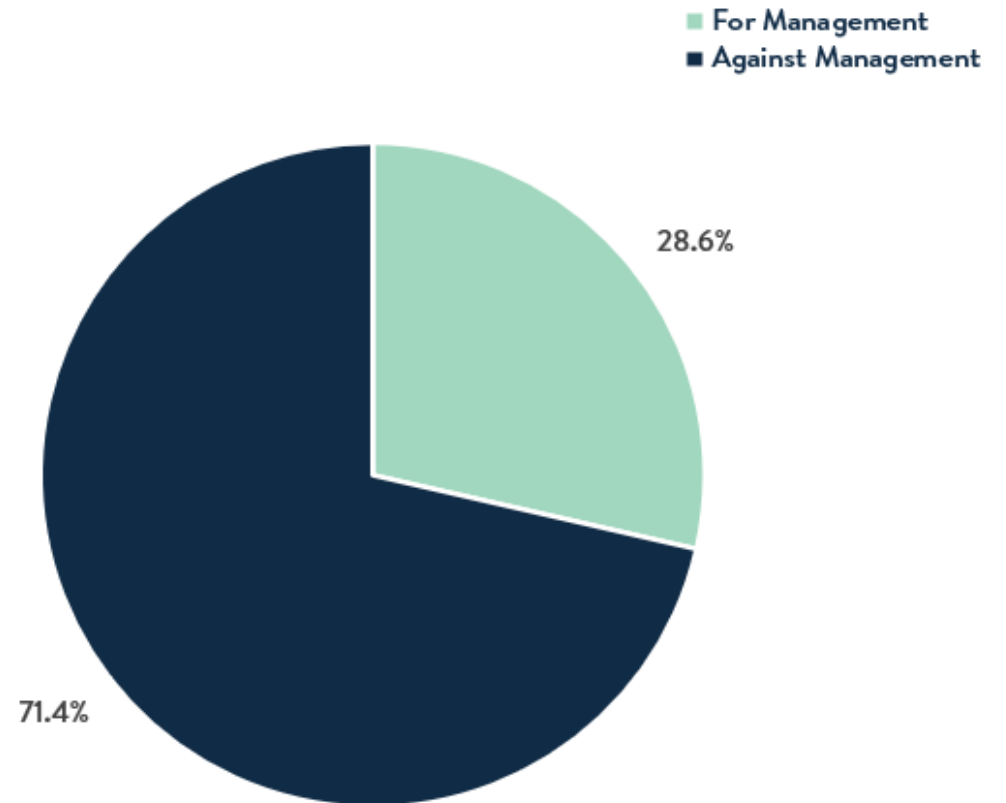
(1) opposing management on at least one resolution

# Meeting voted in Q1

## Meeting voted

For Management	28.6%
Against Management	71.4%

## Total Meeting Voted For/Against Management

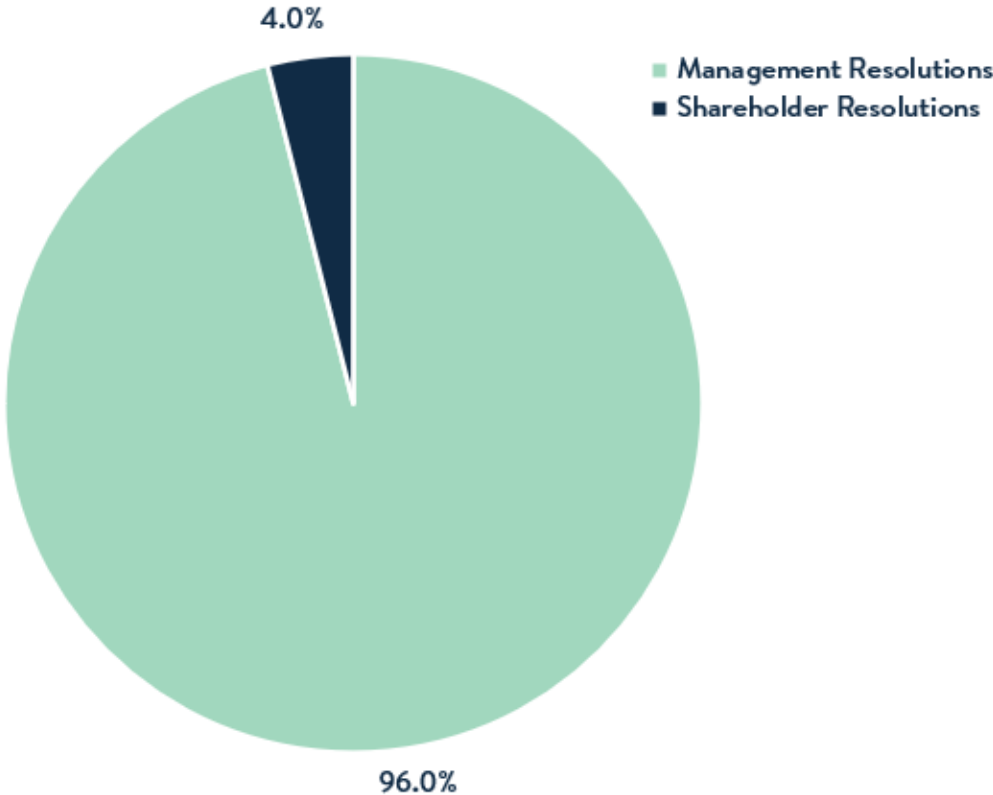


# Type of Resolution in Q1

Type of resolution

Management Resolutions	96.0%
Shareholder Resolutions	4.0%

Type of Resolution Management/Shareholder

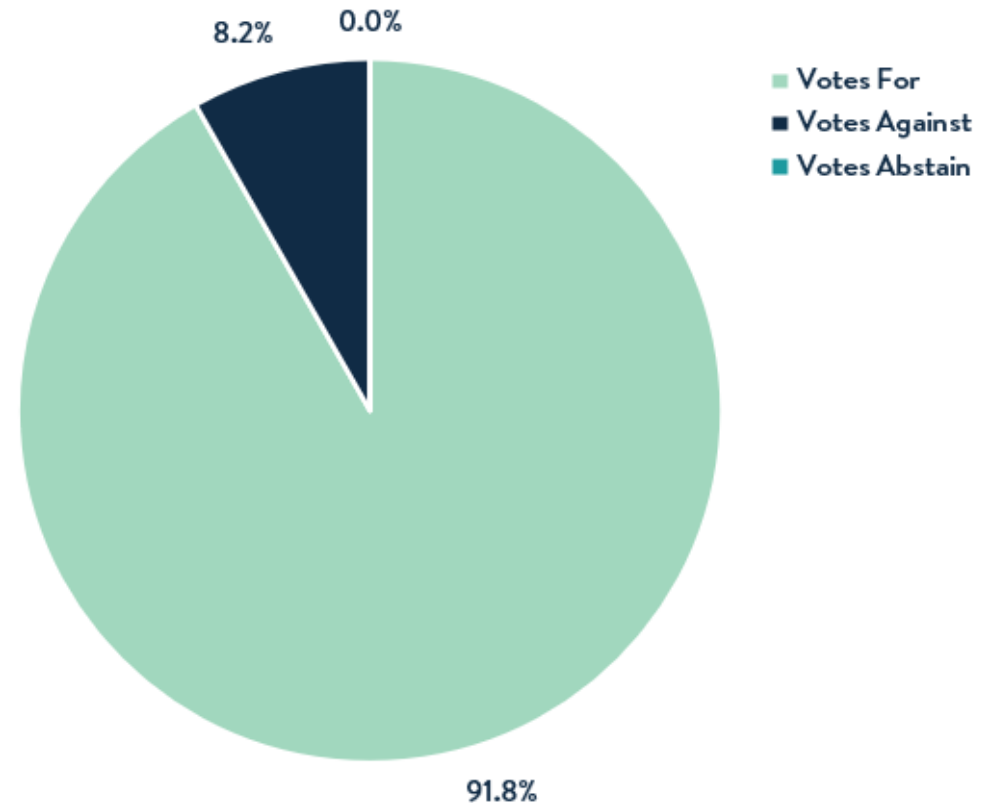


# Resolutions for/against Management in Q1

## Resolutions for/against management

Votes For	91.8%
Votes Against	8.2%
Votes Abstain	0.0%

## Resolutions for/against management

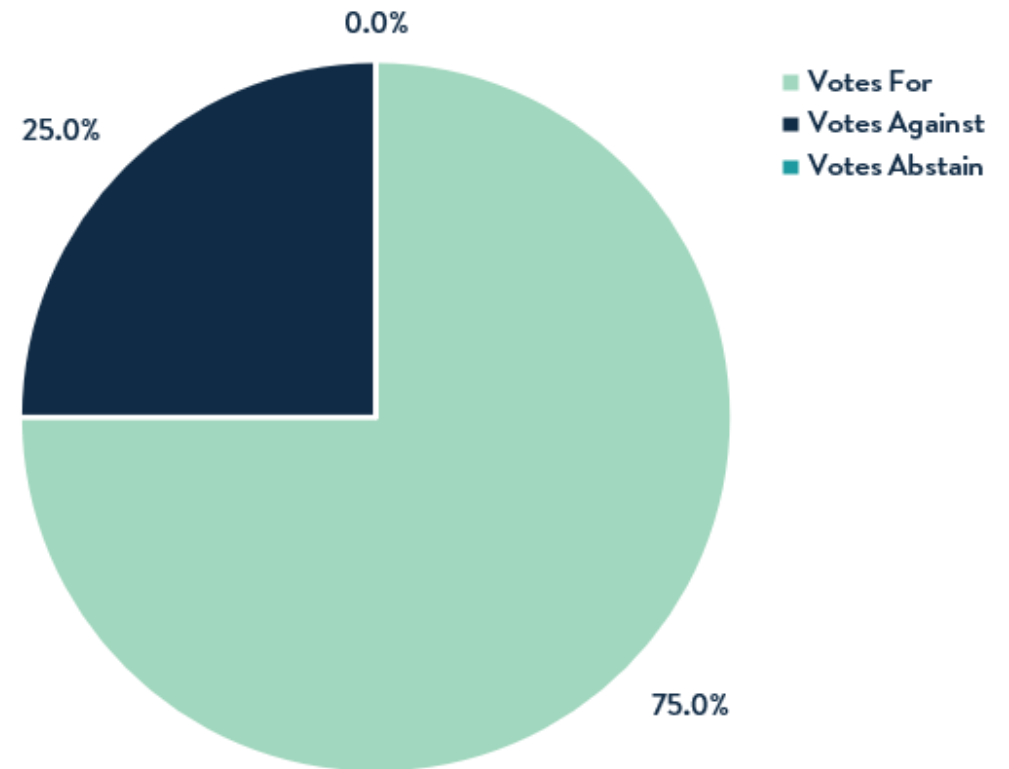


# Resolutions for/against Shareholder in Q1

## Resolutions for/against shareholder proposals

Votes For	75.0%
Votes Against	25.0%
Votes Abstain	0.0%

## Type of Resolution Management/Shareholder Proposals

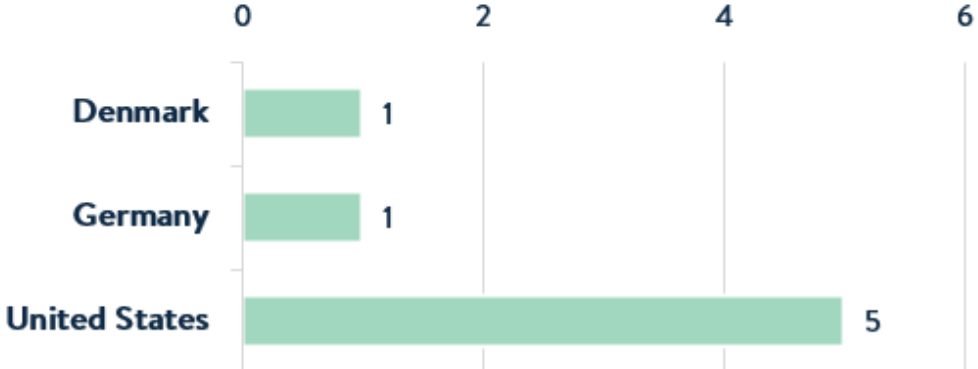


# Meeting Distribution by Country in Q4

Meeting distribution by country

Denmark	1
Germany	1
United States	5

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
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1a.	Management	Election of Director: Eve Burton	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1b.	Management	Election of Director: Scott D. Cook	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1c.	Management	Election of Director: Richard L. Dalzell	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1d.	Management	Election of Director: Sasan K. Goodarzi	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1e.	Management	Election of Director: Deborah Liu	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1f.	Management	Election of Director: Tekedra Mawakana	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1g.	Management	Election of Director: Suzanne Nora Johnson	Election of Directors (Majority Voting)	Against	Against
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1h.	Management	Election of Director: Ryan Roslansky	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1i.	Management	Election of Director: Thomas Szkutak	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1j.	Management	Election of Director: Raul Vazquez	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	1k.	Management	Election of Director: Eric S. Yuan	Election of Directors (Majority Voting)	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	2.	Management	Advisory vote to approve Intuit's executive compensation (say-on-pay)	14A Executive Compensation	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	3.	Management	Advisory vote on the frequency of future say-on-pay votes	14A Executive Compensation Vote Frequency	For	1
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	4.	Management	Ratification of the selection of Ernst & Young LLP as Intuit's independent registered public accounting firm for the fiscal year ending July 31, 2024	Ratify Appointment of Independent Auditors	Against	Against
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	5.	Management	Approval of the Amended and Restated 2005 Equity Incentive Plan to increase the share reserve by an additional 12,200,000 shares and extend the duration of the plan for another two years	Amend Incentive Stock Option Plan	For	For
INTUIT INC.	US4612021034	United States	Annual	18-Jan-2024	6.	Shareholder	Stockholder proposal requesting a retirement plan investment report	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
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1a.	Management	Election of Director: Lloyd A. Carney	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1b.	Management	Election of Director: Kermit R. Crawford	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1c.	Management	Election of Director: Francisco Javier Fernández-Carbajal	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1d.	Management	Election of Director: Ramon Laguarda	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1e.	Management	Election of Director: Teri L. List	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1f.	Management	Election of Director: John F. Lundgren	Election of Directors (Majority Voting)	Against	Against
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1g.	Management	Election of Director: Ryan McInerney	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1h.	Management	Election of Director: Denise M. Morrison	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1i.	Management	Election of Director: Pamela Murphy	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1j.	Management	Election of Director: Linda J. Rendle	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	1k.	Management	Election of Director: Maynard G. Webb, Jr.	Election of Directors (Majority Voting)	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	2.	Management	To approve, on an advisory basis, the compensation paid to our named executive officers.	14A Executive Compensation	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	3.	Management	To ratify the appointment of KPMG LLP as our independent registered public accounting firm for fiscal year 2024.	Ratify Appointment of Independent Auditors	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	4.	Management	To approve and adopt the Class B Exchange Offer Certificate Amendments.	Miscellaneous Corporate Actions	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	5.	Management	To approve one or more adjournments of the Annual Meeting to a later date or time, if necessary or appropriate, to solicit additional proxies in favor of Proposal 4 if there are insufficient votes at the time of the Annual Meeting to approve such proposal.	Approve Motion to Adjourn Meeting	For	For
VISA INC.	US92826C8394	United States	Annual	23-Jan-2024	6.	Shareholder	To vote on a stockholder proposal requesting that the Board adopt a policy to seek shareholder ratification of certain termination pay arrangements.	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
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1a.	Management	Election of Director: William M. Brown	Election of Directors (Majority Voting)	For	For
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1b.	Management	Election of Director: Catherine M. Burzik	Election of Directors (Majority Voting)	For	For



BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1c.	Management	Election of Director: Carrie L. Byington	Election of Directors (Majority Voting)	For	For
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1d.	Management	Election of Director: R. Andrew Eckert	Election of Directors (Majority Voting)	For	For
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1e.	Management	Election of Director: Claire M. Fraser	Election of Directors (Majority Voting)	For	For
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1f.	Management	Election of Director: Jeffrey W. Henderson	Election of Directors (Majority Voting)	Against	Against
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1g.	Management	Election of Director: Christopher Jones	Election of Directors (Majority Voting)	For	For
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1h.	Management	Election of Director: Thomas E. Polen	Election of Directors (Majority Voting)	For	For
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1i.	Management	Election of Director: Timothy M. Ring	Election of Directors (Majority Voting)	For	For
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1j.	Management	Election of Director: Bertram L. Scott	Election of Directors (Majority Voting)	For	For
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	1k.	Management	Election of Director: Joanne Waldstreicher	Election of Directors (Majority Voting)	For	For
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	2.	Management	Ratification of the selection of the independent registered public accounting firm.	Ratify Appointment of Independent Auditors	Against	Against
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	23-Jan-2024	3.	Management	Advisory vote to approve named executive officer compensation.	14A Executive Compensation	For	For

Company	ISIN	Country	Against Meeting Type	Meeting Date	Item	Proposed by	Proposal Long Text	Proposal Short Text	For/Against Management	Vote
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	2	Management	APPROVE ALLOCATION OF INCOME AND DIVIDENDS OF EUR 0.35 PER SHARE	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	3.1	Management	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER JOCHEN HANEBECK FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	3.2	Management	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER CONSTANZE HUFENBECHER FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	3.3	Management	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER SVEN SCHNEIDER FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	3.4	Management	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER ANDREAS URSCHITZ FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	3.5	Management	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER RUTGER WIJBURG FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.1	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER HERBERT DIESS (FROM FEB. 16, 2023) FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.2	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER XIAOQUN CLEVER-STEG FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.3	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER JOHANN DECHANT FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.4	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER WOLFGANG EDER (UNTIL FEB. 16, 2023) FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.5	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER FRIEDRICH EICHNER FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.6	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER ANNETTE ENGELFRIED FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.7	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER PETER GRUBER FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.8	Management	APPROVAL OF THE ACTS OF THE MEMBERS OF THE SUPERVISORY BOARD - KLAUS HELMRICH (SINCE FEBRUARY 16, 2023)	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.9	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER HANS-ULRICH HOLDENRIED (UNTIL FEB. 16, 2023) FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.10	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER SUSANNE LACHENMANN FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.11	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER GERALDINE PICAUD (UNTIL FEB. 2, 2023) FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.12	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER MANFRED PUFFER FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.13	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER MELANIE RIEDL FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.14	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER JUERGEN SCHOLZ FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.15	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER ULRICH SPIESSHOFER FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.16	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER MARGRET SUCKALE FOR FISCAL YEAR 2023	Management Proposal	For	For

INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.17	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER MIRCO SYNDE FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.18	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER DIANA VITALE FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	4.19	Management	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER UTE WOLF (FROM APRIL 22, 2023) FOR FISCAL YEAR 2023	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	5	Management	RATIFY DELOITTE GMBH AS AUDITORS FOR FISCAL YEAR 2024 AND FOR THE REVIEW OF INTERIM FINANCIAL REPORTS FOR THE FIRST HALF OF FISCAL YEAR 2024	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	6.1	Management	ELECT UTE WOLF TO THE SUPERVISORY BOARD	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	6.2	Management	ELECT HERMANN EUL TO THE SUPERVISORY BOARD	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	7	Management	APPROVE REMUNERATION POLICY FOR THE SUPERVISORY BOARD	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	8	Management	APPROVE CREATION OF EUR 490 MILLION POOL OF AUTHORIZED CAPITAL WITH OR WITHOUT EXCLUSION OF PREEMPTIVE RIGHTS	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	9	Management	APPROVE ISSUANCE OF WARRANTS/BONDS WITH WARRANTS ATTACHED/CONVERTIBLE BONDS WITHOUT PREEMPTIVE RIGHTS UP TO AGGREGATE NOMINAL AMOUNT OF EUR 6 BILLION; APPROVE CREATION OF EUR 260 MILLION POOL OF CAPITAL TO GUARANTEE CONVERSION RIGHTS	Management Proposal	For	For
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	23-Feb-2024	10	Management	APPROVE REMUNERATION REPORT	Management Proposal	For	For

**Company**      **ISIN**      **Country** **Against Meeting Type**      **Meeting Date**      **Item**      **Proposed by**      **Proposal Long Text**      **Proposal Short Text**      **For/Against Management**      **Vote**

NOVOZYMES A/S	DK0060336014	Denmark	ExtraOrdinary General Meeting	04-Mar-2024	1	Management	ADOPTION OF NOVONESIS A/S AS SECONDARY NAME AND AMENDMENT OF THE ARTICLES OF ASSOCIATION IN ACCORDANCE HEREWITH	Management Proposal	For	For
NOVOZYMES A/S	DK0060336014	Denmark	ExtraOrdinary General Meeting	04-Mar-2024	2.A	Management	ELECTION OF VICE CHAIR: ELECTION OF JESPER BRANDGAARD	Management Proposal	For	For
NOVOZYMES A/S	DK0060336014	Denmark	ExtraOrdinary General Meeting	04-Mar-2024	3.A	Management	ELECTION OF OTHER BOARD MEMBERS: ELECTION OF LISE KAAE	Management Proposal	For	For
NOVOZYMES A/S	DK0060336014	Denmark	ExtraOrdinary General Meeting	04-Mar-2024	3.B	Management	ELECTION OF OTHER BOARD MEMBERS: ELECTION OF KEVIN LANE	Management Proposal	For	For
NOVOZYMES A/S	DK0060336014	Denmark	ExtraOrdinary General Meeting	04-Mar-2024	3.C	Management	ELECTION OF OTHER BOARD MEMBERS: ELECTION OF KIM STRATTON	Management Proposal	Against	Abstain
NOVOZYMES A/S	DK0060336014	Denmark	ExtraOrdinary General Meeting	04-Mar-2024	4	Management	AUTHORIZATION TO PLESNER ADVOKATPARTNERSKAB TO REGISTER THE ADOPTED PROPOSALS	Management Proposal	For	For

**Company**      **ISIN**      **Country** **Against Meeting Type**      **Meeting Date**      **Item**      **Proposed by**      **Proposal Long Text**      **Proposal Short Text**      **For/Against Management**      **Vote**

APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1a.	Management	Election of Director: Rani Borkar	Election of Directors (Majority Voting)	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1b.	Management	Election of Director: Judy Bruner	Election of Directors (Majority Voting)	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1c.	Management	Election of Director: Xun (Eric) Chen	Election of Directors (Majority Voting)	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1d.	Management	Election of Director: Aart J. de Geus	Election of Directors (Majority Voting)	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1e.	Management	Election of Director: Gary E. Dickerson	Election of Directors (Majority Voting)	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1f.	Management	Election of Director: Thomas J. Iannotti	Election of Directors (Majority Voting)	Against	Against
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1g.	Management	Election of Director: Alexander A. Karsner	Election of Directors (Majority Voting)	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1h.	Management	Election of Director: Kevin P. March	Election of Directors (Majority Voting)	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1i.	Management	Election of Director: Yvonne McGill	Election of Directors (Majority Voting)	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	1j.	Management	Election of Director: Scott A. McGregor	Election of Directors (Majority Voting)	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	2.	Management	Approval, on an advisory basis, of the compensation of Applied Materials' named executive officers for fiscal year 2023.	14A Executive Compensation	For	For
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	3.	Management	Ratification of the appointment of KPMG LLP as Applied Materials' independent registered public accounting firm for fiscal year 2024.	Ratify Appointment of Independent Auditors	Against	Against
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	4.	Shareholder	Shareholder proposal requesting that Applied Materials prepare a report disclosing Applied Materials' policy and procedures governing lobbying and payments by Applied Materials used for lobbying.	S/H Proposal - Corporate Governance	For	Against
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	07-Mar-2024	5.	Shareholder	Shareholder proposal requesting that Applied Materials report on quantitative median and adjusted pay gaps across race and gender.	S/H Proposal - Corporate Governance	Against	For

Company	ISIN	Country	Against Meeting Type	Meeting Date	Item	Proposed by	Proposal Long Text	Proposal Short Text	For/Against Management	Vote
SONOS, INC.	US83570H1086	United States	Annual	11-Mar-2024	1.	Management	DIRECTOR	Election of Directors	For	For
SONOS, INC.	US83570H1086	United States	Annual	11-Mar-2024	1.	Management	DIRECTOR	Election of Directors	For	For
SONOS, INC.	US83570H1086	United States	Annual	11-Mar-2024	2.	Management	Ratification of the appointment of PricewaterhouseCoopers LLP as Sonos' independent registered accounting firm for the fiscal year ending September 28, 2024.	Ratify Appointment of Independent Auditors	For	For
SONOS, INC.	US83570H1086	United States	Annual	11-Mar-2024	3.	Management	Advisory approval of the named executive officer compensation (the say-on-pay vote).	14A Executive Compensation	For	For

# Disclaimer (1)

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*All underlying data and information in this Sustainability report is sourced by data provider Morningstar | Sustainalytics. Note that the output and results are based on an extensive company coverage by our data provider, however not all portfolio and/or benchmark companies are included in the analysis.*

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