

OBAM N.V. Sustainability Report 2023 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 1Q23.

#	Promoted E/S characteristics	Metric (sustainability indicator)	KPI		Actual Figure (per ult. 1Q23)
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		4.31% 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 21.7
5	Promoting having a substantially lower CO2 footprint than the benchmark	OBAM's CO2 footprint (ton Co2eq per million invested) compared to the benchmark	The OBAM CO2 footprint is at least 40% lower than the benchmark		The OBAM CO2 footprint is 78.3% 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 March 2023, there are no companies in the portfolio of OBAM that violate one or more sustainability principles i.e. all our portfolio holdings are compliant. Out of 50 positions, at the end of March 2023, in the OBAM portfolio, there are 2 positions (Amazon and Activision Blizzard) that we keep a close eye on (“watch list”). Therefore our (collective) engagement activities are focused on these particular companies. In case Amazon and Activision Blizzard 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 with Activision Blizzard

Activision Blizzard is dealing with allegations of sexual harassment and discrimination against female employees at the company. The CEO acknowledged the issue and stated that action would be taken to address it. However, progress on collective engagements are currently paused due to the company being in the process of being acquired by Microsoft. Nevertheless, we proactively contacted the company and concluded the allegations were badly handled at first, resulting in an unrest at its employee basis. The company seems to have improved its processes and putting in place new targets. In February 2023, Activision agreed to pay USD 35 million to the US Securities and Exchange Commission to settle charges that it did not have adequate measures in place to manage workplace misconduct complaints across business units between 2018 and 2021 and that it violated whistleblower protection rules. We will continue to monitor the developments.

Engagement activities

Engagement with Amazon

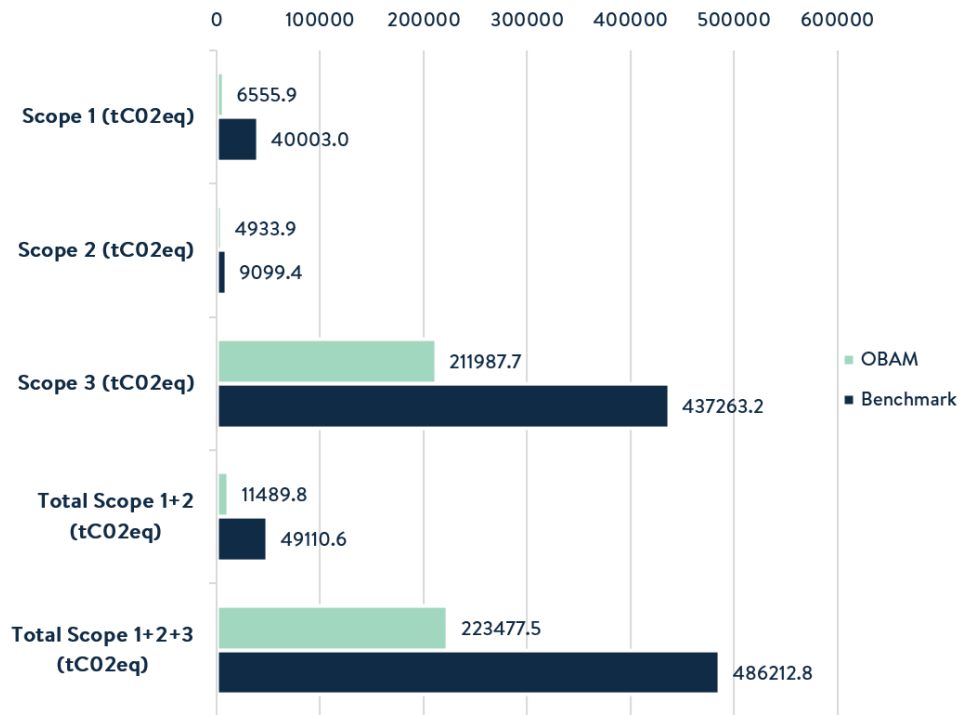
Amazon has also faced allegations of poor and stressful working conditions that have negatively affected the mental health of many of its warehouse workers. Over the past several years, Amazon has been implicated in an exceptionally high number of serious workplace injuries and fatalities, particularly in its warehouse operations in the US, and it has been linked to fatal accidents caused by its contractors' delivery drivers. 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 we do not see improvements yet, we keep Amazon on our “watchlist”. During 1Q23, no specific engagement activities with Amazon took place, as the company seems resistant to holding follow-up engagement calls. The company has requested the questions proposed for the next engagement call so it can decide whether to agree to a conference call. These questions have been sent and, if the company is not agreeable, further steps will be considered to bring the company into conversation on the substantive issues of the case. 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, however, currently the results of this engagement are very marginal. Nevertheless, we persist and will continue the dialogue with the company.



SFDR Principal Adverse Impact Indicators

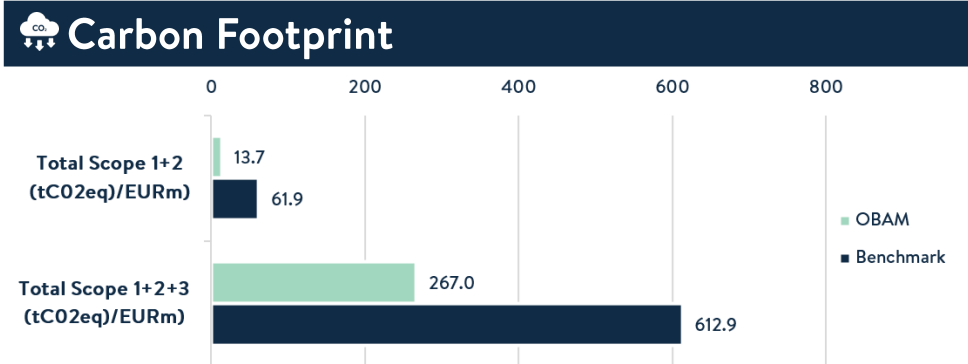
Greenhouse Gas Emissions (1/5)

GHG Emissions

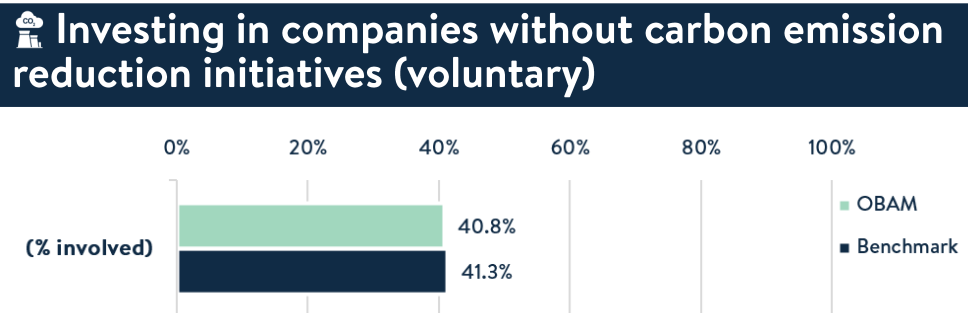


The GHG Emissions of the OBAM Portfolio (OBAM N.V.), based on Scope 1+2 and Scope 1+2+3, are both significantly lower than its Benchmark (MSCI AC World).

Greenhouse Gas Emissions (2/5)



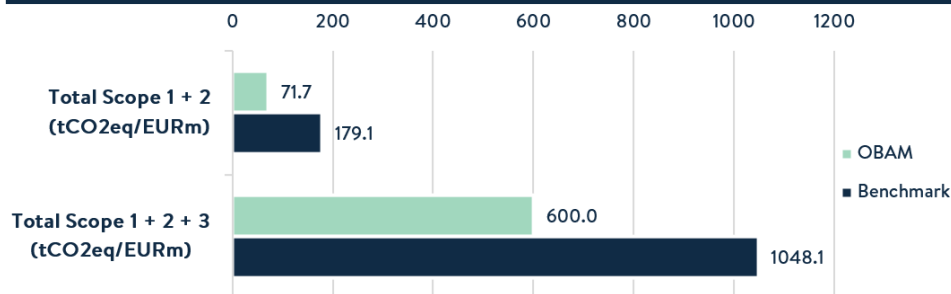
The Carbon Footprints of the OBAM Portfolio based on Scope 1+2 or Scope 1+2+3 are both significantly lower than its Benchmark.



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

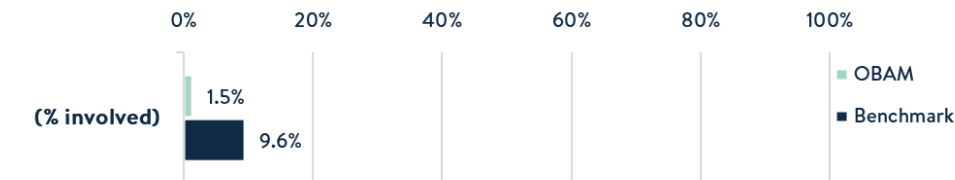
Greenhouse Gas Emissions (3/5)

GHG Intensity of Investee Companies



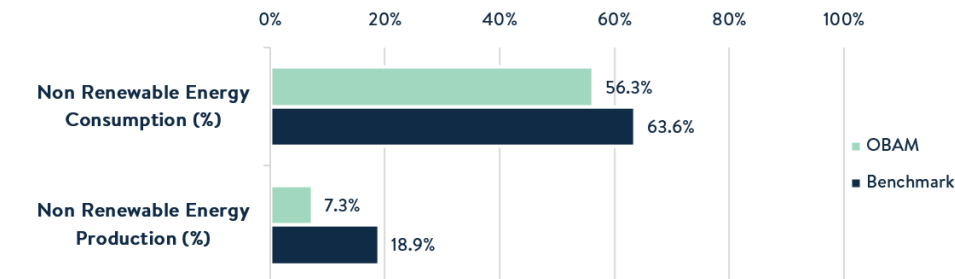
The GHG Intensity of the OBAM Portfolio, per one million Euros invested, based on Scope 1+2 and Scope 1+2+3, are both significantly lower than its Benchmark.

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.

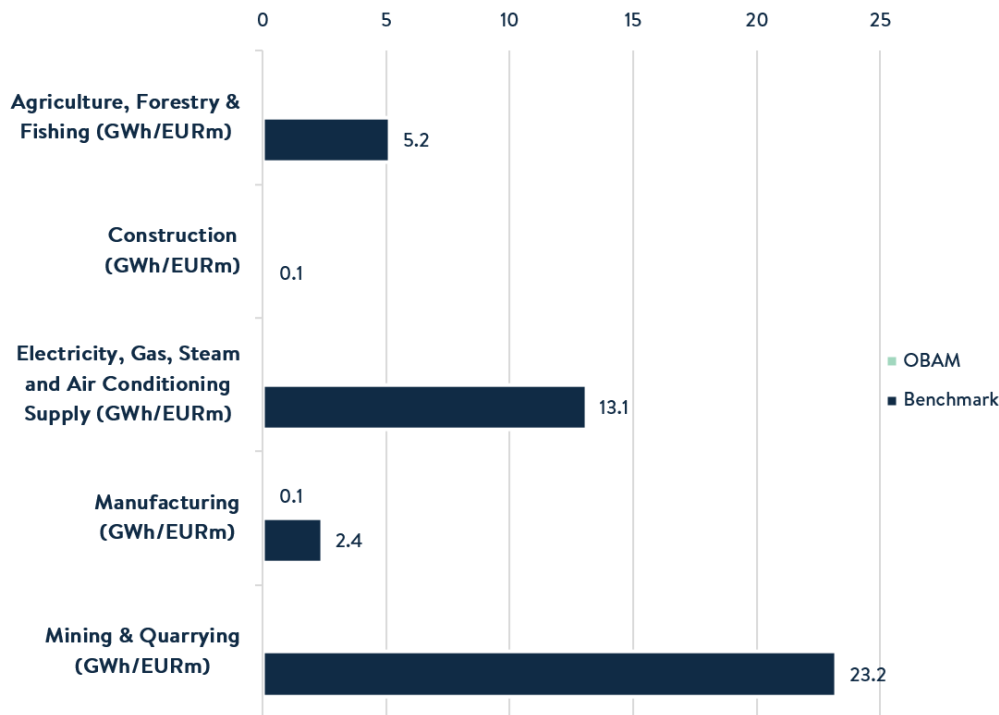
Non-renewable Energy



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

Greenhouse Gas Emissions (4/5)

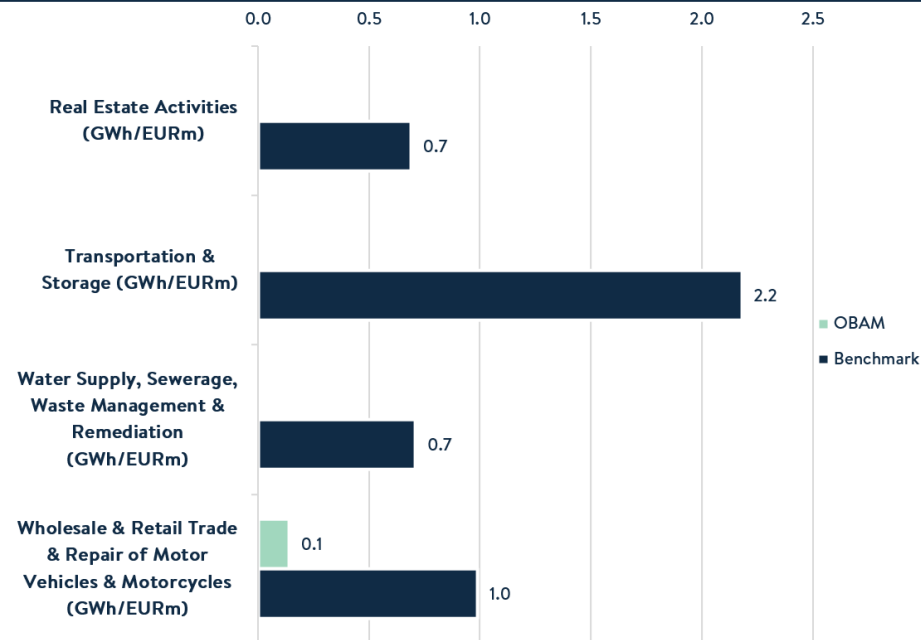
Energy Consumption Intensity (1/2)



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)

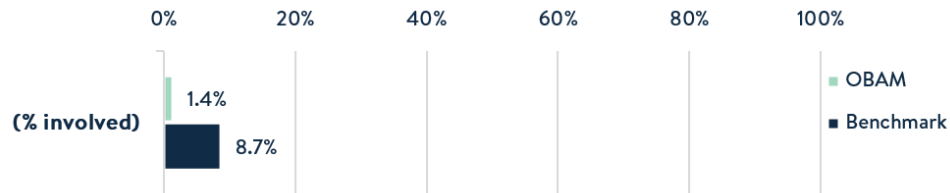
Energy Consumption Intensity (2/2)



The OBAM Portfolio has exposure towards “Wholesale & Retail Trade & Repair of Motor Vehicles & Motorcycles” activities and this exposure has a substantially lower Energy Consumption Intensity (GWh per million EUR invested). The OBAM Portfolio has no exposure to the other high impact climate sectors mentioned in the graph.

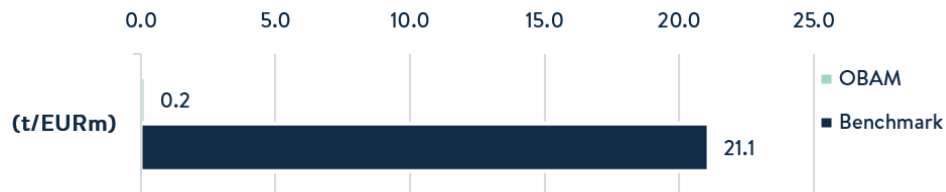
Biodiversity, Waste & Water

Negative affect on biodiversity



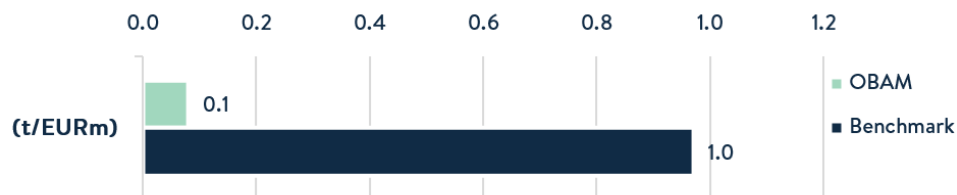
The negative affect of the OBAM Portfolio on Biodiversity is significantly lower than its Benchmark.

Hazardous Waste Ratio



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

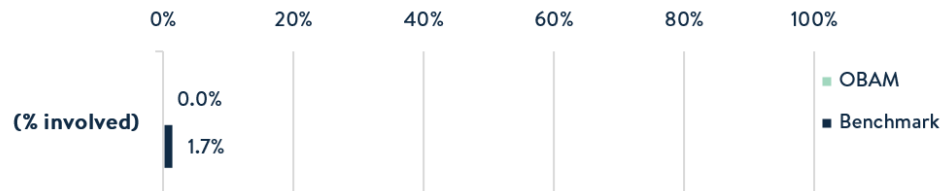
Emissions to Water



The OBAM Portfolio generates significantly less Emissions to Water than its Benchmark.

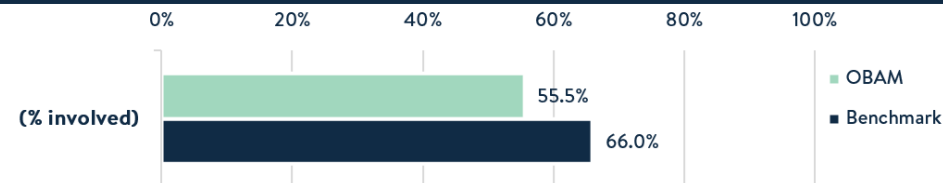
Social and employee matters (1/2)

🌐 UNGC Principles/OECD Guidelines Violations



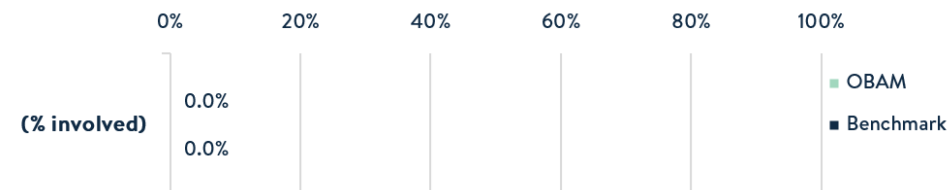
The OBAM Portfolio has no exposure to companies that violates the UNGC Principles and OECD Guidelines. The UN Global Compact is a global sustainability initiative that calls on companies to adhere to 10 principles in the areas of human rights, labour, environment and anti-corruption. We will not invest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

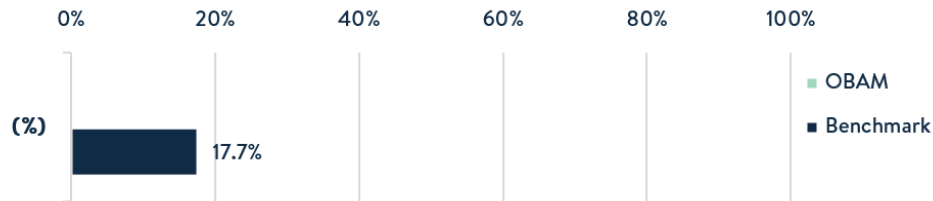
☠️ Controversial Weapons



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 controversial weapons industry at all times.

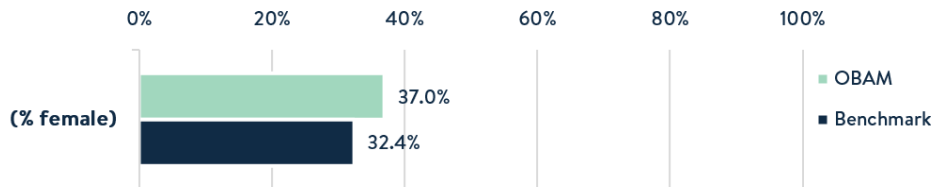
Social and employee matters (2/2)

Unadjusted Gender Pay Gap



There is no data available regarding the Unadjusted Gender Pay Gap of the OBAM Portfolio in this Quarter. Previous quarter (i.e. 4Q22) the Unadjusted Gender Pay Gap of companies in the OBAM Portfolio was reasonably in line with the Benchmark.

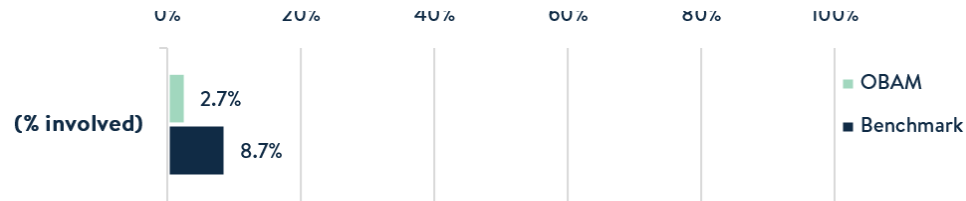
Board Gender Diversity



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)



The OBAM Portfolio has a lower exposure towards companies with a lack of Human Rights Policy than its Benchmark.

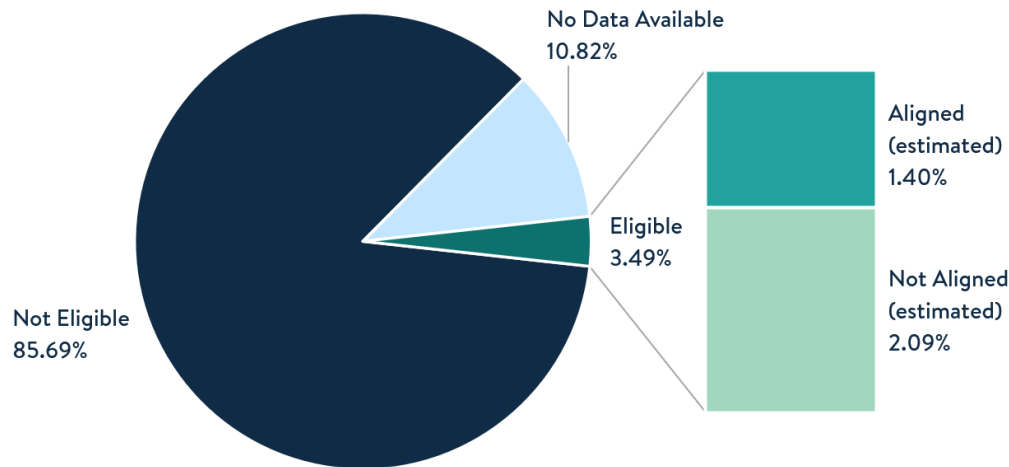


EU Taxonomy

Climate Change Mitigation



Revenue



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

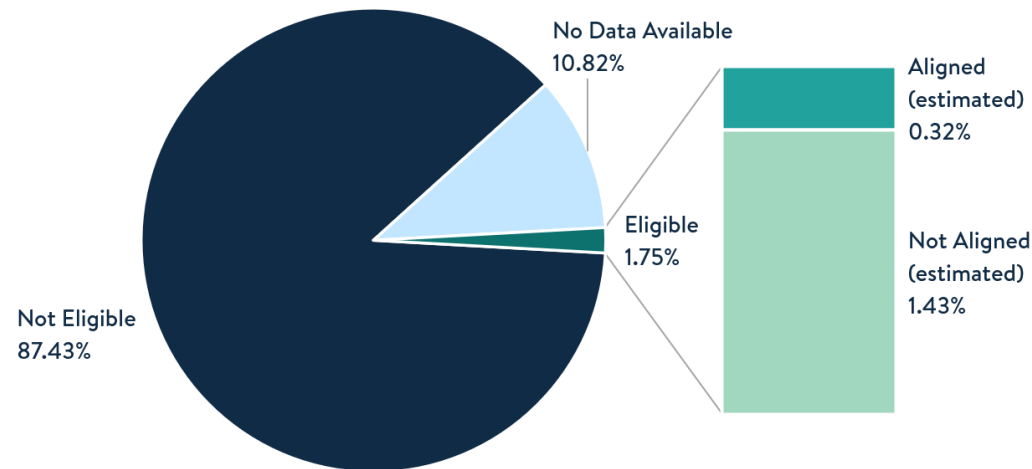
“Eligible” stands for the percentage of activities that could contribute to climate change mitigation. Eligible activities are “aligned” (and thus qualify as environmentally sustainable) if they meet four conditions, among which: “Making a substantial contribution to at least one of the six environmental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

Climate Change Mitigation

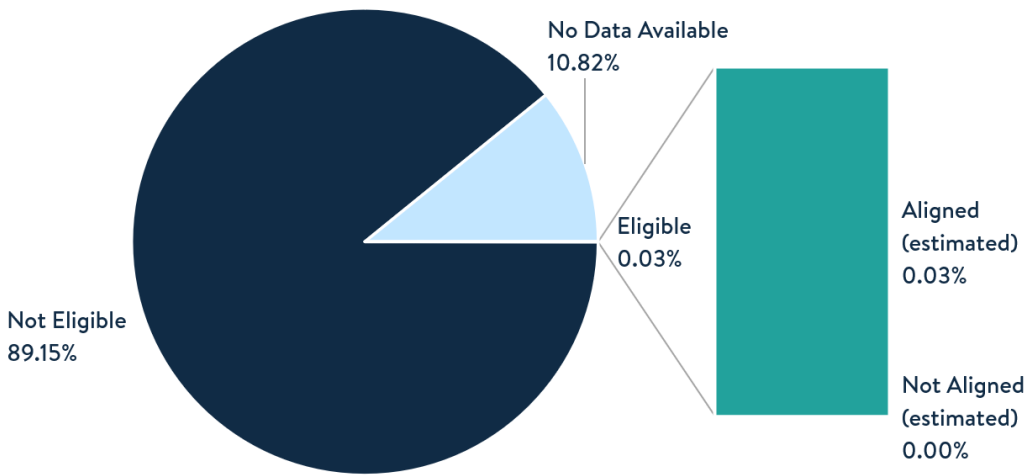
 **CapEx**



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

Climate Change Mitigation

 OpEx



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



Proxy Voting

Summary of Proxy Voting

	Q1	Q2	Q3	Q4	Annual
Total Meetings Voted	13				
Voted For Management	7				
Voted Against Management (1)	6				
Type of Resolution	159				
Management Resolution	154				
Shareholder Resolution	5				
Total Management Resolutions	154				
Votes For	144				
Votes Against	9				
Votes Abstain	1				
Total Shareholder Resolutions	5				
Votes For	4				
Votes Against	1				
Votes Abstain	0				
Total votes in line with Voting & Engagement Policy (%)	100%				

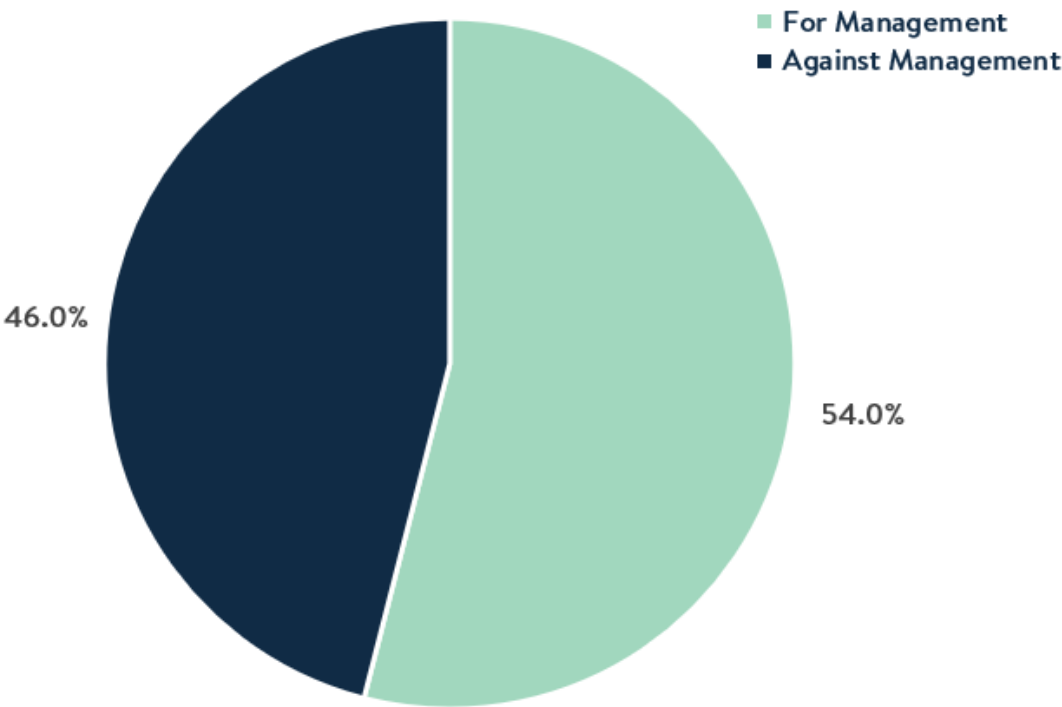
(1) opposing management on at least one resolution

Meeting voted in Q1

Meeting voted

For Management	54.0%
Against Management	46.0%

Total Meeting Voted For/Against Management

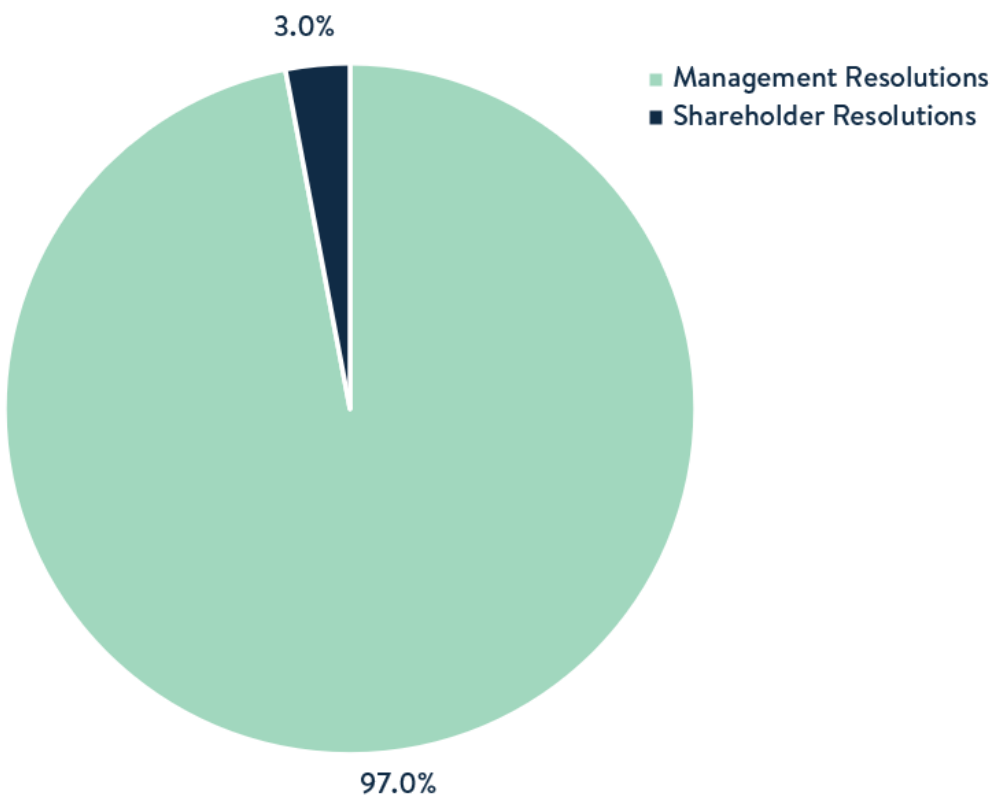


Type of Resolution in Q1

Type of resolution

Management Resolutions	97.0%
Shareholder Resolutions	3.0%

Type of Resolution Management/Shareholder

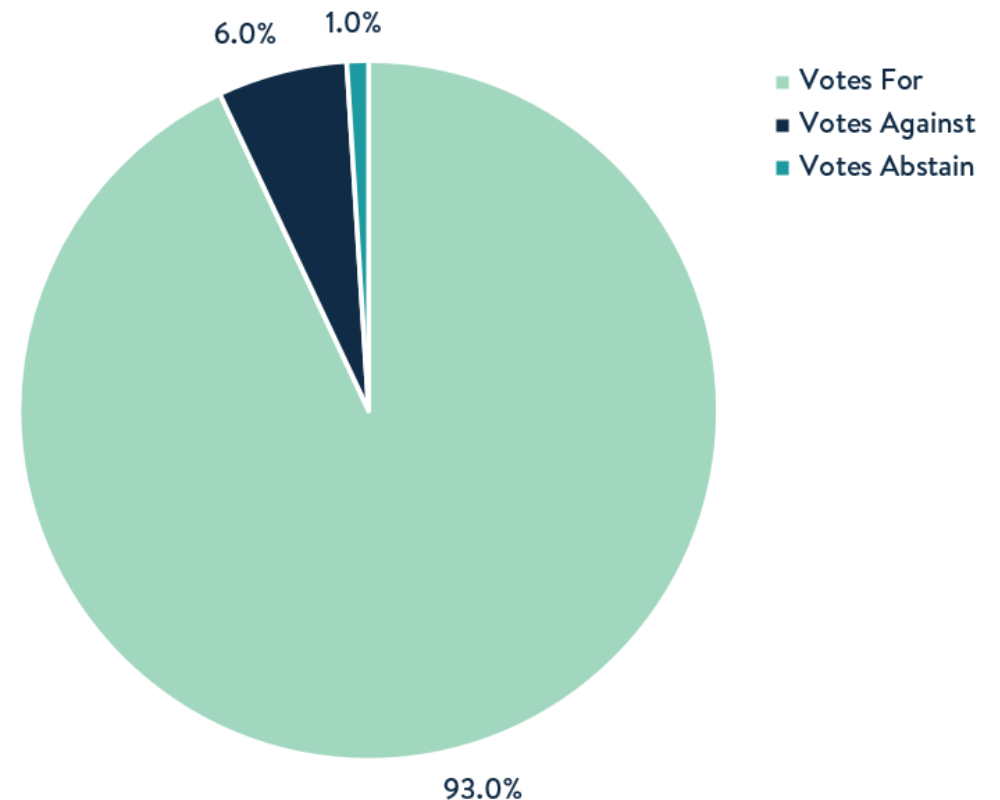


Resolutions for/against Management in Q1

Resolutions for/against management

Votes For	93.0%
Votes Against	6.0%
Votes Abstain	1.0%

Resolutions for/against management

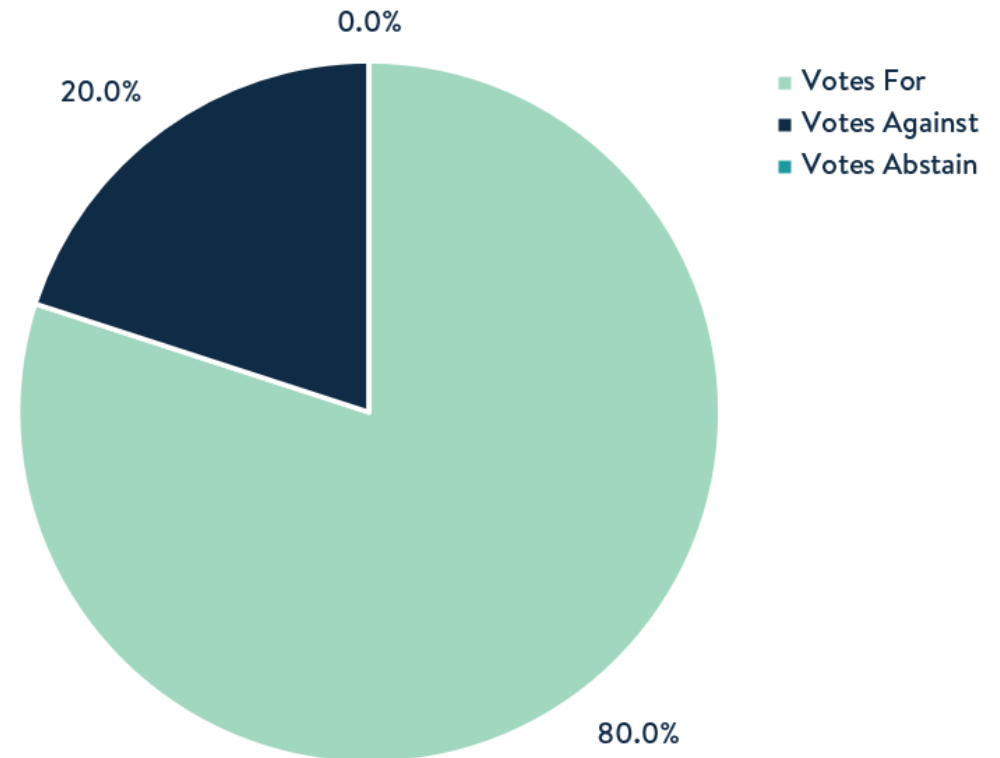


Resolutions for/against Shareholder in Q1

Resolutions for/against shareholder proposals

Votes For	80.0%
Votes Against	20.0%
Votes Abstain	0.0%

Type of Resolution Management/Shareholder Proposals

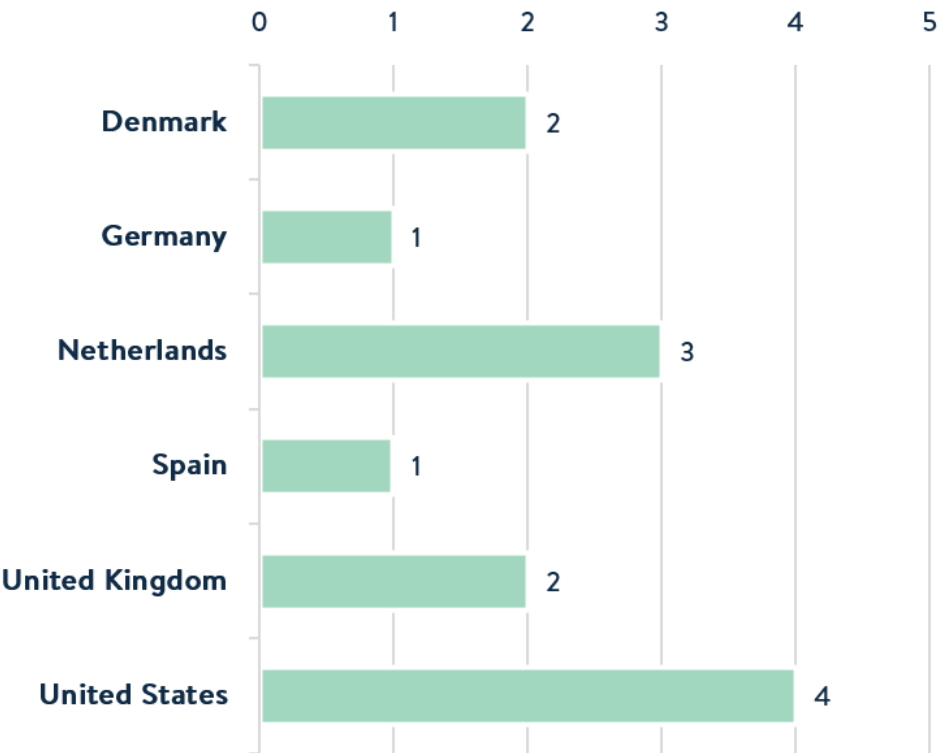


Meeting Distribution by Country in Q1

Meeting distribution by country

Denmark	15.4%
Germany	7.7%
Netherlands	23.1%
Spain	7.7%
United Kingdom	15.4%
United States	30.8%

Meeting distribution by country





Votings

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
ASR NEDERLAND N.V	NL0011872643	Netherlands	ExtraOrdinary General Meeting	17-Jan-2023	2.a	FOR VOTE: PROPOSAL TO APPROVE THE ACQUISITION OF AEGON NEDERLAND	Management	For	For	Financials
ASR NEDERLAND N.V	NL0011872643	Netherlands	ExtraOrdinary General Meeting	17-Jan-2023	2.b.	FOR VOTE: PROPOSAL TO AUTHORISE THE EXECUTIVE BOARD TO ISSUE ORDINARY SHARES AND/OR TO GRANT RIGHTS TO SUBSCRIBE FOR ORDINARY SHARES IN CONNECTION WITH THE ENVISAGED TRANSACTION AND ITS FINANCING	Management	For	For	Financials
ASR NEDERLAND N.V	NL0011872643	Netherlands	ExtraOrdinary General Meeting	17-Jan-2023	2.c.	FOR VOTE: PROPOSAL TO AUTHORISE THE EXECUTIVE BOARD TO RESTRICT OR EXCLUDE PRE-EMPTIVE RIGHTS IN CONNECTION WITH THE ENVISAGED TRANSACTION AND ITS FINANCING	Management	Against	Against	Financials
ASR NEDERLAND N.V	NL0011872643	Netherlands	ExtraOrdinary General Meeting	17-Jan-2023	4.b.	FOR VOTE: OPPORTUNITY FOR THE EXTRAORDINARY GENERAL MEETING TO MAKE CONDITIONAL RECOMMENDATIONS TO THE SUPERVISORY BOARD	Management	Abstain	Against	Board
ASR NEDERLAND N.V	NL0011872643	Netherlands	ExtraOrdinary General Meeting	17-Jan-2023	4.c.	FOR VOTE: PROPOSAL FOR CONDITIONAL APPOINTMENT OF DANIELLE JANSEN HEIJTMAJER AS MEMBER OF THE SUPERVISORY BOARD	Management	For	For	Board
ASR NEDERLAND N.V	NL0011872643	Netherlands	ExtraOrdinary General Meeting	17-Jan-2023	4.d.	FOR VOTE: PROPOSAL FOR CONDITIONAL APPOINTMENT OF LARD FRIESE AS MEMBER OF THE SUPERVISORY BOARD	Management	For	For	Board

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
LINDE PLC	IE00BZ12WP82	United Kingdom	Special	18-Jan-2023	1.	To approve, subject to the approval by the requisite majorities at the Court Meeting, the scheme of arrangement that is included in Linde's Proxy Statement, referred to as the "Scheme" or "Scheme of Arrangement," in its original form or with or subject to any modification, addition or condition approved or imposed by the Irish High Court.	Management	For	For	Financials
LINDE PLC	IE00BZ12WP82	United Kingdom	Special	18-Jan-2023	2.	To approve, subject to the Scheme becoming effective, an amendment to the articles of association of Linde, which are part of the Linde constitution, referred to as the "Articles," in respect of certain mechanics to effect the Scheme as set forth in Linde's Proxy Statement.	Management	For	For	Financials
LINDE PLC	IE00BZ12WP82	United Kingdom	Special	18-Jan-2023	3.	To approve the Common Draft Terms of Merger dated December 2, 2022 between Linde and New Linde, that are included in Linde's Proxy Statement, whereupon and assuming the other conditions to the merger are satisfied, Linde would be merged with and into New Linde, with New Linde surviving the merger, and the directors of Linde be authorized to take all steps necessary or appropriate to execute and carry the merger into effect.	Management	For	For	Financials
LINDE PLC	IE00BZ12WP82	United Kingdom	Special	18-Jan-2023	1.	To approve the Scheme of Arrangement under Irish Law between Linde plc and the Scheme Shareholders, in its original form or with or subject to any modification(s), addition(s) or condition(s) approved or imposed by the Irish High Court.	Management	For	For	Financials

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
KONINKLIJKE DSM NV	NL0000009827	Netherlands	ExtraOrdinary General Meeting	23-Jan-2023	3.	APPROVAL OF THE TRANSACTION, WHICH ENCOMPASSES THE FOLLOWING COMPONENTS: (A) APPROVAL OF THE TRANSACTION IN ACCORDANCE WITH SECTION 2:107A OF THE DCC; (B) SUBJECT TO THE EXCHANGE OFFER HAVING BEEN DECLARED UNCONDITIONAL AND EFFECTIVE UPON THE DELISTING OF THE DSM ORDINARY SHARES FROM EURONEXT AMSTERDAM, THE CONVERSION OF DSM FROM A DUTCH PUBLIC LIMITED LIABILITY COMPANY (NAAMLOZE VENNOOTSCHAP) INTO A DUTCH PRIVATE LIMITED LIABILITY COMPANY (BESLOTEN VENNOOTSCHAP MET BEPERKTE AANSPRAKELIJKHEID) AND RELATED AMENDMENT TO THE ARTICLES; (C) CONDITIONAL STATUTORY TRIANGULAR MERGER IN ACCORDANCE WITH SECTION 2:309 ET SEQ AND 2:333A OF THE DCC; AND (D) AUTHORIZATION OF THE MANAGING BOARD TO HAVE DSM REPURCHASE THE DSM PREFERENCE SHARES A AND CONDITIONAL CANCELLATION OF THE DSM PREFERENCE SHARES A	Management	For	For	Financials
KONINKLIJKE DSM NV	NL0000009827	Netherlands	ExtraOrdinary General Meeting	23-Jan-2023	4.	CONDITIONAL DISCHARGE AND RELEASE FROM LIABILITY OF THE MEMBERS OF THE MANAGING BOARD	Management	For	For	Board
KONINKLIJKE DSM NV	NL0000009827	Netherlands	ExtraOrdinary General Meeting	23-Jan-2023	5.	CONDITIONAL DISCHARGE AND RELEASE FROM LIABILITY OF THE MEMBERS OF THE SUPERVISORY BOARD	Management	For	For	Board

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1a.	Election of Director: Lloyd A. Carney	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1b.	Election of Director: Kermit R. Crawford	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1c.	Election of Director: Francisco Javier Fernández-Carbajal	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1d.	Election of Director: Alfred F. Kelly, Jr.	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1e.	Election of Director: Ramon Laguarta	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1f.	Election of Director: Teri L. List	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1g.	Election of Director: John F. Lundgren	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1h.	Election of Director: Denise M. Morrison	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1i.	Election of Director: Linda J. Rendle	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	1j.	Election of Director: Maynard G. Webb, Jr.	Management	For	For	Board
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	2.	To approve, on an advisory basis, the compensation paid to our named executive officers.	Management	Against	Against	Remuneration

VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	3.	To hold an advisory vote on the frequency of future advisory votes to approve executive compensation.	Management	For	For	Remuneration
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	4.	To ratify the appointment of KPMG LLP as our independent registered public accounting firm for fiscal year 2023.	Management	For	For	Audit
VISA INC.	US92826C8394	United States	Annual	24-Jan-2023	5.	To vote on a stockholder proposal requesting an independent board chair policy.	Shareholder	For	Against	Board

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1A.	Election of Director: William M. Brown	Management	Against	Against	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1B.	Election of Director: Catherine M. Burzik	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1C.	Election of Director: Carrie L. Byington	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1D.	Election of Director: R Andrew Eckert	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1E.	Election of Director: Claire M. Fraser	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1F.	Election of Director: Jeffrey W. Henderson	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1G.	Election of Director: Christopher Jones	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1H.	Election of Director: Marshall O. Larsen	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1I.	Election of Director: Thomas E. Polen	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1J.	Election of Director: Timothy M. Ring	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	1K.	Election of Director: Bertram L. Scott	Management	For	For	Board
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	2.	Ratification of the selection of the independent registered public accounting firm.	Management	Against	Against	Audit
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	3.	Advisory vote to approve named executive officer compensation.	Management	Against	Against	Remuneration
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	4.	Advisory vote to approve the frequency of named executive officer compensation advisory votes.	Management	For	For	Remuneration
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	5.	Approval of amendments to the 2004 Employee and Director Equity-Based Compensation Plan.	Management	For	For	Miscellaneous
BECTON, DICKINSON AND COMPANY	US0758871091	United States	Annual	24-Jan-2023	6.	A shareholder proposal to require prior shareholder approval of certain termination payments, if properly presented at the meeting.	Shareholder	For	Against	Remuneration

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	2	APPROVE ALLOCATION OF INCOME AND DIVIDENDS OF EUR 0.32 PER SHARE	Management	For	For	Financials
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	3.1	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER JOCHEN HANEBECK FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	3.2	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER CONSTANZE HUFENBECHER FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	3.3	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER SVEN SCHNEIDER FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	3.4	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER ANDREAS URSCHITZ (FROM JUNE 1, 2022) FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	3.5	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER RUTGER WIJBURG (FROM APRIL 1, 2022) FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	3.6	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER REINHARD PLOSS (UNTIL MARCH 31, 2022) FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	3.7	APPROVE DISCHARGE OF MANAGEMENT BOARD MEMBER HELMUT GASSEL (UNTIL MAY 31, 2022) FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.1	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER WOLFGANG EDER FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.2	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER XIAOQUN CLEVER FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.3	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER JOHANN DECHANT FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.4	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER FRIEDRICH EICHINER FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.5	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER ANNETTE ENGELFRIED FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.6	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER PETER GRUBER FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.7	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER HANS-ULRICH HOLDENRIED FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.8	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER SUSANNE LACHENMANN FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.9	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER GERALDINE PICAUD FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.10	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER MANFRED PUFFER FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.11	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER MELANIE RIEDL FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.12	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER JUERGEN SCHOLZ FOR FISCAL YEAR 2022	Management	For	For	Board

INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.13	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER ULRICH SPIESSHOFER FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.14	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER MARGRET SUCKALE FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.15	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER MIRCO SYNDE (FROM JUNE 1, 2023) FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.16	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER DIANA VITALE FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	4.17	APPROVE DISCHARGE OF SUPERVISORY BOARD MEMBER KERSTIN SCHULZENDORF (UNTIL MAY 31, 2022) FOR FISCAL YEAR 2022	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	5	RATIFY KPMG AG AS AUDITORS FOR FISCAL YEAR 2023 AND FOR THE REVIEW OF INTERIM FINANCIAL REPORTS FOR THE FIRST HALF OF FISCAL YEAR 2023	Management	Against	Against	Audit
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	6.1	ELECT HERBERT DIESS TO THE SUPERVISORY BOARD	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	6.2	ELECT KLAUS HELMRICH TO THE SUPERVISORY BOARD	Management	For	For	Board
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	7	AUTHORIZE SHARE REPURCHASE PROGRAM AND REISSUANCE OR CANCELLATION OF REPURCHASED SHARES	Management	For	For	Financials
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	8	AUTHORIZE USE OF FINANCIAL DERIVATIVES WHEN REPURCHASING SHARES	Management	For	For	Financials
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	9.1	AMEND ARTICLES RE: AGM LOCATION	Management	For	For	Miscellaneous
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	9.2	APPROVE VIRTUAL-ONLY SHAREHOLDER MEETINGS UNTIL 2028	Management	For	For	Miscellaneous
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	9.3	AMEND ARTICLES RE: PARTICIPATION OF SUPERVISORY BOARD MEMBERS IN THE ANNUAL GENERAL MEETING BY MEANS OF AUDIO AND VIDEO TRANSMISSION	Management	Against	Against	Miscellaneous
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	10	APPROVE REMUNERATION POLICY	Management	For	For	Remuneration
INFINEON TECHNOLOGIES AG	DE0006231004	Germany	Annual General Meeting	16-Feb-2023	11	APPROVE REMUNERATION REPORT	Management	For	For	Remuneration

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
AALBERTS N.V.	NL0000852564	Netherlands	ExtraOrdinary General Meeting	09-Mar-2023	2.	APPOINTMENT OF MRS. T. MENNSEN AS MEMBER OF THE SUPERVISORY BOARD	Management	For	For	Board
AALBERTS N.V.	NL0000852564	Netherlands	ExtraOrdinary General Meeting	09-Mar-2023	3.	APPOINTMENT OF MR. F. MELZER AS MEMBER OF THE SUPERVISORY BOARD	Management	For	For	Board

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
SONOS, INC.	US83570H1086	United States	Annual	09-Mar-2023	1	Thomas Conrad	Management	For	For	Board
SONOS, INC.	US83570H1086	United States	Annual	09-Mar-2023	2	Julius Genachowski	Management	For	For	Board
SONOS, INC.	US83570H1086	United States	Annual	09-Mar-2023	3	Michelangelo Volpi	Management	For	For	Board
SONOS, INC.	US83570H1086	United States	Annual	09-Mar-2023	2.	Ratification of the appointment of PricewaterhouseCoopers LLP as Sonos' independent registered accounting firm for the fiscal year ending September 30, 2023.	Management	For	For	Audit
SONOS, INC.	US83570H1086	United States	Annual	09-Mar-2023	3.	Advisory approval of the named executive officer compensation (the say-on-pay vote).	Management	Against	Against	Remuneration

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1a.	Election of Director: Rani Borkar	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1b.	Election of Director: Judy Bruner	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1c.	Election of Director: Xun (Eric) Chen	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1d.	Election of Director: Aart J. de Geus	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1e.	Election of Director: Gary E. Dickerson	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1f.	Election of Director: Thomas J. Iannotti	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1g.	Election of Director: Alexander A. Karsner	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1h.	Election of Director: Kevin P. March	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1i.	Election of Director: Yvonne McGill	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	1j.	Election of Director: Scott A. McGregor	Management	For	For	Board
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	2.	Approval, on an advisory basis, of the compensation of Applied Materials' named executive officers for fiscal year 2022.	Management	Against	Against	Remuneration
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	3.	Approval, on an advisory basis, of the frequency of holding an advisory vote on executive compensation.	Management	For	For	Remuneration
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	4.	Ratification of the appointment of KPMG LLP as Applied Materials' independent registered public accounting firm for fiscal year 2023.	Management	For	For	Audit
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	5.	Shareholder proposal to amend the appropriate company governing documents to give the owners of a combined 10% of our outstanding common stock the power to call a special shareholder meeting.	Shareholder	For	Against	Miscellaneous
APPLIED MATERIALS, INC.	US0382221051	United States	Annual	09-Mar-2023	6.	Shareholder proposal to improve the executive compensation program and policy to include the CEO pay ratio factor.	Shareholder	For	Against	Remuneration

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	2	PRESENTATION AND ADOPTION OF THE AUDITED ANNUAL REPORT 2022	Management	For	For	Financials

NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	3	RESOLUTION TO DISTRIBUTE THE PROFIT ACCORDING TO THE ADOPTED ANNUAL REPORT 2022	Management	For	For	Financials
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	4	PRESENTATION OF AND ADVISORY VOTE ON THE REMUNERATION REPORT 2022	Management	For	For	Remuneration
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	5.1	APPROVAL OF THE REMUNERATION OF THE BOARD OF DIRECTORS: APPROVAL OF THE REMUNERATION OF THE BOARD OF DIRECTORS FOR 2022	Management	For	For	Remuneration
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	5.2	APPROVAL OF THE REMUNERATION OF THE BOARD OF DIRECTORS: APPROVAL OF THE REMUNERATION LEVEL OF THE BOARD OF DIRECTORS FOR 2023	Management	For	For	Remuneration
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	5.3	APPROVAL OF THE REMUNERATION OF THE BOARD OF DIRECTORS: AMENDMENT TO THE REMUNERATION POLICY	Management	For	For	Remuneration
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	6.1	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: ELECTION OF HELGE LUND AS CHAIR	Management	For	For	Board
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	6.2	ELECTION OF MEMBER TO THE BOARD OF DIRECTORS: ELECTION OF HENRIK POULSEN AS VICE CHAIR	Management	For	For	Board
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	6.3.A	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: LAURENCE DEBROUX	Management	For	For	Board
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	6.3.B	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: ANDREAS FIBIG	Management	For	For	Board
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	6.3.C	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: SYLVIE GREGOIRE	Management	For	For	Board
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	6.3.D	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: KASIM KUTAY	Management	For	For	Board
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	6.3.E	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: CHRISTINA LAW	Management	For	For	Board
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	6.3.F	ELECTION OF OTHER MEMBER TO THE BOARD OF DIRECTOR: MARTIN MACKAY	Management	For	For	Board
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	7.1	APPOINTMENT OF AUDITOR: APPOINTMENT OF DELOITTE STATSUTORISERET REVISIONSPARTNERSELSKAB	Management	For	For	Audit
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	8.1	PROPOSALS FROM THE BOARD OF DIRECTORS AND/OR SHAREHOLDERS: REDUCTION OF THE COMPANY'S B SHARE CAPITAL BY NOMINALLY DKK 5,000,000 BY CANCELLATION OF B SHARES	Management	For	For	Financials
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	8.2	PROPOSALS FROM THE BOARD OF DIRECTORS AND/OR SHAREHOLDERS: AUTHORISATION TO THE BOARD OF DIRECTORS TO ALLOW THE COMPANY TO REPURCHASE OWN SHARES	Management	For	For	Financials
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	8.3	PROPOSALS FROM THE BOARD OF DIRECTORS AND/OR SHAREHOLDERS: AUTHORISATION TO THE BOARD OF DIRECTORS TO INCREASE THE COMPANY'S SHARE CAPITAL	Management	For	For	Financials
NOVO NORDISK A/S	DK0060534915	Denmark	Annual General Meeting	23-Mar-2023	8.4	PLEASE NOTE THAT THIS RESOLUTION IS A SHAREHOLDER PROPOSAL: PROPOSALS FROM THE BOARD OF DIRECTORS AND/OR SHAREHOLDERS: PROPOSAL FROM THE SHAREHOLDER KRITISKE AKTIONAERER ON PRODUCT PRICING	Shareholder	Against	For	Sustainability

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
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ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	2	ACCEPT FINANCIAL STATEMENTS AND STATUTORY REPORTS; APPROVE DISCHARGE OF MANAGEMENT AND BOARD	Management	For	For	Financials
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	3	APPROVE ALLOCATION OF INCOME AND OMISSION OF DIVIDENDS	Management	For	For	Financials
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	4	APPROVE REMUNERATION REPORT (ADVISORY VOTE)	Management	For	For	Remuneration
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	5	APPROVE REMUNERATION OF DIRECTORS IN THE AMOUNT OF DKK 1.05 MILLION FOR CHAIRMAN, DKK 700,000 FOR VICE CHAIRMAN, AND DKK 350,000 FOR OTHER DIRECTORS; APPROVE REMUNERATION FOR COMMITTEE WORK	Management	For	For	Remuneration
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	6	REELECT ANDERS HEDEGAARD (CHAIR) AS DIRECTOR	Management	For	For	Board
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	7	REELECT LENE SKOLE (VICE CHAIR) AS DIRECTOR	Management	For	For	Board
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	8.A	REELECT GITTE AABO AS DIRECTOR	Management	For	For	Board
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	8.B	REELECT LARS HOLMQVIST AS DIRECTOR	Management	For	For	Board
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	8.C	REELECT BERTIL LINDMARK AS DIRECTOR	Management	For	For	Board
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	8.D	REELECT ALAN MAIN AS DIRECTOR	Management	For	For	Board
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	8.E	ELECT JESPER HOILAND AS NEW DIRECTOR	Management	For	For	Board
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	9	RATIFY PRICEWATERHOUSECOOPERS AS AUDITORS	Management	For	For	Audit
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	10.A	AUTHORIZE SHARE REPURCHASE PROGRAM	Management	For	For	Financials
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	10.B	AMEND ARTICLES RE: COMPANY'S REGISTRAR	Management	For	For	Miscellaneous
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	10.C	AMEND REMUNERATION POLICY	Management	For	For	Remuneration
ALK-ABELLO A/S	DK0061802139	Denmark	Annual General Meeting	23-Mar-2023	10.D	AUTHORIZE EDITORIAL CHANGES TO ADOPTED RESOLUTIONS IN CONNECTION WITH REGISTRATION WITH DANISH AUTHORITIES	Management	For	For	Miscellaneous

Company Name	ISIN	Country	Meeting Type	Meeting Date	Item	Proposal	Proposed by	Vote	For/Against Management	Category of Resolution
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BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	1.A	ANNUAL ACCOUNTS AND CORPORATE MANAGEMENT: ANNUAL ACCOUNTS AND DIRECTORS' REPORTS OF BANCO SANTANDER, S.A. AND OF ITS CONSOLIDATED GROUP FOR 2022	Management	For	For	Financials
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	1.B	ANNUAL ACCOUNTS AND CORPORATE MANAGEMENT: CONSOLIDATED STATEMENT OF NON-FINANCIAL INFORMATION FOR 2022, WHICH IS PART OF THE CONSOLIDATED DIRECTORS' REPORT	Management	For	For	Financials
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	1.C	ANNUAL ACCOUNTS AND CORPORATE MANAGEMENT: CORPORATE MANAGEMENT FOR 2022	Management	For	For	Financials
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	2	APPLICATION OF RESULTS OBTAINED DURING 2022	Management	For	For	Financials
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	3.A	BOARD OF DIRECTORS: APPOINTMENT, RE-ELECTION OR RATIFICATION OF DIRECTORS: SETTING OF THE NUMBER OF DIRECTORS	Management	For	For	Board

BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	3.B	BOARD OF DIRECTORS: APPOINTMENT, RE-ELECTION OR RATIFICATION OF DIRECTORS: RATIFICATION OF THE APPOINTMENT AND RE-ELECTION OF MR HECTOR BLAS GRISI CHECA	Management	For	For	Board
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	3.C	BOARD OF DIRECTORS: APPOINTMENT, RE-ELECTION OR RATIFICATION OF DIRECTORS: RATIFICATION OF THE APPOINTMENT AND RE-ELECTION OF MR GLENN HOGAN HUTCHINS	Management	For	For	Board
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	3.D	BOARD OF DIRECTORS: APPOINTMENT, RE-ELECTION OR RATIFICATION OF DIRECTORS: RE-ELECTION OF MRS PAMELA ANN WALKDEN	Management	For	For	Board
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	3.E	BOARD OF DIRECTORS: APPOINTMENT, RE-ELECTION OR RATIFICATION OF DIRECTORS: RE-ELECTION OF MS ANA PATRICIA BOTIN-SANZ DE SAUTUOLA Y OSHEA	Management	For	For	Board
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	3.F	BOARD OF DIRECTORS: APPOINTMENT, RE-ELECTION OR RATIFICATION OF DIRECTORS: RE-ELECTION OF MS SOL DAURELLA COMADRAN	Management	For	For	Board
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	3.G	BOARD OF DIRECTORS: APPOINTMENT, RE-ELECTION OR RATIFICATION OF DIRECTORS: RE-ELECTION OF MS GINA LORENZA DIEZ BARROSO AZCARRAGA	Management	For	For	Board
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	3.H	BOARD OF DIRECTORS: APPOINTMENT, RE-ELECTION OR RATIFICATION OF DIRECTORS: RE-ELECTION OF MS HOMAIRA AKBARI	Management	For	For	Board
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	4	RE-ELECTION OF THE EXTERNAL AUDITOR FOR FINANCIAL YEAR 2023	Management	For	For	Audit
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	5.A	SHARE CAPITAL AND CONVERTIBLE SECURITIES: REDUCTION IN SHARE CAPITAL IN THE MAXIMUM AMOUNT OF EUR 757,225,978.50, THROUGH THE CANCELLATION OF A MAXIMUM OF 1,514,451,957 OWN SHARES. DELEGATION OF POWERS	Management	For	For	Financials
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	5.B	SHARE CAPITAL AND CONVERTIBLE SECURITIES: REDUCTION IN SHARE CAPITAL IN THE MAXIMUM AMOUNT OF EUR 822,699,750.50, THROUGH THE CANCELLATION OF A MAXIMUM OF 1,645,399,501 OWN SHARES. DELEGATION OF POWERS	Management	For	For	Financials
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	5.C	SHARE CAPITAL AND CONVERTIBLE SECURITIES: AUTHORISATION FOR THE BANK AND ITS SUBSIDIARIES TO BE ABLE TO ACQUIRE OWN SHARES	Management	For	For	Financials
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	5.D	SHARE CAPITAL AND CONVERTIBLE SECURITIES: DELEGATION TO THE BOARD OF THE POWER TO ISSUE SECURITIES CONVERTIBLE INTO SHARES OF THE BANK WITHIN A 5-YEAR PERIOD AND SUBJECT TO A MAXIMUM AGGREGATE LIMIT OF EUR 10,000 MILLION	Management	For	For	Financials
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	6.A	REMUNERATION: DIRECTORS REMUNERATION POLICY	Management	For	For	Remuneration
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	6.B	REMUNERATION: SETTING OF THE MAXIMUM AMOUNT OF ANNUAL REMUNERATION TO BE PAID TO ALL THE DIRECTORS IN THEIR CAPACITY AS SUCH	Management	For	For	Remuneration
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	6.C	REMUNERATION: APPROVAL OF THE MAXIMUM RATIO BETWEEN FIXED AND VARIABLE COMPONENTS OF TOTAL REMUNERATION OF EXECUTIVE DIRECTORS AND OTHER MATERIAL RISK TAKERS	Management	For	For	Remuneration
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	6.D	REMUNERATION: DEFERRED MULTIYEAR OBJECTIVES VARIABLE REMUNERATION PLAN	Management	For	For	Remuneration
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	6.E	REMUNERATION: APPLICATION OF THE GROUPS BUY-OUT REGULATIONS	Management	For	For	Remuneration
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	6.F	REMUNERATION: ANNUAL DIRECTORS REMUNERATION REPORT (CONSULTATIVE VOTE)	Management	For	For	Remuneration
BANCO SANTANDER SA	ES0113900J37	Spain	Annual General Meeting	30-Mar-2023	7	AUTHORISATION TO THE BOARD AND GRANT OF POWERS FOR CONVERSION INTO PUBLIC INSTRUMENT	Management	For	For	Miscellaneous

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