

Kwartaalrapportage actief aandeelhouderschap Q4 2024

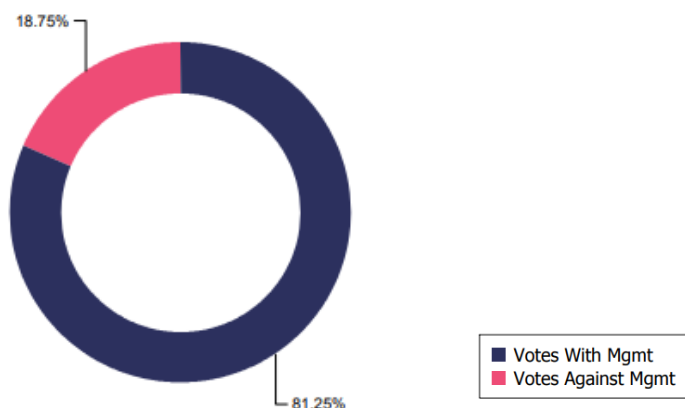
Meeting Overview

| Category | Number | Percentage |
|--|--------|------------|
| Number of votable meetings | 248 | |
| Number of meetings voted | 244 | 98.39% |
| Number of meetings with at least 1 vote Against, Withhold or Abstain | 122 | 49.19% |

Proposal Overview

| Category | Number | Percentage |
|--|--------|------------|
| Number of votable items | 1,636 | |
| Number of items voted | 1,599 | 97.74% |
| Number of votes FOR | 1,282 | 80.18% |
| Number of votes AGAINST | 308 | 19.26% |
| Number of votes ABSTAIN | 10 | 0.63% |
| Number of votes WITHHOLD | 9 | 0.56% |
| Number of votes on MSOP* Frequency 1 Year | 2 | 0.13% |
| Number of votes on MSOP* Frequency 2 Years | 0 | 0.00% |
| Number of votes on MSOP* Frequency 3 Years | 0 | 0.00% |
| Number of votes With Policy | 1,599 | 100.00% |
| Number of votes Against Policy | 0 | 0.00% |
| Number of votes with Mgmt | 1,309 | 81.86% |
| Number of votes Against Mgmt | 302 | 18.89% |
| Number of votes on MSOP* (exclude frequency) | 112 | 7.00% |
| Number of votes on Shareholder Proposals | 60 | 3.75% |

Vote Alignment with Management



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