

PROXY VOTING REPORT

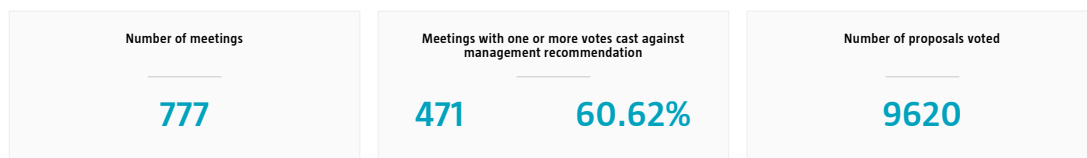
Summary

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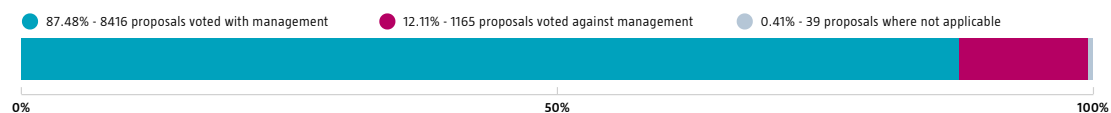
Content

Portfolio Statistics	3
General Highlights	5
Company Highlights	6
Appendix	10
Reading Guide	10
Proxy voting guidelines and approach	10
Robeco Disclaimer	11

Portfolio Statistics



Voting Activities by Management Recommendation



Voting Activities by Vote Decision

	% Proposals voted	# Proposals voted
For	88.40%	8,504
Against	10.95%	1,053
Abstain	0.16%	15
Withhold	0.43%	41
Do not vote	0.01%	1
1 year	0.06%	6








Voting Activities by Region

Region	# meetings voted	% at least one vote against management	# proposals voted	% proposals voted based on management recommendation		
				With	50%	Against
Asia ex-Japan	263	42.59%	2216	86.78%		13.22%
North America	240	75.83%	3285	85.55%		14.45%
Japan	140	63.57%	1806	92.03%		7.97%
Latin America & Caribbean	67	73.13%	838	80.07%		19.93%
Europe	43	55.81%	951	93.70%		6.30%
Middle East & Africa	16	62.50%	401	94.01%		5.99%
United Kingdom	4	100.00%	83	93.98%		6.02%
Oceania	4	25.00%	40	97.50%		2.50%














Voting Activities by Sector

Sector	# meetings voted	% at least one vote against management	# proposals voted	% proposals voted based on management recommendation		
				With	50%	Against
Financials	164	58.54%	2226	88.13%		11.87%
Information Technology	124	54.03%	1181	86.86%		13.14%
Industrials	118	53.39%	1385	91.68%		8.32%
Consumer Discretionary	76	71.05%	958	85.53%		14.47%
Materials	70	55.71%	920	90.99%		9.01%
Health Care	60	61.67%	764	86.68%		13.32%

Voting Activities by Sector

Sector	# meetings voted	% at least one vote against management	# proposals voted	% proposals voted based on management recommendation		
				With	50%	Against
Consumer Staples	58	75.86%	780	85.31%		14.69%
Real Estate	39	58.97%	499	88.78%		11.22%
Communication Services	33	72.73%	516	81.98%		18.02%
Energy	18	66.67%	206	86.34%		13.66%
Utilities	17	70.59%	185	89.19%		10.81%

Voting Activities by Proposal Type

Proposal type	# proposals of this type	With	% proposals voted based on management recommendation		
			50%	Against	
Audit/Financials	1342	94.63%		5.37%	
Board Related	6023	90.57%		9.43%	
Capital Management	466	80.69%		19.31%	
Changes to Company Statutes	329	98.18%		1.82%	
Compensation	862	76.20%		23.80%	
Mergers & Acquisitions	53	94.34%		5.66%	
Meeting Administration	213	86.63%		13.37%	
Other	44	79.07%		20.93%	
SHP: Environment	55	10.91%		89.09%	
SHP: Social	71	30.99%		69.01%	
SHP: Governance	128	44.80%		55.20%	
SHP: Compensation	28	28.57%		71.43%	
SHP: Miscellaneous	6	66.67%		33.33%	

General Highlights

Beyond the Noise: Governance Takes Center Stage in 2025 Proxy Voting

The 2025 US proxy season unfolded against a backdrop of rapid regulatory shifts, geopolitical tensions, and ongoing economic uncertainty. As debates around environmental and social issues became increasingly polarized, one trend stood out clearly: governance is back at the forefront.

This year, corporate governance emerged as the dominant theme on proxy ballots. Shareholder proposals addressing governance issues not only increased in number but also received the highest levels of support. As of mid-June 2025, no environmental proposals had secured majority backing, and only a handful of social proposals passed that threshold. In contrast, several dozen governance-related proposals received majority support, continuing the upward trend observed in previous years.

The proposals garnering the strongest support focused on two key areas: board declassification and the adoption of simple majority voting standards.

Board Declassification Gains Momentum

Historically, many US companies employed classified or staggered board structures, where directors serve overlapping multi-year terms. While once common, this structure has drawn criticism for limiting shareholder influence and weakening board accountability. Although investor pressure has led to a decline in its prevalence, classified boards remain in place at a significant number of companies.

In this context, shareholder proposals to declassify boards surged in 2025, with average support approaching the 80% mark. One shareholder proposal on the topic of declassification was particularly noteworthy despite not achieving majority support; it involved the proxy fight launched by activist investor Elliott Investment Management L.P. (Elliott) for seats on the board of energy giant Phillips 66 (P66).

P66's governance structure has long been a point of contention. The company maintains a classified board, with directors divided into three classes serving staggered three-year terms. Compounding this, any amendment to the company's charter—including an amendment to declassify the board—requires approval from 80% of outstanding shares, a notably high threshold.

Despite this hurdle, shareholders have consistently expressed strong support for declassification. Proposals to phase out the staggered board were submitted in 2015, 2016, 2018, 2021, and again in 2023, when the proposal received an overwhelming 99% approval from votes cast. However, the supermajority requirement has repeatedly prevented implementation.

In response, Elliott submitted a novel shareholder proposal aimed at overcoming the anti-majoritarian obstacle to the phase-out of the classified board structure. The proposal called for P66 to adopt an annual election policy for directors, requiring each incumbent director to deliver a letter of resignation effective at the next annual meeting of stockholders each year, prior to the nomination of director candidates for election at the annual meeting. We supported the proposal as we consider classified boards negatively impact director accountability and may serve as an entrenchment mechanism that may hinder the ability of shareholders to remove underperforming directors or management. While the proposal did not achieve majority support, it brought renewed attention to the challenges of classified boards and the creative strategies investors are employing to overcome them.

Majority Voting Standards Under Scrutiny

Another area of focus was the push for simple majority voting standards in director elections. Under majority voting, a nominee must receive more "for" than "against" votes to be elected. In contrast, under plurality voting, nominees receiving the most "for" votes are elected to the board. This means that in an uncontested election with plurality voting, where the number of nominees and available board seats are equal, every nominee is elected upon receiving just one "for" vote. While many companies have transitioned to majority voting in response to investor concerns, a significant number still rely on the plurality standard.

Although the number of proposals on this topic declined slightly compared to last year, average support remained strong at more than 70%. As a general rule, Robeco supports shareholder proposals requesting a simple majority standard in director elections on the basis that this strengthens director accountability.

A Positive Signal Amid Broader Challenges

While the 2025 proxy season was more polarized than ever before, the renewed emphasis on governance offers a constructive path forward. As investors continue to navigate a complex and evolving landscape, robust governance remains a critical pillar of effective stewardship.

Company Highlights

Adobe Inc - United States

Meeting date: 22 Apr 2025

Proposal(s): Advisory Vote on Executive Compensation; Shareholder Proposal Regarding Severance Approval Policy.

Adobe Inc., together with its subsidiaries, operates as a diversified software company worldwide. It operates through three segments: Digital Media, Digital Experience, and Publishing and Advertising.

At the 2025 Annual General Meeting (AGM) of Adobe, shareholders voted on multiple ordinary agenda items and one shareholder proposal. The most notable agenda items, one put forth by management and one by shareholders, were related to the company's compensation practices.

After analyzing this year's Say-on-Pay proposal, we concluded the company failed Robeco's remuneration framework assessment on structure due to a disproportionate balance between pay components, a relative Total Shareholder Return (TSR) metric that vests for below median performance and the fact the company's Long-Term Incentive Plan (LTIP) has a short performance period of just one year. As a result, we did not support this year's advisory vote on executive compensation and escalated our persistent remuneration concerns by voting against the re-election of the remuneration committee chair.

The agenda also included one shareholder proposal requesting the company to seek shareholder approval for severance payments valued at 2.99 times the sum of salary and short-term bonus. Notably, severance payments above this threshold can no longer be tax deducted as an expense. In this case, we acknowledge that Adobe states it does not provide cash severance outside of a change in control. However, we continue to believe that adoption of this proposal aligns with governance best practice and further strengthens shareholder rights. Therefore, we supported the shareholder resolution, which ultimately got rejected as it gained just short of majority support (47%).

Coca-Cola Co - United States

Meeting date: 30 Apr 2025

Proposal(s): Shareholder Proposal Regarding Non-Sugar Sweeteners Risks; Shareholder Proposal Regarding Food Waste and Brand Image Impacts.

The Coca-Cola Company, a beverage company, manufactures, markets, and sells various nonalcoholic beverages worldwide.

On April 30th, shareholders gathered for the Annual General Meeting (AGM) of The Coca-Cola Company. Besides regular management proposals around board elections and executive remuneration, the agenda included six shareholder proposals, three of which highlighted below.

One shareholder proposal requested Coca-Cola to issue a report that identifies the types and quantities of food and beverage waste in its global waste streams, as well as establishes measurable/timebound targets for reducing that waste. Notably, the proponent raises concerns regarding the fact that the company's 2022 Business & Sustainability Report includes pledges to reduce certain types of waste but does not address or even reference food waste, while its 2023 environmental update does not address or reference food waste. We believe this is a material topic for the company and support the request for further transparency on the company's food waste reduction goals. Therefore, we voted in favor of the resolution, which received 12.5% support from shareholders.

Another interesting resolution requested the company to analyze and report on the negative impacts to Coca-Cola's brand image, culture, customer base, and shareholder value of associating the brand with politically divisive events that contravene publicly stated goals and public commitments. We understand the company's exposure to such risks and potential negative impacts on the company. However, upon review, we believe that the Coca-Cola has provided significant disclosure in this regard. The company currently maintains and discloses its policies regarding human rights,

responsible marketing, and public policy and political engagement, in addition to providing board oversight of the company's public policy risks and agenda. Moreover, we do not believe the proponent of the resolution has provided a compelling argument that shareholders would benefit from adoption of this resolution at this time, particularly given it only provides a single example of a sponsorship that it finds objectionable. Accordingly, we have not supported this shareholder proposal, which gained less than 5% votes in favor during the AGM.

Finally, one shareholder resolution requested Coca-Cola to issue a third-party assessment on the company's efforts to assess and mitigate potential health harms associated with the use of non-sugar sweeteners. We believe this is a highly material topic for the company and support the request for further transparency on this matter. Last year Robeco also supported this proposal, which received around 11% support from shareholders in 2024 and 2025.

PepsiCo Inc - United States

Meeting date: 07 May 2025

Proposal(s): Advisory vote on Executive Compensation; Shareholder Proposal Regarding Racial Equity Audit; Shareholder Proposal Regarding Report on Biodiversity Loss.

PepsiCo, Inc. engages in the manufacture, marketing, distribution, and sale of various beverages and convenient foods worldwide.

At this year's Annual General Meeting (AGM), shareholders of PepsiCo voted on a number of management and shareholder proposals, three of which were particularly noteworthy.

The first noteworthy proposal was the advisory vote on executive compensation. The company failed Robeco's remuneration framework assessment on structure due to having overlapping metrics for the short- and long-term variable incentive plans and a significant individual performance modifier under the annual bonus plan, which is dependent on a subjective performance assessment carried out by the board. Moreover, we were unable to sufficiently assess the program's overall pay-for-performance due to lacking disclosure of weights for the metrics under the annual bonus plan and insufficient disclosure around performance goals for both the short- and long-term variable plans. Therefore, we voted against this agenda item. Additionally, we escalated our executive compensation-related concerns by voting against the election of the remuneration committee chair, as we have voted against the company's executive remuneration proposal for more than three years in a row.

Another interesting agenda item concerns a shareholder proposal requesting the company to publish a third-party audit assessing the racial impacts of its policies, practices, products, and services. Recently, the company removed several disclosures and policies regarding racial equity, including explicitly removing diversity and equity considerations from board level oversight. Therefore, we believe the requested disclosures can help shareholders to better understand how the company identifies and mitigates reputational and financial risks related to this material topic. As a result, we supported the resolution, which gained close to 18% support from shareholders.

Lastly, another shareholder proposal requested PepsiCo to report on risks associated with biodiversity loss in its supply chains and operations. After assessing the resolution, we considered the topic to be material for the company and in line with Robeco's strategic sustainability priorities. The requested information was also in line with our expectations regarding business impacts on biodiversity and associated risks. For these reasons, we voted in favor of this proposal, which also received close to 18% support.

Abbvie Inc - United States

Meeting date: 09 May 2025

Proposal(s): Management and Shareholder Proposals Regarding

Elimination of Supermajority Vote Requirements.

AbbVie Inc. discovers, develops, manufactures, and sells pharmaceuticals worldwide.

For years, AbbVie and its shareholders have tried to eliminate supermajority voting requirements. Since 2018, the board has put forth a resolution to amend the company's certificate of incorporation to remove supermajority vote requirements. Despite receiving support from an overwhelming majority of shares represented at these meetings, the proposals have repeatedly failed to achieve the required approval of 80% of the company's outstanding shares. AbbVie's 2025 Annual General Meeting included both a management and shareholder proposal regarding the elimination of supermajority voting requirements.

As in previous years, we supported the management proposal as we believe that supermajority voting requirements impede shareholders' ability to approve ballot items which are in their best interest. Unfortunately, despite a close to 99% support rate on the proposal, the required threshold to approve the item was not met, with close to 72% of outstanding shares supporting the resolution.

We consider that the company already sufficiently addresses the request of the shareholder proposal and therefore its adoption would not be necessary. As such, we decided to vote against this item.

JPMorgan Chase & Co. - United States

Meeting date: 20 May 2025

Proposal(s): Advisory Vote on Executive compensation; Election of Directors ; Shareholder Proposal Regarding Independent Chair.

JPMorgan Chase & Co. operates as a financial services company worldwide. It operates through three segments: Consumer & Community Banking, Commercial & Investment Bank, and Asset & Wealth Management.

The 2025 Annual General Meeting (AGM) of JPMorgan Chase & Co. (JPM) saw shareholders vote on the election of board directors, the remuneration of executives, the auditor's ratification and two shareholder proposals. The Say on Pay proposal and the shareholder proposal concerning the appointment of an independent chair of the board were of particular relevance.

We were unable to support the Say on Pay proposal as the company's executive compensation program fails to meet our minimum expectations when it comes to pay structure and transparency. More specifically, JPM's approach to executive remuneration allows for a significant degree of discretion in determining payouts, in contrast to its global peers which generally employ a formulaic approach for determining final payouts. As we opposed the Say on Pay proposal for seven consecutive years, we once again voted against the chair of the remuneration committee to escalate our concerns. The Say on Pay proposal garnered a level of support of 91%.

The AGM agenda once again included a shareholder proposal requesting that JPM adopt a policy to separate the Chairman and CEO roles and ensure, whenever possible, that the chair role is held by an independent director. Notably, JPM has appointed a lead independent director to counterbalance the combined CEO/Chair role. However, this director has a board tenure of 21 years, calling into question the effectiveness of the current leadership structure. We supported the proposal, which garnered significant support at past AGMs (2024: 43%, 2023: 38%; 2022: 40%; 2021: 48%), as we view the company's current leadership structure as being misaligned with corporate governance best practice. The shareholder proposal was supported by 37% of the votes cast at the 2025 AGM.

Travelers Companies Inc. - United States

Meeting date: 21 May 2025

Proposal(s): Advisory Vote on Executive Compensation, Shareholder Proposal Regarding Report on Impact of Climate-Related Pricing and Coverage Decisions.

The Travelers Companies, Inc. provides a range of commercial and personal property, and casualty insurance products and services to businesses,

government units, associations, and individuals in the United States and internationally.

On May 21st, shareholders gathered for the Annual General Meeting (AGM) of The Travelers Companies. The agenda items most worthy of highlighting included the management proposal regarding executive remuneration and a shareholder resolution regarding the expected impact of climate related pricing and overage decisions.

Regarding the advisory vote on executive compensation, the company failed Robeco's remuneration framework assessment on structure and transparency. Our main concerns regarding the company's remuneration practices relate to a fully discretionary Short-Term Incentive Plan (STIP), an excessive focus on short-term performance for certain executives and not disclosing a benchmark for CEO pay setting. As we have not supported the company's executive compensation proposals for at least three consecutive years, including this one, we escalated our remuneration-related concerns by not supporting the re-election of the chair of the remuneration committee.

One particularly interesting shareholder proposal requested the company to report on the expected impact of climate-related pricing and coverage decisions regarding its homeowners' insurance customer base. The US is facing a climate-related insurance crisis with California's wildfire crisis as the most material example. Neither the company nor its peers provide concrete information regarding projected percentages of policies not insurable due to climate risk, projected climate-related policy non-renewals and rate increases, or the risk from associated climate-related municipal bond and housing market bubbles as requested by this proposal. Since we deem this topic highly financially material for the company's business and sector, we concluded the proposal warrants support from shareholders. Ultimately, the resolution received only around 12.5% support from shareholders.

Amazon.com Inc. - United States

Meeting date: 21 May 2025

Proposal(s): Shareholder Proposal Regarding Report on Working Conditions; Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions.

Amazon.com, Inc. engages in the retail sale of consumer products, advertising, and subscriptions service through online and physical stores in North America and internationally.

In their 2025 Annual General Meeting, shareholders of Amazon voted on the election of directors, the ratification of the auditor, executive compensation, and eight shareholder proposals. Of these items, two shareholder proposals were particularly notable.

The first was a shareholder proposal requesting the company to commission an independent audit and report on its warehouse working conditions. This was the fourth consecutive year the proposal had been filed, and in 2024 it had received 31.2% support, reflecting continuously high levels of shareholder concern. The proposal's request stems from ongoing concerns regarding the company's warehouse management practices and performance metrics which had faced high scrutiny for allegedly contributing to the company's significantly higher workplace injury rate than peers. Whilst the company had set aims to cut its workforce injury rate in half by 2025, the proponent's supporting statement highlighted that the company's reduction over the last three years amounted to just 2%, illustrating a significant lack of progress on the company's stated goals. Given the significance of robust labour policies and practices for mitigating regulatory, reputational, and safety risks, we judged the proposal to be highly material given the company's major usage of warehouses for its operations. Further transparency and independent auditing would therefore offer both the company and shareholders significant benefits in providing insight into the effectiveness of the company's safety and labour practices, and mitigate material risks. We accordingly voted to support the proposal.

A second shareholder proposal requesting that the company disclose all material scope 3 greenhouse gas emissions associated with its retail sales was also significant. The proposal, which had received 15.2% support last year, challenged Amazon's methodology for climate disclosures. Currently, the company discloses only value chain, also known as scope 3, emissions for its own private label products which represent approximately only 1% of its total retail sales. The proposal's request for a more complete accounting

of the company's scope 3 emissions closely aligns with our policy to support improved transparency and reporting on climate risks and sustainability progress, as it would provide investors with a more accurate insight into the company's carbon footprint and the effectiveness of its climate mitigation efforts and improvements, helping to guide further improvements, adaptations, and identify climate-related opportunities. Furthermore, given that several of Amazon's retail peers already provide scope 3 disclosures of the kind requested, we assessed the proposal to be both material and feasible, and therefore voted in favour.

The proposals ultimately received 22.3% and 13.8% support this year respectively.

Meta Platforms Inc - United States

Meeting date: 28 May 2025

Proposal(s): Election of Directors; Shareholder Proposal Regarding Recapitalization; Shareholder Proposal Regarding Vote Disclosure by Share Class.

Meta Platforms, Inc. engages in the development of products that enable people to connect and share with friends and family through mobile devices, personal computers, virtual reality headsets, and wearables worldwide.

This year's Annual General Meeting (AGM) of Meta Platforms included many regular and recurring agenda items regarding the governance structure of the company and oversight effectiveness of the board of directors. Below, we focus on the most scrutinized board elections and governance related shareholder proposals.

We were unable to support the election of the three members of the governance and nominating committee due to a list of governance related concerns. Firstly, the company has a multi-class share structure with unequal voting rights. The class of super voting shares is held almost entirely by founder Mark Zuckerberg, granting him control over 61% of the voting power. Dual class shares are misaligned with the "one share, one vote" principle, which is widely considered the bedrock of good corporate governance. Moreover, at Meta's AGMs over the past years, several shareholder proposals requested the company to eliminate its dual-class structure, which all received significant support from unaffiliated shareholders (between 75% & 92% votes in favor). Besides proposals to recapitalize the company's share structure to one vote per share, there was also majority support from unaffiliated shareholders to appoint an independent board chair. We believe that the members of the committee should have taken the steps to implement these shareholder requests by this year's meeting. Apart from these concerns, we also voted against the chair of the audit and risk committee in light of continued and ongoing concerns related to antitrust investigations, proceedings against the company by the European Commission and privacy related proceedings. We deem oversight on these issues to fall within the purview of the audit and risk committee and therefore hold the chair accountable for continued deficiency in risk oversight.

This year's agenda included another shareholder resolution regarding recapitalization. As we deem one vote per share to operate as a safeguard for common shareholders by ensuring that all shareholders have a right to vote in proportion to the size of their holdings and to ensure that directors are accountable to all shareholders, we supported this resolution. We also voted in favor of a shareholder resolution requesting disclosure of vote results by share class as adoption of this proposal provides shareholders more clarity concerning how different classes of shareholders have cast their votes. As expected, both resolutions were rejected due to the dual share class structure with unequal voting rights.

PayPal Holdings Inc - United States

Meeting date: 05 Jun 2025

Proposal(s): Advisory Vote on Executive Compensation; Shareholder Proposal Regarding the Right to Call Special Meetings.

PayPal Holdings, Inc. operates a technology platform that enables digital payments on behalf of merchants and consumers worldwide.

Shareholders gathered on the 5th of June for the Annual General Meeting (AGM) of PayPal Holdings. The most notable agenda items covered a management and shareholder proposal around remuneration and shareholder rights respectively.

Regarding the advisory vote on executive compensation, we acknowledge there are additional costs involved due to the company's recent overhaul in top management. We also do not take issue with make-whole awards for new executives as these compensate incoming executives for forfeited pay at their previous employer. Moreover, we recognise that additional sign-on awards are increasingly common practice. However, in such cases we are convinced that any non-performance based awards should be within appropriate boundaries relative to the executives' respective new base salary. In this case, we concluded that the cash-based sign-on awards with no performance conditions that were granted to three executives were excessive. Therefore, we determined that these awards are simply not sufficiently explained for their scale, in their non-performance-based or make-whole context. As a result, we voted against this year's Say-on-Pay, which gained 90% support from shareholders.

The shareholder proposal worth mentioning requested the board to take the steps necessary to amend the appropriate company governing documents to give the owners of a combined 10% of outstanding common stock the power to call a special shareholder meeting. When reviewing such proposals, we consider multiple factors like company size, ownership structure, responsiveness of the board and existing shareholder rights. Despite the company already maintaining a provision that allows shareholders with 20% of outstanding shares to call a special meeting, we ultimately concluded that a 10% threshold is more appropriate. The shareholder proposal was rejected with 43.9% of votes in favor.

Walmart Inc - United States

Meeting date: 05 Jun 2025

Proposal(s): Shareholder Proposal Regarding Report on DEI Initiatives.

Walmart Inc. engages in the operation of retail, wholesale, other units, and eCommerce worldwide. The company operates through three segments: Walmart U.S., Walmart International, and Sam's Club.

Walmart's 2025 Annual General Meeting (AGM) agenda included a series of items submitted by management as well as seven shareholder proposals covering a range of topics.

One shareholder proposal was particularly notable and concerned the topic of Diversity, Equity and Inclusion (DEI). In late 2024, Walmart announced a number of revisions to its diversity-related initiatives, including that it would no longer be considering race and gender to improve diversity when making offers to suppliers, as well as no longer offering DEI training through the consulting firm Racial Equity Institute. Against this backdrop, the company received a shareholder proposal requesting the issuance of a public report explaining why "it took threat of public exposure" for Walmart to revise its DEI initiatives. The underlying aim of the proposal was for Walmart to abolish its DEI initiatives, with the proponent suggesting that this report would help ensure that the company's DEI initiatives are not "merely being repacked rather than eliminated."

We remain concerned by the company's rollback of DEI initiatives, which we deem key in ensuring the company can benefit from diverse perspectives and skillsets. We therefore voted against the proposal, which was opposed by an overwhelming majority of more than 99%.

Alphabet Inc - United States

Meeting date: 06 Jun 2025

Proposal(s): Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Targeted Advertising; Shareholder Proposal Regarding Alignment of Lobbying and Policy Influence Activities with Child Safety Commitments.

Alphabet Inc. offers various products and platforms in the United States, Europe, the Middle East, Africa, the Asia-Pacific, Canada, and Latin America. It operates through Google Services, Google Cloud, and Other Bets segments.

At this year's Annual General Meeting, shareholders of Alphabet voted on the election of directors, ratification of the auditor, and twelve shareholder proposals, making it the US meeting with the most shareholder proposals thus far this year. Two of these shareholder proposals are particularly worth highlighting.

One such proposal was the shareholder proposal regarding a human rights impact assessment of AI-driven targeted advertising, which had received 18.6% support at the previous year's shareholder meeting. This proposal requested the company publish an independent human rights impact assessment of their targeted advertising policies and practices, which oversee the use of AI to more effectively target users with relevant advertising. Global legislation, such as the UK's Digital Services Act and the EU's Artificial Intelligence Act, is increasingly demanding the integration of human rights considerations into algorithmic decision-making and transparency surrounding the use and impacts of AI. Thus, given the company's dependence on the advertising business for more than 75% of its revenue, we judged the proposal to be highly material and relevant for the company's business practices and risk-exposure. We therefore chose to support the proposal, and support improved transparency for shareholders on the company's potential and actual human rights risks associated with their core, AI-reliant advertising business.

Another noteworthy proposal was the shareholder proposal regarding alignment of lobbying and policy influence activities with child safety commitments. This proposal sought a report from the company on the alignment of both its direct and indirect lobbying efforts with its child safety policies, including a number of important details related to the rationale of the contributions it has made to legislative debates. The proposal relates to the company's ongoing involvement in discussions related to child safety bills both in the United States and around the world, where it has been reported as opposing various child-safety related provisions. Whilst the company provides public guidelines of its perspective on the issue of balancing digital privacy with safety, it does not provide disclosure on its acknowledged policy influence activities or the content of its contributions. Under our policy, and international corporate governance codes, lobbying activities must be conducted transparently for the benefit of investors and stakeholders. Thus, given the company's highly scrutinized but poorly disclosed involvement in the legislative debates around child safety online, we determined the requested report to be materially relevant for the company's human rights and reputational risks and voted in support.

The proposals respectively received 14.3% and 5.3% support.

Appendix

Reading guide

This report provides insights into how voting rights have been exercised over the relevant reporting period for the portfolio(s) in scope. The portfolio statistics show for how many shareholder meetings we made use of our voting rights and how many agenda items we voted at those meetings.

The section on voting activities by management recommendation provides details on how many agenda items we supported or opposed in line with management voting recommendations. In the remaining sections of the portfolio statistics further insights are provided on regions, sectors and the most common shareholder meeting agenda items (proposal types).

The section on 'General Highlights' describes the most relevant trends in corporate governance and other AGM relevant developments over the given reporting period. Trends and developments relevant to specific markets are described under 'Market Highlights'. Finally, the section 'Company Highlights' provides insight into specific shareholder meetings. These include the most relevant meetings due to either the degree of difficulty of assessment, novelty of issue, degree of stakeholder attention, or illustration of the implementation of our policy.

Proxy voting guidelines and approach

Robeco encourages good governance and sustainable corporate practices, which contribute to long-term shareholder value creation. Proxy voting is part of Robeco's Active Ownership approach. Robeco has adopted written procedures reasonably designed to ensure that we vote proxies in the best interests of our clients. The Robeco policy on corporate governance relies on the internationally accepted International Corporate Governance Network (ICGN) Global Governance Principles. The proxy voting policy is the standard policy for all Robeco investment funds. For discretionary mandates Robeco may implement a client's own proxy voting policy.

As a shareholder, Robeco is co-owner of many companies and has a right to vote on shareholder meetings for those companies. We use our voting rights with the aim to influence companies' corporate governance and other relevant investment related decisions in the best interest of our clients. In line with our commitments to clients, our aim is to support our investment thesis, promote better governance practices and encourage companies to adopt solid sustainability practices on material topics.

The Robeco voting policy consists of principles, guidance and example scenarios to assist in determining our voting instructions. Broadly, Robeco votes against management recommendations in case of poor corporate governance practices, when proposals are not in the best interests of long-term shareholders and on any other proposal that is out of line with our policy principles. As these Voting Guidelines form part of our Stewardship Approach and Guidelines, they are publicly available on our website at <https://www.robeco.com/files/docm/docu-stewardship-approach-and-guidelines.pdf>.

Robeco disclaimer

Important Information

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Additional information for US Offshore investors – Reg S

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This information is solely intended for professional investors or eligible counterparties in the meaning of the Austrian Securities Oversight Act.

Additional Information for investors with residence or seat in Brazil

The Fund may not be offered or sold to the public in Brazil. Accordingly, the Fund has not been nor will be registered with the Brazilian Securities Commission (CVM), nor has it been submitted to the foregoing agency for approval. Documents relating to the Fund, as well as the information contained therein, may not be supplied to the public in Brazil, as the offering of the Fund is not a public offering of securities in Brazil, nor may they be used in connection with any offer for subscription or sale of securities to the public in Brazil.

Additional information for investors with residence or seat in Brunei

The Prospectus relates to a private collective investment scheme which is not subject to any form of domestic regulations by the Autoriti Monetari Brunei Darussalam ("Authority"). The Prospectus is intended for distribution only to specific classes of investors as specified in section 20 of the Securities Market Order, 2013, and must not, therefore, be delivered to, or relied on by, a retail client. The Authority is not responsible for reviewing or verifying any prospectus or other documents in connection with this collective investment scheme. The Authority has not approved the Prospectus or any other associated

documents nor taken any steps to verify the information set out in the Prospectus and has no responsibility for it. The units to which the Prospectus relates may be illiquid or subject to restrictions on their resale. Prospective purchasers of the units offered should conduct their own due diligence on the units.

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No securities commission or similar authority in Canada has reviewed or in any way passed upon this document or the merits of the securities described herein, and any representation to the contrary is an offence. Robeco Institutional Asset Management B.V. relies on the international dealer and international adviser exemption in Quebec and has appointed McCarthy Tétrault LLP as its agent for service in Quebec.

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This document does not constitute a public offer in the Republic of Colombia. The offer of the fund is addressed to less than one hundred specifically identified investors. The fund may not be promoted or marketed in Colombia or to Colombian residents, unless such promotion and marketing is made in compliance with Decree 2555 of 2010 and other applicable rules and regulations related to the promotion of foreign funds in Colombia. The distribution of this Prospectus and the offering of Shares may be restricted in certain jurisdictions. The information contained in this Prospectus is for general guidance only, and it is the responsibility of any person or persons in possession of this Prospectus and wishing to make application for Shares to inform themselves of, and to observe, all applicable laws and regulations of any relevant jurisdiction. Prospective applicants for Shares should inform themselves of any applicable legal requirements, exchange control regulations and applicable taxes in the countries of their respective citizenship, residence or domicile

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The Management Company is not making any

representation with respect to the eligibility of any recipients of the Prospectus to acquire the Shares therein under the laws of South Korea, including but not limited to the Foreign Exchange Transaction Act and Regulations thereunder. The Shares have not been registered under the Financial Investment Services and Capital Markets Act of Korea, and none of the Shares may be offered, sold or delivered, or offered or sold to any person for re-offering or resale, directly or indirectly, in South Korea or to any resident of South Korea except pursuant to applicable laws and regulations of South Korea.

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Generally, no offer or sale of the Shares is permitted in Malaysia unless where a Recognition Exemption or the Prospectus Exemption applies: NO ACTION HAS BEEN, OR WILL BE, TAKEN TO COMPLY WITH MALAYSIAN LAWS FOR MAKING AVAILABLE, OFFERING FOR SUBSCRIPTION OR PURCHASE, OR ISSUING ANY INVITATION TO SUBSCRIBE FOR OR PURCHASE OR SALE OF THE SHARES IN MALAYSIA OR TO PERSONS IN MALAYSIA AS THE SHARES ARE NOT INTENDED BY THE ISSUER TO BE MADE AVAILABLE, OR MADE THE SUBJECT OF ANY OFFER OR INVITATION TO SUBSCRIBE OR PURCHASE, IN MALAYSIA. NEITHER THIS DOCUMENT NOR ANY DOCUMENT OR OTHER MATERIAL IN CONNECTION WITH THE SHARES SHOULD BE DISTRIBUTED, CAUSED TO BE DISTRIBUTED OR CIRCULATED IN MALAYSIA. NO PERSON SHOULD MAKE AVAILABLE OR MAKE ANY INVITATION OR OFFER OR INVITATION TO SELL OR PURCHASE THE SHARES IN MALAYSIA UNLESS SUCH PERSON TAKES THE NECESSARY ACTION TO COMPLY WITH MALAYSIAN LAWS.

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The funds have not been and will not be registered with the National Registry of Securities or maintained by the Mexican National Banking and Securities Commission and, as a result, may not be offered or sold publicly in Mexico. Robeco and any underwriter or purchaser may offer and sell the funds in Mexico on a private placement basis to Institutional and Accredited Investors, pursuant to Article 8 of the Mexican Securities Market Law.

Additional Information for investors with residence or seat in Peru

The Superintendencia del Mercado de Valores (SMV) does not exercise any supervision over this Fund and therefore the management of it. The information the Fund provides to its investors and the other services it provides to them are the sole responsibility of the Administrator. This Prospectus is not for public distribution.

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Robeco Institutional Asset Management B.V.,

Sucursal en España with identification number W0032687F and having its registered office in Madrid at Calle Serrano 47-14º, is registered with the Spanish Commercial Registry in Madrid, in volume 19.957, page 190, section 8, sheet M-351927 and with the National Securities Market Commission (CNMV) in the Official Register of branches of European investment services companies, under number 24. The investment funds or SICAV mentioned in this document are regulated by the corresponding authorities of their country of origin and are registered in the Special Registry of the CNMV of Foreign Collective Investment Institutions marketed in Spain.

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acts as the representative and paying agent in Liechtenstein. The prospectus, the Key Information Documents (PRIIP) the articles of association, the annual and semi-annual reports of the Fund(s) may be obtained from the representative or via the website.

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Robeco is deemed authorized and regulated by the Financial Conduct Authority. Details of the Temporary Permissions Regime, which allows EEA-based firms to operate in the UK for a limited period while seeking full authorization, are available on the Financial Conduct Authority's website.

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The sale of the Fund qualifies as a private placement pursuant to section 2 of Uruguayan law 18,627. The Fund must not be offered or sold to the public in Uruguay, except under circumstances which do not constitute a public offering or distribution under Uruguayan laws and regulations. The Fund is not and will not be registered with the Financial Services Superintendency of the Central Bank of Uruguay. The Fund corresponds to investment funds that are not investment funds regulated by Uruguayan law 16,774 dated 27 September 1996, as amended.
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