Stichting Mediahuis Nederland Pensioenfonds

ROBECO
The Investment Engineers

PROXY VOTING REPORT

Full Details

Robeco | 01.10.2024 - 31.12.2024

Parker-Hannifin Corp.		Meeting Date: 23.10.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Denise Russell Fleming	Management	For	For	
2	Elect Lance M. Fritz	Management	For	For	
3	Elect Linda A. Harty	Management	For	For	
4	Elect Kevin A. Lobo	Management	For	For	
5	Elect Jennifer A. Parmentier	Management	For	For	
6	Elect E. Jean Savage	Management	For	For	
7	Elect Joseph Scaminace	Management	For	For	
8	Elect Laura K. Thompson	Management	For	For	
9	Elect James R. Verrier	Management	For	For	
10	Elect James L. Wainscott	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	

KLA Corp.		Meeting Date: 06.11.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert M. Calderoni	Management	For	For	
2	Elect Jeneanne Hanley	Management	For	For	
3	Elect Emiko Higashi	Management	For	For	
4	Elect Kevin J. Kennedy	Management	For	For	
5	Elect Michael R. McMullen	Management	For	For	
6	Elect Gary B. Moore	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
7	Elect Marie Myers	Management	Abstain	Abstain	Proposal withdrawn
8	Elect Victor Peng	Management	For	For	
9	Elect Robert A. Rango	Management	For	For	
10	Elect Richard P. Wallace	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure

Smiths Group plc		Meeting Date: 13.11.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Long-Term Incentive Plan	Management	For	For	
6	Sharesave Scheme	Management	For	For	
7	Elect Roland Carter	Management	For	For	
8	Elect Alister Cowan	Management	For	For	
9	Elect Pam Cheng	Management	For	For	
10	Elect Dame Ann Dowling	Management	For	For	
11	Elect Karin Hoeing	Management	For	For	
12	Elect Richard Howes	Management	For	For	
13	Elect Clare Scherrer	Management	For	For	
14	Elect Mark Seligman	Management	For	For	
15	Elect Noel N. Tata	Management	For	For	
16	Elect Steven W. Williams	Management	For	For	
17	Appointment of Auditor	Management	For	For	
18	Authority to Set Auditor's Fees	Management	For	For	
19	Authorisation of Political Donations	Management	For	For	
20	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
23	Authority to Repurchase Shares	Management	For	For	
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Oracle Corp.		Meeting Date: 14.11.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Awo Ablo	Management	For	For	
2	Elect Jeffrey S. Berg	Management	For	For	
3	Elect Michael J. Boskin	Management	For	For	
4	Elect Safra A. Catz	Management	For	For	
5	Elect Bruce R. Chizen	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect George H. Conrades	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
7	Elect Lawrence J. Ellison	Management	For	For	
8	Elect Rona Fairhead	Management	For	For	
9	Elect Jeffrey O. Henley	Management	For	For	
10	Elect Charles W. Moorman	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
11	Elect Leon E. Panetta	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
12	Elect William G. Parrett	Management	For	For	
13	Elect Naomi O. Seligman	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

Sysco Corp. — Meeting Date: 15.11.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Daniel J. Brutto	Management	For	For	
2	Elect Francesca DeBiase	Management	For	For	
3	Elect Ali Dibadj	Management	For	For	
4	Elect Larry C. Glasscock	Management	For	For	
5	Elect Jill M. Golder	Management	For	For	
6	Elect Bradley M. Halverson	Management	For	For	
7	Elect John M. Hinshaw	Management	For	For	
8	Elect Kevin P. Hourican	Management	For	For	
9	Elect Roberto O. Marques	Management	For	For	
10	Elect Alison Kenney Paul	Management	For	For	
11	Elect Sheila G. Talton	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Approval of the 2025 Employee Stock Purchase Plan	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Gestation Crates	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.

Hays plc — Meeting Date: 20.11.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Helen Cunningham	Management	For	For	
5	Elect Anthony Kirby	Management	For	For	
6	Elect Dirk Hahn	Management	For	For	
7	Elect James Hilton	Management	For	For	
8	Elect Joe K. Hurd	Management	For	For	
9	Elect Andrew Martin	Management	For	For	
10	Elect Cheryl Millington	Management	For	For	
11	Elect Susan E. Murray	Management	For	For	
12	Elect Zarin Patel	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authorisation of Political Donations	Management	For	For	
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Softcat Plc — Meeting Date: 09.12.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Special Dividend	Management	For	For	
5	Elect Graeme A. Watt	Management	For	For	
6	Elect Graham Charlton	Management	For	For	
7	Elect Katy Mecklenburgh	Management	For	For	
8	Elect Jacqui Ferguson	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Mayank Prakash	Management	For	For	
10	Elect Lynne Weedall	Management	For	For	
11	Elect Robyn Perriss	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Authority to Set Auditor's Fees	Management	For	For	
14	Authorisation of Political Donations	Management	For	For	
15	Long-Term Incentive Plan	Management	For	For	
16	Deferred Bonus Plan	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Microsoft Corporation — Meeting Date: 10.12.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Reid G. Hoffman	Management	For	For	
2	Elect Hugh F. Johnston	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
3	Elect Teri L. List	Management	For	For	
4	Elect Catherine MacGregor	Management	For	For	
5	Elect Mark Mason	Management	For	For	
6	Elect Satya Nadella	Management	For	For	
7	Elect Sandra E. Peterson	Management	For	For	
8	Elect Penny S. Pritzker	Management	For	For	
9	Elect Carlos A. Rodriguez	Management	For	For	
10	Elect Charles W. Scharf	Management	For	For	
11	Elect John W. Stanton	Management	For	For	
12	Elect Emma N. Walmsley	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Risks of Developing Military Weapons	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
16	Shareholder Proposal Regarding Assessment of Investments in Bitcoin	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
18	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
19	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
20	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

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Additional information for investors with residence or seat in Thailand

The Prospectus has not been approved by the Securities and Exchange Commission which takes no responsibility for its contents. No offer to the public to purchase the Shares will be made in Thailand and the Prospectus is intended to be read by the addressee only and must not be passed to, issued to, or shown to the public generally.

Additional Information for investors with residence or seat in the United Arab Emirates

Some Funds referred to in this marketing material have been registered with the UAE Securities and Commodities Authority ("the Authority"). Details of all Registered Funds can be found on the Authority's website. The Authority assumes no liability for the accuracy of the information set out in this material/document, nor for the failure of any persons engaged in the investment Fund in performing their duties and responsibilities.

Additional Information for investors with residence or seat in the United Kingdom

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.

Additional Information for investors with residence or seat in Uruguay

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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