

| LEA 02 | Disclosures: Mandatory | Reason for interaction |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| Individual/ internal staff engagements | <input checked="" type="checkbox"/> To support investment decisionmaking in a company relevant ESG issues <input checked="" type="checkbox"/> To enhance corporate transparency or identify the need for additional information <input checked="" type="checkbox"/> To engage investor ESG activities <input type="checkbox"/> Other: specify | |
| Collaborative engagements | <input type="checkbox"/> To support investment decisionmaking in a company relevant ESG issues <input type="checkbox"/> To enhance corporate transparency or identify the need for additional information <input type="checkbox"/> Other: specify | |
| Service provider engagements | <input type="checkbox"/> To support investment decisionmaking in a company relevant ESG issues <input type="checkbox"/> To enhance corporate transparency or identify the need for additional information <input type="checkbox"/> Other: specify | |

RI TRANSPARENCY REPORT

2017

Stichting Pensioenfonds KLM-Cabinepersoneel

About this report

The PRI Reporting Framework is a key step in the journey towards building a common language and industry standard for reporting responsible investment (RI) activities. This RI Transparency Report is one of the key outputs of this Framework. Its primary objective is to enable signatory transparency on RI activities and facilitate dialogue between investors and their clients, beneficiaries and other stakeholders. A copy of this report will be publicly disclosed for all reporting signatories on the [PRI website](#), ensuring accountability of the PRI Initiative and its signatories.

This report is an export of the individual Signatory organisation's response to the PRI during the 2017 reporting cycle. It includes their responses to mandatory indicators, as well as responses to voluntary indicators the signatory has agreed to make public. The information is presented exactly as it was reported. Where an indicator offers a response option that is multiple-choice, all options that were available to the signatory to select are presented in this report. Presenting the information exactly as reported is a result of signatory feedback which suggested the PRI not summarise the information. As a result, the reports can be extensive. However, to help easily locate information, there is a **Principles index** which highlights where the information can be found and summarises the indicators that signatories complete and disclose.

Understanding the Principles Index

The Principles Index summarises the response status for the individual indicators and modules and shows how these relate to the six [Principles for Responsible Investment](#). It can be used by stakeholders as an 'at-a-glance' summary of reported information and to identify particular themes or areas of interest.

Indicators can refer to one or more Principles. Some indicators are not specific to any Principle. These are highlighted in the 'General' column. When multiple Principles are covered across numerous indicators, in order to avoid repetition, only the main Principle covered is highlighted.

All indicators within a module are presented below. The status of indicators is shown with the following symbols:

| Symbol | Status |
|--------|-------------------------------------------------------------------|
| ✓ | The signatory has completed all mandatory parts of this indicator |
| ☑ | The signatory has completed some parts of this indicator |
| 🔒 | This indicator was not relevant for this signatory |
| - | The signatory did not complete any part of this indicator |
| Ⓜ | The signatory has flagged this indicator for internal review |

Within the table, indicators marked in blue are mandatory to complete. Indicators marked in grey are voluntary to complete.

Principles Index

| Organisational Overview | | | | Principle | | | | | | General |
|-------------------------|-----------------------------------------------------|--------|------------------------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| OO 01 | Signatory category and services | ✓ | Public | | | | | | | ✓ |
| OO 02 | Headquarters and operational countries | ✓ | Public | | | | | | | ✓ |
| OO 03 | Subsidiaries that are separate PRI signatories | ✓ | Public | | | | | | | ✓ |
| OO 04 | Reporting year and AUM | ✓ | Public | | | | | | | ✓ |
| OO 05 | Breakdown of AUM by asset class | ✓ | Asset mix disclosed in OO 06 | | | | | | | ✓ |
| OO 06 | How would you like to disclose your asset class mix | ✓ | Public | | | | | | | ✓ |
| OO 07 | Fixed income AUM breakdown | ✓ | Private | | | | | | | ✓ |
| OO 08 | Segregated mandates or pooled funds | ✓ | Private | | | | | | | ✓ |
| OO 09 | Breakdown of AUM by market | ✓ | Private | | | | | | | ✓ |
| OO 10 | RI activities for listed equities | ✓ | Public | | | | | | | ✓ |
| OO 11 | RI activities in other asset classes | ✓ | Public | | | | | | | ✓ |
| OO 12 | Modules and sections required to complete | ✓ | Public | | | | | | | ✓ |
| OO End | Module confirmation page | ✓ | - | | | | | | | |

| Strategy and Governance | | | | Principle | | | | | | General |
|-------------------------|--------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| SG 01 | RI policy and coverage | ✓ | Public | | | | | | | ✓ |
| SG 02 | Publicly available RI policy or guidance documents | ✓ | Public | | | | | | | ✓ |
| SG 03 | Conflicts of interest | ✓ | Public | | | | | | | ✓ |
| SG 04 | Identifying incidents occurring within portfolios | ✓ | Public | | | | | | | ✓ |
| SG 05 | RI goals and objectives | ✓ | Public | | | | | | | ✓ |
| SG 06 | Main goals/objectives this year | ✓ | Private | | | | | | | ✓ |
| SG 07 | RI roles and responsibilities | ✓ | Public | | | | | | | ✓ |
| SG 08 | RI in performance management, reward and/or personal development | ✓ | Private | | | | | | | ✓ |
| SG 09 | Collaborative organisations / initiatives | ✓ | Public | | | | ✓ | ✓ | | |
| SG 10 | Promoting RI independently | ✓ | Public | | | | ✓ | | | |
| SG 11 | Dialogue with public policy makers or standard setters | ✓ | Private | | | | ✓ | ✓ | ✓ | |
| SG 12 | ESG issues in strategic asset allocation | ✓ | Public | ✓ | | | | | | |
| SG 13 | Long term investment risks and opportunity | ✓ | Private | ✓ | | | | | | |
| SG 14 | Allocation of assets to environmental and social themed areas | ✓ | Private | ✓ | | | | | | |
| SG 15 | ESG issues for internally managed assets not reported in framework | 🔒 | n/a | | | | | | | ✓ |
| SG 16 | ESG issues for externally managed assets not reported in framework | 🔒 | n/a | | | | | | | ✓ |
| SG 17 | Innovative features of approach to RI | ✓ | Private | | | | | | | ✓ |
| SG End | Module confirmation page | ✓ | - | | | | | | | |

| Indirect – Manager Selection, Appointment and Monitoring | | | | Principle | | | | | | General |
|----------------------------------------------------------|----------------------------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| SAM 01 | Role of investment consultants/fiduciary managers | ✓ | Public | | | | ✓ | | | |
| SAM 02 | RI factors in selection, appointment and monitoring across asset classes | ✓ | Public | ✓ | | | | | | |
| SAM 03 | Breakdown by passive, quantitative, fundamental and other active strategies | ✓ | Private | | | | | | | ✓ |
| SAM 04 | ESG incorporation strategies | ✓ | Public | ✓ | ✓ | | | | | |
| SAM 05 | Selection processes (LE and FI) | ✓ | Public | ✓ | | | | | | |
| SAM 06 | Evaluating engagement and voting practices in manager selection (listed equity/fixed income) | ✓ | Public | | ✓ | | | | | |
| SAM 07.1 | Appointment processes (listed equity/fixed income) | ✓ | Public | ✓ | | | | | | |
| SAM 07.2-5 | Appointment processes (listed equity/fixed income) | ✓ | Public | ✓ | | | | | | |
| SAM 08 | Monitoring processes (listed equity/fixed income) | ✓ | Public | ✓ | | | | | | |
| SAM 09 | Monitoring on active ownership (listed equity/fixed income) | ✓ | Public | ✓ | | | | | | |
| SAM 10 | Percentage of (proxy) votes | 🔒 | n/a | | ✓ | | | | | |
| SAM 11 | Percentage of externally managed assets managed by PRI signatories | ✓ | Private | ✓ | | | | | | |
| SAM 12 | Examples of ESG issues in selection, appointment and monitoring processes | ✓ | Public | ✓ | | | | | | ✓ |
| SAM 13 | Disclosure of RI considerations | ✓ | Public | | | | | | | ✓ |
| SAM End | Module confirmation page | ✓ | - | | | | | | | |

| Direct - Listed Equity Active Ownership | | | | Principle | | | | | | General |
|-----------------------------------------|------------------------------------------------------------------------------|--------|------------|-----------|---|---|---|---|---|---------|
| Indicator | Short description | Status | Disclosure | 1 | 2 | 3 | 4 | 5 | 6 | |
| LEA 01 | Description of approach to engagement | 🔒 | n/a | | ✓ | | | | | |
| LEA 02 | Reasoning for interaction on ESG issues | 🔒 | n/a | ✓ | ✓ | ✓ | | | | |
| LEA 03 | Process for identifying and prioritising engagement activities | 🔒 | n/a | | ✓ | | | | | |
| LEA 04 | Objectives for engagement activities | 🔒 | n/a | | ✓ | | | | | |
| LEA 05 | Process for identifying and prioritising collaborative engagement | 🔒 | n/a | | ✓ | | | | | |
| LEA 06 | Objectives for engagement activities | 🔒 | n/a | | ✓ | | | | | |
| LEA 07 | Role in engagement process | 🔒 | n/a | | ✓ | | ✓ | | | |
| LEA 08 | Monitor / discuss service provider information | 🔒 | n/a | | ✓ | | | | ✓ | |
| LEA 09 | Share insights from engagements with internal/external managers | 🔒 | n/a | ✓ | ✓ | | | | | |
| LEA 10 | Tracking number of engagements | 🔒 | n/a | | ✓ | | | | | |
| LEA 11 | Number of companies engaged with, intensity of engagement and effort | 🔒 | n/a | | ✓ | | | | | |
| LEA 12 | Engagement methods | 🔒 | n/a | | ✓ | | | | | |
| LEA 13 | Engagements on E, S and/or G issues | 🔒 | n/a | | ✓ | | | | | |
| LEA 14 | Companies changing practices / behaviour following engagement | 🔒 | n/a | | ✓ | | | | | |
| LEA 15 | Examples of ESG engagements | 🔒 | n/a | | ✓ | | | | | |
| LEA 16 | Disclosure of approach to ESG engagements | 🔒 | n/a | | ✓ | | | | ✓ | |
| LEA 17 | Voting policy & approach | ✓ | Public | ✓ | ✓ | ✓ | | | | |
| LEA 18 | Typical approach to (proxy) voting decisions | ✓ | Public | | ✓ | | | | | |
| LEA 19 | Percentage of voting recommendations reviewed | ✓ | Public | | ✓ | | | | | |
| LEA 20 | Confirmation of votes | ✓ | Private | | ✓ | | | | | |
| LEA 21 | Securities lending programme | ✓ | Private | | ✓ | | | | | |
| LEA 22 | Informing companies of the rationale of abstaining/voting against management | ✓ | Public | | ✓ | | | | | |
| LEA 23 | Percentage of (proxy) votes cast | ✓ | Public | | ✓ | | | | | |
| LEA 24 | Proportion of ballot items that were for/against/abstentions | ✓ | Public | | ✓ | | | | | |
| LEA 25 | Shareholder resolutions | ✓ | Private | | ✓ | | | | | |
| LEA 26 | Examples of (proxy) voting activities | ✓ | Private | | ✓ | | | | | |
| LEA 27 | Disclosing voting activities | ✓ | Public | | ✓ | | | | ✓ | |
| LEA End | Module confirmation page | ✓ | - | | | | | | | |

Stichting Pensioenfonds KLM-Cabinepersoneel

Reported Information

Public version

Organisational Overview

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

Basic Information

| | | | | |
|-------|-----------|--------|-----------------|---------|
| OO 01 | Mandatory | Public | Gateway/Peering | General |
|-------|-----------|--------|-----------------|---------|

OO 01.1 Select the type that best describes your organisation or the services you provide.

- Non-corporate pension or superannuation or retirement or provident fund or plan
- Corporate pension or superannuation or retirement or provident fund or plan
- Insurance company
- Foundation
- Endowment
- Development finance institution
- Reserve - sovereign or government controlled fund
- Family office
- Other, specify

| | | | | |
|-------|-----------|--------|---------|---------|
| OO 02 | Mandatory | Public | Peering | General |
|-------|-----------|--------|---------|---------|

OO 02.1 Select the location of your organisation's headquarters.

Netherlands

OO 02.2 Indicate the number of countries in which you have offices (including your headquarters).

- 1
- 2-5
- 6-10
- >10

OO 02.3 Indicate the approximate number of staff in your organisation in full-time equivalents (FTE).

FTE

13

OO 02.4 Additional information. [Optional]

It is a pensionfund, not an organisation. The FTE's are all boardmembers.

| | | | | |
|-------|-----------|--------|-------------|---------|
| OO 03 | Mandatory | Public | Descriptive | General |
|-------|-----------|--------|-------------|---------|

OO 03.1

Indicate whether you have subsidiaries within your organisation that are also PRI signatories in their own right.

- Yes
- No

OO 04

Mandatory

Public

Gateway/Peering

General

OO 04.1

Indicate the year end date for your reporting year.

31/12/2016

OO 04.2

Indicate your total AUM at the end of your reporting year, excluding subsidiaries you have chosen not to report on.

| | trillions | billions | millions | thousands | hundreds |
|---------------|-----------|----------|----------|-----------|----------|
| Total AUM | | 2 | 866 | 065 | 633 |
| Currency | EUR | | | | |
| Assets in USD | | 3 | 067 | 273 | 497 |

OO 06

Mandatory

Public

Descriptive

General

New selection options have been added to this indicator. Please review your prefilled responses carefully.

OO 06.1

How you would like to disclose your asset class mix.

- as percentage breakdown
- as broad ranges

| | Internally managed (%) | Externally managed (%) |
|----------------|------------------------|------------------------|
| Listed equity | 0 | >50% |
| Fixed income | 0 | 10-50% |
| Private equity | 0 | <10% |
| Property | 0 | <10% |
| Infrastructure | 0 | 0 |
| Commodities | 0 | 0 |
| Hedge funds | 0 | 0 |

| | | |
|--------------------|---|---|
| Forestry | 0 | 0 |
| Farmland | 0 | 0 |
| Inclusive finance | 0 | 0 |
| Cash | 0 | 0 |
| Other (1), specify | 0 | 0 |
| Other (2), specify | 0 | 0 |

OO 06.2

Publish our asset class mix as per attached image [Optional].

| Stichting Pensioenfonds KLM - Cabinepersoneel 12-30-2016 EUR Simulation | | | | | | | | | |
|-------------------------------------------------------------------------|--------------------|-------------------|----------------|-------------------------------------|----------------------|--------------------------|-------------------|--|--|
| | Markt-waarde | Porte- feuille | Bench- mark | Onder/over- weziging | 5 To v vorige dag | Gewenste markt/waarde | Strateg buffer | | |
| Aandelen | 1,299.2 | 100.0% | 100.0% | 0.0% | -3.8 | 1,299.2 | 48.5% | | |
| Obligaties | 1,061.9 | 42.5% | 42.5% | -0.1% | -2.6 | 1,061.3 | 37.0% | | |
| Publiek vastgoed | 132.1 | 5.3% | 5.3% | 0.1% | 1.1 | 132.0 | 4.6% | | |
| Commodities | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | - | 0.0% | | |
| Cash | 2.1 | 0.0% | 0.0% | 0.0% | 0.0 | - | 0.1% | | |
| Liquide assets | 2,496.3 | 100.0% | 100.0% | 0.0% | -6.4 | 2,496.3 | 85.1% | | |
| Aandelen duurzaam | 145.1 | 5.8% | 5.8% | 0.0% | 0.0 | - | 0.0% | | |
| Obligaties liquide | 0.2 | 0.0% | 0.0% | 0.0% | 0.0 | - | 0.0% | | |
| Private Equity | 182.0 | 7.3% | 7.3% | 0.0% | 0.4 | - | 1.5% | | |
| Private Equity | 41.9 | 1.6% | 1.6% | 0.0% | 0.4 | - | 1.5% | | |
| Risicovrije assets | 370.2 | 14.4% | 14.4% | 0.0% | 0.0 | - | 0.0% | | |
| Aandelenhedge (APO's) | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | - | 0.0% | | |
| Rentehedge (swaps) | 8.7 | 2.0% | 2.0% | 0.0% | -8.1 | - | 0.4% | | |
| Valutahedge (forwards) | -57.6 | -2.0% | -2.0% | 0.0% | 0.0 | - | 0.0% | | |
| Overig | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | - | 0.0% | | |
| Overig | -0.4 | 0.0% | 0.0% | 0.0% | 1.0 | - | 0.0% | | |
| Totaal | 2,666.1 | 100.0% | 100.0% | 0.0% | -6.4 | - | 100.0% | | |
| Cash | Markt-waarde | Porte- feuille | | | | | | | |
| Cashaccount ABN AMRO | 1.1 | 0.0% | | | | | | | |
| Cashaccount Northern Trust | 0.0 | 0.0% | | | | | | | |
| Schulden/vorderingen transacties (Altera) | 0.0 | 0.0% | | | | | | | |
| Schulden/vorderingen pensioenrekeningen | 0.0 | 0.0% | | | | | | | |
| Loans | 0.4 | 0.0% | | | | | | | |
| Schulden vorderingen WHT | 0.0 | 0.0% | | | | | | | |
| Treasury | 1.6 | 0.1% | | | | | | | |
| Cash Leverage | 0.0 | 0.0% | | | | | | | |
| Margins | 1.6 | 0.1% | | | | | | | |
| Futures | 0.0 | 0.0% | | | | | | | |
| Beta Replica | 0.0 | 0.0% | | | | | | | |
| Receivable/liable | 0.0 | 0.0% | | | | | | | |
| Totaal Cash | 3.1 | 0.1% | | | | | | | |
| | Exposure / weights | Porte- feuille | Bench- mark | Return / Onder/over- weziging | 5 To v vorige dag | % | Pool BM | | |
| Aandelen | Markt-waarde | Porte- feuille | Bench- mark | Return / Onder/over- weziging | 5 To v vorige dag | % | Pool BM | | |
| Equity Europe & DME LC Passive | 147.3 | 11.3% | 8.2% | 3.1% | 0.5 | 0.32% | 0.15% | | |
| Equity UK Passive | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | 0.80% | | |
| Equity UK Enhanced | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | 0.80% | | |
| LEGAL & GEIL UK Equity Index Fund | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | 0.80% | | |
| Equity Europe Small Cap Active | 45.0 | 3.5% | 3.3% | 0.1% | 0.2 | 0.34% | 0.39% | | |
| Equity Europe Large Cap Active | 172.4 | 13.3% | 16.5% | -3.2% | 0.5 | 0.28% | - | | |
| DB X-TRACKERS - MSCI WORLD TRN | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| TAA Europe (European futures) | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| Europa & Midden-Oosten (ontwikkeld) | 364.7 | 28.1% | 28.0% | 0.0% | 1.1 | - | - | | |
| Equity USA Large Cap Enhanced | 148.5 | 11.4% | 14.4% | -3.0% | -1.4 | -0.94% | -0.99% | | |
| Equity USA Large Cap Passive | 41.7 | 3.2% | 3.2% | 0.0% | -0.4 | -0.98% | -0.99% | | |
| Equity USA Small Cap Active | 31.1 | 2.4% | 2.3% | 0.1% | -0.3 | -0.89% | -0.92% | | |
| Equity Canada Large Cap Pass. | 13.6 | 1.0% | 1.0% | 0.0% | -0.1 | -0.77% | -0.89% | | |
| TAA Noord-Amerika (S&P futures) | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| Noord-Amerika | 234.9 | 18.1% | 17.8% | 0.3% | -3.2 | - | - | | |
| Eq. Pacific incl. Japan LC Pas | 94.4 | 7.3% | 7.3% | 0.0% | -0.5 | -0.56% | -0.57% | | |
| TAA Pacific | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| Pacifo | 94.4 | 7.3% | 7.3% | 0.0% | -0.5 | -0.56% | -0.57% | | |
| BLACKROCK EMERGING MARKETS ex-CW INDEX FUND E | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| Equity Emerging Mkts. Passive | 119.2 | 9.2% | 9.2% | 0.0% | -0.1 | -0.12% | -0.10% | | |
| Equity Emerging Mkts. Active | 165.6 | 12.7% | 24.2% | -11.4% | -0.3 | -0.16% | -0.10% | | |
| Equity Frontier Mkts. Active | 32.2 | 2.5% | 2.3% | 0.1% | -0.1 | -0.23% | 0.06% | | |
| TAA EM | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| Opkomende markten | 317.1 | 24.4% | 26.5% | -2.1% | -0.5 | - | - | | |
| Equity Global Low Vol | 288.1 | 22.2% | 20.3% | 1.8% | -1.7 | -0.60% | -0.60% | | |
| Aandelen defensief | 28.0 | 2.2% | 20.3% | 1.8% | -1.7 | -0.60% | -0.60% | | |
| Totaal Aandelen | 1,299.2 | 100.0% | 100.0% | 0.0% | -3.8 | - | - | | |
| Obligaties | Markt-waarde | Porte- feuille | Bench- mark | Onder/over- weziging | 5 To v vorige dag | % | Pool BM | | |
| Global ILB 10+ Buy & Hold | 42.4 | 4.0% | 4.0% | -0.1% | -0.5 | -0.15% | -0.15% | | |
| Global ILB 10+ Active | 40.8 | 3.8% | 3.5% | 0.0% | 0.0 | -0.02% | 0.15% | | |
| Global ILB | 469.2 | 44.2% | 44.3% | -0.1% | -0.6 | -0.02% | - | | |
| Fixed Income EMU Govt Debt | 47.6 | 4.5% | 4.5% | 0.0% | -0.2 | -0.52% | -0.73% | | |
| Fixed Income BLZER 10+ Govt. | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | 0.00% | | |
| Fixed Income 20+ Govt. Debt | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | -1.14% | | |
| TAA Core Matching | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| Matching portefeuille | 47.6 | 4.5% | 4.5% | 0.0% | -0.2 | -0.16% | - | | |
| Fixed Income EMU Govt Debt AAA | 58.1 | 5.5% | 5.5% | -0.1% | -0.1 | -0.16% | -0.24% | | |
| TAA Gov. Debt AAA | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| Eurozone AAA staats (incl. TAA) | 58.1 | 5.5% | 5.5% | 0.0% | -0.1 | -0.16% | -0.24% | | |
| Global Credits | 94.8 | 8.5% | 9.0% | -0.0% | 0.1 | 0.13% | 0.13% | | |
| BLACKROCK EUR CORP BD DC-FXE | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| TAA World Credits | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| World Credits | 94.8 | 8.5% | 8.9% | -0.0% | 0.1 | 0.13% | 0.13% | | |
| UK Corporate Debt 10+ | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | 0.00% | | |
| US High Yield | 82.4 | 7.8% | 7.8% | -0.1% | -0.5 | -0.55% | -0.51% | | |
| Fixed Income EMD USD Der. Act. | 98.9 | 9.3% | 9.3% | 0.1% | -0.4 | -0.39% | -0.51% | | |
| Fixed Income EMD Loc Curt Act. | 96.9 | 9.1% | 9.0% | 0.1% | -0.5 | -0.47% | -0.44% | | |
| Fixed Income EM Corp. Debt Act. | 33.8 | 3.1% | 3.1% | 0.0% | -0.2 | -0.49% | -0.51% | | |
| FI Leveraged Loans Active | 80.3 | 7.6% | 7.6% | 0.0% | -0.3 | -0.33% | - | | |
| TAA Return Portfolio | 0.0 | 0.0% | 0.0% | 0.0% | 0.0 | 0.00% | - | | |
| Return portefeuille | 392.1 | 30.0% | 30.0% | 0.0% | -1.7 | - | - | | |
| Totaal Obligaties | 1,061.9 | 100.0% | 100.0% | 0.0% | -2.6 | - | - | | |

Gateway asset class implementation indicators

| | | | | |
|-------|-----------|--------|---------|---------|
| OO 10 | Mandatory | Public | Gateway | General |
|-------|-----------|--------|---------|---------|

OO 10.1

Select the direct or indirect ESG incorporation activities your organisation implemented for listed equities in the reporting year.

- We address ESG incorporation in our external manager selection, appointment and/or monitoring processes
- We do not incorporate ESG in our directly managed listed equity and/or we do not address ESG incorporation in our external manager selection, appointment and/or monitoring processes.

OO 10.2

Select the direct or indirect engagement activities your organisation implemented for listed equity in the reporting year.

- We engage with companies on ESG factors via our staff, collaborations or service providers
- We require our external managers to engage with companies on ESG issues on our behalf
- We do not engage directly and do not require external managers to engage with companies on ESG factors.

Please explain why you do not.

The pension fund has decided to focus on active shareholder ship through proxy voting as a starting point. The voting policy and voting reports are outsourced by Robeco, our service provider. Only the Dutch organisations (AEX and AMX) are voted on by the Blue Sky voted on behalf of the pension fund. In 2016 the pension fund decide that the existing ESG policy was a good starting point, and the ESG project group and the boards are looking into enforcing the active shareholder ship with engagement and integrating ESG factor directly into investments (like greenbods, passive equity product with ESG overlay, etc)

OO 10.3

Select the direct or indirect voting activities your organisation implemented for listed equity in the reporting year

- We cast our (proxy) votes directly or via dedicated voting providers
- We require our external managers to vote on our behalf
- We do not cast our (proxy) votes directly and do not require external managers to vote on our behalf

OO 11

Mandatory

Public

Gateway

General

OO 11.2

Select the externally managed assets classes where you addressed ESG incorporation and/or active ownership in your external manager selection, appointment and/or monitoring processes (during the reporting year)

- Fixed income - SSA
- Fixed income - corporate (financial)
- Fixed income - corporate (non-financial)
- Fixed income - securitised
- Private equity
- Property
- None of the above

OO 11.3

Additional information. [Optional]

ESG is incorporated in the selection and monitoring process. The selected external manager will not be excluded from the short list if their organization hasn't a ESG policy in place, but it is a positive feature when they have. In sum more the 85% of the external managers has incorporated an ESG policy. We apply separated mandates, so they are aligned with our proxy voting policy, and we kindly ask them to become a signatory of UNPRI of comparable organisation.

Monitoring: We have a yearly review on ESG, the ESG Questionnaire for all assets classes. The answered are reviewed by a ESG project group and the board members of pension fund KLM Cabine

Questionnaire ESG (Environmental, Social and Governance factors)

1. Is your firm a signatory of UNPRI (United Nations Principles for Responsible Investment)?

If not, please describe why.

2. Is your firm a member of any other organisation or alliance which promotes environmental, social and/or governance policies?

3.a) Does your organisation have an ESG policy? If so, please provide the policy.

b) Does the ESG policy apply to all asset classes?

If your organisation does not have an ESG policy, please describe why not.

4 Please describe how ESG factors are integrated into your investment process.

5 a) Do you work with an exclusion list (securities which are not eligible for investment)?

If so, please provide.

b) Is this exclusion list applied to our mandate?

c) Do you apply ESG-related screening filters (positive or negative) to security selection?

If so please demonstrate how this screening works and how it is applied to our mandate.

6. Please describe your general proxy voting and engagement policy.

7. a) How many employees at your firm are dedicated to ESG? b) How many in the investment department?

OO 12

Mandatory

Public

Gateway

General

You will need to make a selection in OO 12.1 only if you have any voluntary modules that you can choose to report on.

OO 12.1

Select from below any additional applicable modules or sections you would like to report on voluntarily. You are only required to report on asset classes that represent 10% or more of your AUM.

Core modules

- Organisational Overview
- Strategy and Governance

RI implementation directly or via service providers

Direct - Listed Equity active ownership

- (Proxy) voting

RI implementation via external managers

Indirect - Selection, Appointment and Monitoring of External Managers

- Listed Equities
- Fixed income - SSA
- Fixed income - Corporate (financial)
- Fixed income - Corporate (non-financial)
- Fixed income - Securitised
- Private Equity
- Property

Closing module

- Closing module

OO 12.2

Additional information. [Optional]

Fixed income securitised is a relatively new asset class in fixed income in the fund.

Stichting Pensioenfonds KLM-Cabinepersoneel

Reported Information

Public version

Strategy and Governance

PRI disclaimer

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Investment policy

SG 01

Mandatory

Public

Core Assessed

General

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 01.1

Indicate if you have an investment policy that covers your responsible investment approach.

Yes

SG 01.2

Indicate the components/types and coverage of your policy.

Select all that apply

| Policy components/types | Coverage by AUM |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input checked="" type="checkbox"/> Policy setting out your overall approach <input checked="" type="checkbox"/> Formalised guidelines on environmental factors <input checked="" type="checkbox"/> Formalised guidelines on social factors <input checked="" type="checkbox"/> Formalised guidelines on corporate governance factors <input type="checkbox"/> Asset class-specific RI guidelines <input type="checkbox"/> Sector specific RI guidelines <input type="checkbox"/> Screening / exclusions policy <input type="checkbox"/> Engagement policy <input checked="" type="checkbox"/> (Proxy) voting policy <input type="checkbox"/> Other, specify (1) <input type="checkbox"/> Other, specify(2) | <input type="radio"/> Applicable policies cover all AUM <input checked="" type="radio"/> Applicable policies cover a majority of AUM <input type="radio"/> Applicable policies cover a minority of AUM |

SG 01.3

Indicate if the investment policy covers any of the following

- Your organisation's definition of ESG and/or responsible investment and it's relation to investments
- Your investment objectives that take ESG factors/real economy influence into account
- Processes / approaches to incorporating ESG
- Time horizon of your investment
- Governance structure of organisational ESG responsibilities
- ESG incorporation approaches
- Active ownership approaches
- Reporting
- Other RI considerations, specify (1)
- Other RI considerations, specify (2)

SG 01.4

Indicate what norms you have used to develop your investment policy that covers your responsible investment approach.

- UN Global Compact Principles
- UN Guiding Principles on Business and Human Rights
- Universal Declaration of Human Rights
- International Bill of Human Rights
- International Labour Organization Conventions
- United Nations Convention Against Corruption
- OECD Guidelines for Multinational Enterprises
- Other, specify (1)
- Other, specify (2)
- Other, specify (3)
- None of the above

SG 01.5

Describe your organisation's investment principles, and overall investment strategy, and how they consider ESG factors and real economy impact.

The primary objective of Stichting KLM Cabine Pensioenfonds (the "Fund") is to provide a good and affordable pensions for participants. The investment policy is focused on value creation in the long term, which constantly creates a trade-off between return and risk. The sustainable policy is incorporated in the investment policy, the fund invests in prosperous future for the next generation, so besides the financial aspects the social, governance and environmental aspects are taken into account.

Stichting Algemeen Pensioenfonds has decided to join the UN PRI as a first step of integrating an ESG policy in the investment policy. The board of trustees wants to acknowledge relevant environmental, social and governance factors in the investment process. These standards are: respect for human rights and labour rights, combating bribery and corruption, protecting the environment and climate, avoiding involvement in controversial weapons and respecting standards of corporate governance. In delivering its responsibility, the pension fund takes the interest of its members, pensioners and employers into account and seeks to be accountable to them for the decisions it makes and the actions taken.

No

SG 01.6

Provide a brief description of the key elements, any variations or exceptions to your investment policy that covers your responsible investment approach. [Optional]

Five policy 'principles' on ESG incorporation with investment policy

1. Responsible investment policy, where economic basis is key.
2. Transparency investment process
3. Flexibility in investment decision making
4. Active Shareholder
5. Practical implication

SG 02**Mandatory****Public****Core Assessed****PRI 6**

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 02.1

Indicate which of your investment policy documents (if any) are publicly available. Provide a URL and an attachment of the document.

- Policy setting out your overall approach

URL/Attachment

- URL

URL

https://klmcabinefonds.nl/sites/www.klmcabinefonds.nl/files/Beleid%20maatschappelijk%20verantwoord%20beleggen_DEF%20.pdf

- Attachment (will be made public)
- Formalised guidelines on environmental factors
- Formalised guidelines on social factors
- Formalised guidelines on corporate governance factors
- (Proxy) voting policy

URL/Attachment

- URL

URL

<https://klmcabinefonds.nl/stembeleid>

- Attachment (will be made public)
- We do not publicly disclose our investment policy documents

SG 02.2

Indicate if any of your investment policy components are publicly available. Provide URL and an attachment of the document.

- Your organisation's definition of ESG and/or responsible investment and it's relation to investments

URL/Attachment

- URL

URL

https://klmcabinefonds.nl/sites/www.klmcabinefonds.nl/files/Beleid%20maatschappelijk%20verantwoord%20beleggen_DEF%20.pdf

- Attachment
- Processes / approaches to incorporating ESG
- Governance structure of organisational ESG responsibilities
- Active ownership approaches
- We do not publicly disclose any investment policy components

SG 02.3 Indicate if your organisation's investment principles, and overall investment strategy is publicly available

- Yes

URL

<https://www.klmgrondfonds.nl/beleggingsbeleid>

- No

| | | | | |
|--------------|------------------|---------------|----------------------|----------------|
| SG 03 | Mandatory | Public | Core Assessed | General |
|--------------|------------------|---------------|----------------------|----------------|

SG 03.1 Indicate if your organisation has a policy on managing potential conflicts of interest in the investment process.

- Yes

SG 03.2 Describe your policy on managing potential conflicts of interest in the investment process.

That's the reason why we vote ourselves for the Dutch organisations, we apply the 'central' voting policy with a human overlay for potential conflicts of interest in the Dutch investment industry

- No

| | | | | |
|--------------|------------------|---------------|--------------------|----------------|
| SG 04 | Voluntary | Public | Descriptive | General |
|--------------|------------------|---------------|--------------------|----------------|

SG 04.1 Indicate if your organisation has a process for identifying and managing incidents that occur within portfolio companies.

- Yes
- No

SG 04.2 Describe your process on managing incidents

In the IMA of the managers (combined in pools per region) the ESG resyriktion, exclusion list and mrisk management restrictions are set and IMA is signed by MT of Blue Sky Group, in behalf of the fund. The Custodioan montitors all breaches of the IMA

Objectives and strategies

| | | | | |
|-------|-----------|--------|-----------------------|---------|
| SG 05 | Mandatory | Public | Gateway/Core Assessed | General |
|-------|-----------|--------|-----------------------|---------|

SG 05.1

Indicate if and how frequently your organisation sets and reviews objectives for its responsible investment activities.

- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad-hoc basis
- It is not reviewed

SG 05.2

Additional information. [Optional]

We have just affirmed in the ESG project group that the ESG policy (with the policy principles) needs to be reviewed by the boards once a year. At this moment the ESG project group, consisting of two Blue Sky group members and 5 board members of KLM Cabine and KLM Algemeen, did a review of the ESG policy.

Governance and human resources

| | | | | |
|-------|-----------|--------|---------------|---------|
| SG 07 | Mandatory | Public | Core Assessed | General |
|-------|-----------|--------|---------------|---------|

SG 07.1

Indicate the roles present in your organisation and for each, indicate whether they have oversight and/or implementation responsibilities for responsible investment.

Roles present in your organisation

- Board members or trustees
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Chief Executive Officer (CEO), Chief Investment Officer (CIO), Investment Committee
- Other Chief-level staff or head of department, specify
The pensionfund has a fiduciary

- Oversight/accountability for responsible investment
- Implementation of responsible investment
- No oversight/accountability or implementation responsibility for responsible investment
- Portfolio managers
 - Oversight/accountability for responsible investment
 - Implementation of responsible investment
 - No oversight/accountability or implementation responsibility for responsible investment
- Investment analysts
- Dedicated responsible investment staff
- External managers or service providers
- Investor relations
- Other role, specify (1)
- Other role, specify (2)

SG 07.2 For the roles for which you have RI oversight/accountability or implementation responsibilities, indicate how you execute these responsibilities.

The pension funds are taking more responsibility on RI and ESG policy since 2014 and it is really becoming a part of the common agenda of the board meetings. In their Investment Committee a member is dedicated to ESG. This member will communicate the progress of the ESG policy with the fiduciary (Blue Sky Group) through the board secretary and ESG project group. The aim is to end the ESG project group soon if the board is fully set of their ESG ambition. Now the ESG policy is a detailed overlay and it has to be shaped by (consensus) ambition of the pension fund, in line with the needs of all participants. On the agenda: - expanding active shareholding with engagement. - RI, what kind of investment products are most interesting in the existing portfolio - Now more than 70% of the external managers incorporate ESG with their investment strategy. In short, we mean that the managers also take ESG factors into account in their investment process.

SG 07.3 Indicate the number of dedicated responsible investment staff your organisation has.

Number

1

Promoting responsible investment

SG 09

Mandatory

Public

Core Assessed

PRI 4,5

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 09.1

Select the collaborative organisation and/or initiatives of which your organisation is a member or in which it participated during the reporting year, and the role you played.

Select all that apply

- Principles for Responsible Investment

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

This is the second year we will be reporting to the UNPRI, The ESG policy is build up out of blocs, steps 1 UNPRI signatory, step 2 exclusion list, step 3 active shareholdership through proxy voting, active participation of class actions and memberships of (collective) sustainable organisations. The voting policy is outsourced, because we didn't want to implemetated an whole ESG team. Robeco is allowed to vote on behalf of the fund and the makes quaterly reports, and the support us with VBDO report, UNPRI reporting etc.in 2016 they educated the fiduciary and the fund on engagement. Step 3 ESg integrated in investment process--> work in progress

- AFIC – La Commission ESG
- Asian Corporate Governance Association
- Australian Council of Superannuation Investors
- BVCA – Responsible Investment Advisory Board
- CDP Climate Change
- CDP Forests
- CDP Water
- CFA Institute Centre for Financial Market Integrity
- Code for Responsible Investment in SA (CRISA)
- Code for Responsible Finance in the 21st Century
- Council of Institutional Investors (CII)
- ESG Research Australia
- Eumedion

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

We are a member already for a long time. Our CEO or CIO of Blue Sky group , our fiduciary, had regular contact

- EVCA – Responsible Investment Roundtable

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

Blue Sky group our fiduciary attends conferences

- Extractive Industries Transparency Initiative (EITI)
- Global Investors Governance Network (GIGN)
- Global Impact Investing Network (GIIN)
- Global Real Estate Sustainability Benchmark (GRESB)

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

GRESB benchmark is used in investment process of the real estate department

- Green Bond Principles
- Institutional Investors Group on Climate Change (IIGCC)
- Interfaith Center on Corporate Responsibility (ICCR)
- International Corporate Governance Network (ICGN)

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

voting process that is outsourced by Robeco, voting policy is based on ICGN

- Investor Group on Climate Change, Australia/New Zealand (IGCC)
- International Integrated Reporting Council (IIRC)
- Investor Network on Climate Risk (INCR)/CERES
- Local Authority Pension Fund Forum
- Principles for Sustainable Insurance
- Regional or National Social Investment Forums (e.g. UKSIF, Eurosif, ASRIA, RIAA), specify
- Responsible Finance Principles in Inclusive Finance
- Shareholder Association for Research and Education (Share)
- United Nations Environmental Program Finance Initiative (UNEP FI)
- United Nations Global Compact

Your organisation's role in the initiative during the reporting period (see definitions)

- Basic
- Moderate
- Advanced

Provide a brief commentary on the level of your organisation's involvement in the initiative. [Optional]

see ESG policy, it is based on UN Global Compact.

- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify
- Other collaborative organisation/initiative, specify

SG 10

Mandatory

Public

Core Assessed

PRI 4

SG 10.1

Indicate if your organisation promotes responsible investment, independently of collaborative initiatives.

- Yes

SG 10.2

Indicate which of the following actions your organisation has taken to promote responsible investment, independently of collaborative initiatives.

- Provided or supported education or training programmes for clients, investment managers, broker/dealers, investment consultants, legal advisers or other investment organisations
- Provided financial support for academic or industry research on responsible investment
- Encouraged better transparency and disclosure of responsible investment practices across the investment industry
- Spoke publicly at events and conferences to promote responsible investment
- Wrote and published in-house research papers on responsible investment
- Encouraged the adoption of the PRI
- Wrote articles on responsible investment in the media.
- Other, specify

No

SG 10.3

Describe any additional actions and initiatives that your organisation has taken part in during the reporting year to promote responsible investment [Optional]

- report on fossil fuel, impact on the portfolio - exposure energy sector - business case internal managed portfolio
ion ESG presented - investment beliefs on ESG under review

Implementation not in other modules

SG 12**Mandatory****Public****Descriptive****PRI 1**

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SG 12.1

Indicate if your organisation executes scenario analysis and/or modelling in which the risk profile of future ESG trends at portfolio level is calculated.

- We execute scenario analysis which includes factors representing the investment impacts of future environmental trends
- We execute scenario analysis which includes factors representing the investment impacts of future social trends
- We execute scenario analysis which includes factors representing the investment impacts of future governance trends
- We execute other scenario analysis, specify
- We do not execute such scenario analysis and/or modelling

SG 12.2

Indicate if your organisation considers ESG issues in strategic asset allocation and/or allocation of assets between sectors or geographic markets.

We do the following

- Allocation between asset classes
- Determining fixed income duration
- Allocation of assets between geographic markets
- Sector weightings
- Other, specify

we are now considering a sustainable pool (equity) for liquid asset classes

We do not consider ESG issues in strategic asset allocation

Stichting Pensioenfonds KLM-Cabinepersoneel

Reported Information

Public version

Indirect – Manager Selection, Appointment and Monitoring

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Overview

SAM 01

Mandatory

Public

Core Assessed

PRI 4

New selection options have been added to this indicator. Please review your prefilled responses carefully.

SAM 01.1

Indicate whether your organisation uses investment consultants and/or fiduciary managers.

- Yes, we use investment consultants
- Yes, we use a fiduciary manager that delegates management of some or all of our assets to third-party managers.

SAM 01.4

Indicate if your organisation considers responsible investment in the monitoring processes for fiduciary managers.

- Responsible investment is considered when monitoring our fiduciary manager

SAM 01.5

Indicate whether your organisation considers any of the following responsible investment factors in the monitoring of fiduciary managers

- Including responsible investment as a standard agenda item at performance review meetings
- Discussing whether the manager has acted in accordance with your overall investment beliefs on responsible investment and ESG factors
- Discussing whether the manager has acted in accordance with your organisation's overall strategy on responsible investment and ESG factors
- Discussing whether the manager has acted in accordance with your organisation's overall policy on responsible investment and ESG factors
- Reviewing the manager's PRI Transparency or Assessment reports
- Reviewing the manager's responsible investment reporting (excluding PRI generated reports)
- Reviewing ESG characteristics of the portfolio
- Reviewing the impact of ESG factors on financial performance
- Encouraging your managers to consider joining responsible investment initiatives/organisations or participate in collaborative projects with other investors
- Including responsible investment criteria as a formal component of overall manager performance evaluation
- Other general aspects of your monitoring; specify

other description

BlueSkygroup our fiduciary has incorporated ESG in the investmen tprocess. In monitoring and selectionprocess is build in, it is no deal breaker, a win win

SAM 01.6

Describe the approach you take to monitoring your fiduciary managers and the reason(s) for this approach [Optional].

The fiduciary is structuring their monitoring and selection process since 2014-15 to incorporate ESG in a good manner, This means that the breadth of the portfolio's needs to be sustained and that active shareholding is key. Now the awareness is growing because of the transparency on the corporate website, and more questionmarks are rising. We, together with fiduciary, are setting the Investment beliefs and also making ESG a part, it is a joint event. Joint, because we also need to realise that different interests lead to different policies and we need to 'please' all stakeholders. The objective of ESG incorporation in the investment policy is more defined by diminishing risk, and spotting the 'disasters', and it has no alpha goal.

- We do not consider responsible investment in the monitoring processes for fiduciary managers
- No, we do not use investment consultants or fiduciary managers.

| | | | | |
|---------------|------------------|---------------|----------------|--------------|
| SAM 02 | Mandatory | Public | Gateway | PRI 1 |
|---------------|------------------|---------------|----------------|--------------|

SAM 02.1

Indicate for which of the following externally managed asset classes your organisation, and/or your investment consultants, consider responsible investment factors in investment manager: (a) Selection, (b) Appointment (investment management agreements/contracts), and (c) Monitoring

Select all that apply

| Asset classes | (a) Selection | (b) Appointment | (c) Monitoring |
|------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Listed equity | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Fixed income - SSA | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Fixed income - Corporate (financial) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Fixed income - Corporate (non-financial) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Fixed income - Securitised | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| Private equity | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Property | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

SAM 02.2

Provide a brief description of how your organisation includes responsible investment considerations in your investment manager selection, appointment and monitoring processes.

Real estate- advisory boards (votes) , GRESB benchmark used in selection and monitoring, and public real estate participates proxy voting process. Public equity- proxy voting, 50% of external manager integrates ESG policy in their product , and 70% of the external managers have an active ESG policy and UNPRI (or similar) registration as an organisation. Fixed income- 70% of the external managers have an active ESG policy and UNPRI (or similar) registration as an organisation. No green bonds, since end 2016 we are looking into green bond initiatives. Private equity- no ESG integration in process, but collective initiative (ILPA) and membership with sustainable angle (EVCA)

Listed Equity and Fixed Income Strategies

SAM 04

Mandatory

Public

Gateway

PRI 1,2

SAM 04.1

Indicate which of the following ESG incorporation strategies you require your external manager(s) to implement on your behalf:

Active investment strategies

| Active investment strategies | Listed Equity | FI - SSA | FI - Corporate (financial)? | FI - Corporate (non-financial)? |
|------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Screening | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Thematic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Integration | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

Passive investment strategies

| Passive investment strategies | Listed Equity | FI - SSA | Fixed income -Securitised? |
|-------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Screening | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Thematic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Integration | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

SAM 04.2

Explain how you integrate ESG factors in the selection, appointment and monitoring of your passive funds

In the passive funds we don't incorporate ESG factors

SAM 04.3

Additional information. [Optional]

The word 'require' is to decisive for this fund. We require nothing, it is a win- win situation if it is integrated in the investment policy. As a result more than 50% of the external managers (liquide assetclass) incorporates ESG factors

Selection**SAM 05****Mandatory****Public****Core Assessed****PRI 1****SAM 05.1**

Indicate what RI-related information your organisation typically covers in the majority of selection documentation for your external managers

| | LE | FI - SSA | FI - Corporate (financial)? | FI - Corporate (non-financial)? | | | Property |
|---------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--|--|-------------------------------------|
| Investment strategy and how ESG objectives relate to it | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | <input checked="" type="checkbox"/> |
| ESG incorporation requirements | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | <input checked="" type="checkbox"/> |
| ESG reporting requirements | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | <input checked="" type="checkbox"/> |
| Other | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | | <input checked="" type="checkbox"/> |
| No RI information covered in the RFPs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | <input type="checkbox"/> |

If you select any 'Other' option(s), specify

In RFI we ask ESG questions (team, proces, policy) and 1x per year review, and we enclose exclusion list in IMA and enclose proxy process in IMA

SAM 05.2

Explain how your organisation evaluates the investment manager's ability to align between your investment strategy and their investment approach

Strategy

| | LE | FI - SSA | FI - Corporate (financial)? | FI - Corporate (non-financial) | | Property | |
|------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--|-------------------------------------|--|
| Assess the time horizon of the investment manager's investment strategy | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | |
| Assess the quality of investment policy and its reference to ESG | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | |
| Assess the investment approach and how ESG objectives are implemented in the investment process (asset class specific) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input checked="" type="checkbox"/> | |
| Assess the ESG definitions to be used | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input checked="" type="checkbox"/> | |
| Other | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |

ESG people/oversight

| | LE | FI - SSA | FI - Corporate (financial)? | FI - Corporate (non-financial)? | | Property | |
|----------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--|-------------------------------------|--|
| Assess ESG expertise of investment teams | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| Review the ownership of the ESG implementation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| Review how is ESG implementation enforced /ensured | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| Other | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| None of the above | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | |

Process/portfolio construction/investment valuation

| | LE | FI - SSA | FI - Corporate (financial)? | FI - Corporate (non-financial)? | | Property | |
|------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--|-------------------------------------|--|
| Review the process ensuring the quality of the ESG data used | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| Review and agree the investment decision making process (and ESG data use in it) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | |
| Review and agree the ESG incorporation strategy impact of ESG analysis on investment decisions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| Review and agree how the manager is targeting returns and ESG objectives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| Review and agree how the manager identifies, measures and manages ESG risk | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| Review and agree return and risk in combination at a portfolio level (portfolio construction) and ESG objectives | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| Review how ESG materiality is evaluated by the manager in the monitored period | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | |
| Review process for defining and communicating on ESG incidents | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | <input checked="" type="checkbox"/> | |
| Other, specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | <input type="checkbox"/> | |

SAM 05.3

Describe the selection process

- Review responses to RfP, RfI, DDQ etc.
- Review Limited Partners' Responsible Investment Due Diligence Questionnaire (PE DDQ)
- Review publicly available information
- Review assurance process
- Review PRI Transparency Reports
- Request and discuss PRI Assessment Reports
- Meetings with the potential shortlisted managers
- Site visits to potential managers offices
- Other, specify

SAM 05.4

When selecting external managers does your organisation set any of the following:

| | LE | FI - SSA | FI - Corporate (financial)? | FI - Corporate (non-financial)? | | | Property |
|----------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--|--|-------------------------------------|
| ESG score | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | <input type="checkbox"/> |
| ESG weight | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | <input type="checkbox"/> |
| Real world economy targets | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | | <input checked="" type="checkbox"/> |
| Other RI considerations | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | | | <input checked="" type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | | | <input type="checkbox"/> |

If you select any 'Other' option(s), specify

We motivate manager to engage, be a signatory of UNPRI or comparable organisation, and we review the ESG policy and the impact on portfolio every year. We measure / rate the holding from the existing and new external managers in ESG through MSCI ESG rating application

SAM 06

Mandatory

Public

Additional Assessed

PRI 2

SAM 06.1

Indicate how your organisation typically evaluates the manager's active ownership practices in the majority of the manager.

Engagement

| | FI - SSA | FI - Corporate (financial) | FI - Corporate (non-financial) | |
|---------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Review the manager's engagement policy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Review the manager's engagement process (with examples and outcomes) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Ensure that engagement outcomes feed back into the investment decision-making process | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Other engagement issues in your selection process specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |

SAM 06.2 Describe how you assess if the manager's engagement approach is effective.

- Impact on investment decisions
- Impact on company / asset level
- Impact on ESG profile or the portfolio
- Evidence of changes in corporate practices
- Other, specify
- None of the above

Appointment

SAM 07.1 Mandatory Public Core Assessed PRI 1

SAM 07.1 Indicate if in the majority of cases and where the structure of the product allows, your organisation does any of the following as part of the manager appointment

- Sets standard or ESG benchmarks
- Defines ESG objectives
- Sets incentives and controls linked to the objectives
- Requires reporting on these objectives
- None of the above
- None of the above, we invest only in pooled funds and have a thorough selection process

SAM 07.2-5 Mandatory Public Core Assessed PRI 1

SAM 07.2 Provide an example per asset class of your benchmarks, objectives, incentives/controls and reporting requirements that would typically be included in your managers' appointment.

Asset class

- Fixed income - Securitised

Benchmark

- We do not set benchmarks

Objectives

- Voting, specify
not applicable
- Engagement, specify
done by external manager (securitised means securitised mortgages at Blue Sky Group)
- Integration, specify
not applicable
- Investment restrictions, specify
standard restriction IMA and esg objective in the RFI
- Strategy, specify
no special ESG factor in strategy

Incentives and controls

- We do not set incentives and controls

Reporting requirements

- Ad-hoc/when requested
- Annually
- Bi-annually
- Quarterly
- Monthly

- Property

Benchmark

- We do not set benchmarks

Objectives

- Other, specify
public real estate the GRESB benchmark is used as reference
- Voting, specify
private real estate; the real estate team visits the advisory boards meetings regularly and is active participant.
- Engagement, specify
special issues in private real estate deal

Integration, specify

ESG factors are win win in risk- return at public and private real estate

Investment restrictions, specify

GRESB Benchmark

Strategy, specify

The benchmark GRESB and notification of ESG score (holding) with public real estate

Incentives and controls

We do not set incentives and controls

Reporting requirements

Monthly

Quarterly

Bi-annually

Annually

Ad-hoc/when requested

SAM 07.3

Explain how your organisation evaluates the reporting capacity of the manager to meet your reporting requirements during the selection process

| | | | | | FI - Securitised? | Property | |
|------------------------------------------------------|--|--|--|--|-------------------------------------|-------------------------------------|--|
| Agree upon ESG reporting requirements | | | | | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Review ESG reporting processes and capacity in place | | | | | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Agree processes for raising ad-hoc ESG issues | | | | | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Other, specify | | | | | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| None of the above | | | | | <input type="checkbox"/> | <input type="checkbox"/> | |

If you select any 'Other' option(s), specify

'other ' --> in the selection process for real estate ESG factors are important and really taken into account. So reporting on E , S, and G is meaningful and required. The external manager is free to report the content what he./she finds relevant, we requires it quarterly and check upfront (selection proces) if ESG factors won't have a too great impact the risk - return

SAM 07.4 Explain which of these actions your organisation might take if any of the requirements are not met

- Discuss requirements not met and set project plan to rectify
- Review performance in more detail
- Place investment manager on a “watch list”
- Investigate reason for non-compliance
- Require action plan from the manager
- Negotiate fees
- Failing all actions, terminate contract with the manager
- Other, specify
- No actions are taken if any of the requirements are not met

Monitoring

| SAM 08 | Mandatory | Public | Core Assessed | PRI 1 |
|-----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|---------------|-------|
| SAM 08.1 | When monitoring managers, indicate which of the following types of responsible investment information your organisation typically reviews and evaluates from the investment manager in meetings/calls | | | |

| | LE | FI - SSA | FI - Corporate (financial)? | FI - Corporate (non-financial)? | FI - Securitised? | Private equity | Property | |
|-------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--|
| ESG objectives linked to investment strategy | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Investment restrictions and any controversial investment decisions | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| ESG incorporation objectives (with examples) | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| ESG portfolio characteristics | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| How ESG materiality has been evaluated by the manager in the monitored period | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Information on any ESG incidents | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Metrics on the real economy influence of the investments | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | |
| PRI Transparency Reports | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| PRI Assessment Reports | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Other general RI considerations in investment management agreements; specify | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

SAM 08.2

When monitoring external managers, does your organisation set any of the following to measure compliance/progress

| | LE | FI - SSA | FI - Corporate (financial)? | FI - Corporate (non-financial)? | FI - Securitised? | Private equity | Property |
|----------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| ESG score | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ESG weight | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Real world economy targets | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other RI considerations | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| None of the above | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

SAM 08.3

Provide additional information relevant to your organisation's monitoring processes of external managers. [OPTIONAL]

Blue Sky measure

-signatory UNPRI, ESG score (MSCI ratings), GRESB ratings (real estate), ESG policy changes, ad hoc ESG reports, quarterly proxy voting reports shared with external managers

| | | | | |
|---------------|------------------|---------------|----------------------------|--------------|
| SAM 09 | Mandatory | Public | Additional Assessed | PRI 1 |
|---------------|------------------|---------------|----------------------------|--------------|

SAM 09.1

When monitoring managers, indicate which of the following active ownership information your organisation typically reviews and evaluates from the investment manager in meetings/calls

| |
|-------------------|
| Engagement |
|-------------------|

| | FI - SSA | FI - Corporate (financial)? | FI - Corporate (non-financial)? | FI - Securitised? |
|---------------------------------------------------------------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| Report on engagements undertaken (outcomes and examples) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Account on engagement ESG impacts | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other RI considerations relating to engagement in investment management agreements; specify | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| None of the above | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

If you select any 'Other' option(s), specify

Only for the dutch organisation in the AEX / AMX we vote our self and undertake engagement action if needed
Class actions policy is in place now and active class action policy is executed

Outputs and outcomes

SAM 12

Mandatory

Public

Additional Assessed

PRI 1,6

SAM 12.1

Provide examples of how ESG issues have been addressed in the manager selection, appointment and/or monitoring process for your organisation during the reporting year.

Add Example 1

| | |
|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic or issue | selection proces - start search |
| Conducted by | <input checked="" type="checkbox"/> Internal staff |
| Asset class | <input type="checkbox"/> All asset classes <input checked="" type="checkbox"/> Listed Equity <input type="checkbox"/> Fixed income – SSA <input type="checkbox"/> Fixed income – corporate (financial) <input type="checkbox"/> Fixed income – corporate (financial) <input type="checkbox"/> Fixed income – securitised <input type="checkbox"/> Private equity <input type="checkbox"/> Property |
| Scope and process | - search proces desription and target return at Invest met Commitee --> compose universe (financial screen) --> compose long list (financial and non financila criteria) , RFP send with 6 question on ESG --> selection of Short list and due dilligence at external manger requirees 1-2 hours with ESG team --> selection of external manager than the lega part begins --> IMA with also ESG paragph in the investment schedule and in appendic on proxy voting. |
| Outcomes | Positive outcome- Most of external managers have an own esg policy, more than 50% integrates it in their investment strategy and decison making. We apply seprate account so in IMA our ESG requirements are set. |

Add Example 2

Add Example 3

Add Example 4

Add Example 5

We are not able to provide examples

Communication

SAM 13

Mandatory

Public

Core Assessed

PRI 6

SAM 13.1

Indicate if your organisation proactively discloses any information about responsible investment considerations in your indirect investments.

- Yes, we disclose information publicly
- Yes, we disclose information to clients/beneficiaries only
- We do not proactively disclose information to the public and/or clients/beneficiaries

Stichting Pensioenfonds KLM-Cabinepersoneel

Reported Information

Public version

Direct - Listed Equity Active Ownership

PRI disclaimer

This document presents information reported directly by signatories. This information has not been audited by the PRI Secretariat or any other party acting on their behalf. While this information is believed to be reliable, no representations or warranties are made as to the accuracy of the information presented, and no responsibility or liability can be accepted for any error or omission.

(Proxy) voting and shareholder resolutions

Overview

| | | | | |
|--------|-----------|--------|---------|-----------|
| LEA 17 | Mandatory | Public | Gateway | PRI 1,2,3 |
|--------|-----------|--------|---------|-----------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 17.1 Indicate whether your organisation has a formal voting policy.

Yes

LEA 17.2 Indicate what your voting policy covers:

- Conflicts of interest
- Prioritisation of voting activities
- Transparency
- Decision making processes
- Environmental factors
- Social factors
- Governance factors
- Filing/co-filing resolutions
- Extraordinary meetings
- Share blocking
- Regional voting practices
- Record keeping
- Company dialogue pre/post vote
- Securities lending process
- Other, describe
- None of the above

LEA 17.3 Attach or provide a URL to your voting policy. [Optional]

URL

https://klmcabinefonds.nl/sites/www.klmcabinefonds.nl/files/Proxy%20voting%20guidelines_DEF_Cabine.pdf

Attach document

[File 1:stembeleid exclusief voorblad.doc](#)

LEA 17.4 Provide a brief overview of your organization’s approach to (proxy) voting.

Robeco votes on behalf of the pension fund (their mandatae). This is carried out by dedicated voting analysts in our Governance and Active Ownership team. They have been doing this since 1998. Robeco visits several shareholder meetings in person (most in the Netherlands), but casts most of its votes electronically. Robeco reports about its voting activity in public through its tool and website, the reporting documents are also placed at the website of the pension fund.

LEA 17.5 Provide an overview of how you ensure your voting policy is adhered to, giving details of your approach when exceptions to the policy are made (if applicable).

Robeco has a comprehensive voting policy based on 15 years of experience and insights and anticipates specific policy wishes in its mandates where this is requested. They vote almost at all possible meetings relevant to our holdings, regardless of region or company. In practice, we only refrain from voting in specific cases of share blocking which prevent our ownership being recognised in the total number of votes allocated. In these cases they assess the priority of the meeting and the voting impact of our positions. Their voting analysis is based on the internationally-accepted principles of the International Corporate Governance Network (ICGN), local guidelines and pension fund wishes. The ICGN principles provide a broad framework for assessing companies' corporate governance practices. They provide enough scope for companies to be assessed according to local standards, national legislation and corporate-governance codes of conduct. The assessment also takes into account company-specific circumstances and the management's explanation of company policy.

Relevant voting decisions are made in collaboration with investment teams and engagement specialists. Information captured from the shareholder meeting is taken into account in the forthcoming engagement activities. Although the pension fund Cabine staff itself doesn't chose for engagement yet.

Robeco aimes, with our voting practices, to encourage management teams, of companies in which we invest, to implement good corporate governance and responsible policies to increase long-term shareholder value and to encourage responsible corporate behaviour.

On a case by case basis we assess if we want to (co-) file a shareholder resolution as part of our voting or engagement activities. Especially for Dutch comopanies included in the AEX en AMX.

No

Process

LEA 18

Mandatory

Public

Descriptive

PRI 2

LEA 18.1

Indicate how you typically make your (proxy) voting decisions.

| |
|----------|
| Approach |
|----------|

- We use our own research or voting team and make voting decisions without the use of service providers.
- We hire service provider(s) that make voting recommendations or provide research that we use to inform our voting decisions.
- We hire service provider(s) that make voting decisions on our behalf, except for some pre-defined scenarios for which we review and make voting decisions.

| |
|----------|
| Based on |
|----------|

- the service provider voting policy signed off by us
- our own voting policy
- our clients' requests or policy
- other, explain

Dutch listed companies in the AEX and AMX are filtered, first the fiduciary looks into the AVA and voting information before following the standard policy
- We hire service provider(s) that make voting decisions on our behalf.

| | |
|----------|-----------------------------------|
| LEA 18.2 | Additional information.[Optional] |
|----------|-----------------------------------|

Robeco, our service provider, follows a process that assigns different levels of priority for every single shareholder meeting. By applying different filters, voting resolutions that require more extensive analysis are identified. Robeco's research provider has implemented a customised voting policy based on Robeco's corporate governance principles. This customized policy serves as a basis for all voting instructions.

If Robeco's voting policy does not provide a clear direction for the research provider's analysts regarding the desired vote cast, Robeco analysts analyse the resolution and provide specific instruction for the vote cast. Vote decisions of flagged companies are always analysed by Robeco and manually made by Robeco's own analysts; these are based on in-house analysis which takes into account the research provider's recommendation as well as a number of additional research sources

| | | | | |
|--------|-----------|--------|-------------|-------|
| LEA 19 | Mandatory | Public | Descriptive | PRI 2 |
|--------|-----------|--------|-------------|-------|

New selection options have been added to this indicator. Please review your prefilled responses carefully.

| | |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LEA 19.1 | Of the voting recommendations that your service provider made in the reporting year, indicate the percentage reviewed by your organisation, giving reasons. |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|

| |
|-----------------------------------------------------------------|
| Percentage of voting recommendations your organisation reviewed |
|-----------------------------------------------------------------|

- >20%,
- 5-20%,
- 1-5%,
- <1%

Reasons for review

- Specific ESG issues
- Votes for significant holdings
- Votes against management and/or abstentions
- Conflicts of interest
- Corporate actions such as M&A, disposal, etc.
- Votes for companies with which we have an active engagement
- Client requests
- Ad-hoc oversight of Service Provider
- Shareholder resolutions
- Share blocked securities
- Other, explain

LEA 22

Mandatory

Public

Core Assessed

PRI 2

New selection options have been added to this indicator. Please review your prefilled responses carefully.

LEA 22.1

Indicate whether you or the service providers acting on your behalf raise any concerns with companies ahead of voting

- Yes, in most cases
- Sometimes, in the following cases:
 - Votes for selected markets
 - Votes relating to certain ESG issues
 - Votes for significant shareholdings
 - Votes for companies we are engaging with
 - On request by clients
 - Other
- Neither we nor our service provider raise concerns with companies ahead of voting

LEA 22.2

Indicate whether you and/or the service provider(s) acting on your behalf, communicate the rationale to companies, when , you abstain or vote against management recommendations.

- Yes, in most cases
- Sometimes, in the following cases.
- We do not communicate the rationale to companies
- Not applicable because we and/or our service providers do not abstain or vote against management recommendations

| | |
|----------|------------------------------------|
| LEA 22.3 | Additional information. [Optional] |
|----------|------------------------------------|

Since 2015, Robeco, oru service provider, informs companies of the rationale behind "against" votes when they fall under three categories: companies that are under engagement by the Governance and Active Ownership Team, companies in which Robeco is a significant shareholder (>1% of issued shares), and all Dutch companies. The number of companies falling under this scope amounts to approximately 240 companies. Fot the portfolio of thr pension fund the total number of comapanies is below 200.

Robeco informs these companies in order to elaborate on our voting rationale and to voice concerns. Often such communication leads to a conversation with the company in question. During such conversation we suggest which improvements that the company can make in the future. This process is aimed for improvements in these companies. Given the amount of resources needed for such feedback sessions, we focus on the most relevant holdings, instead of having a standardized or automated process of 'vote against messages' for every single "against" vote. To apply focus, we scope those companies in which we have a significant holding, are already under engagement and in our home market. The pension fund of KLM cabine allows with this form of engagement and will be informed accordingly.

Outputs and outcomes

| | | | | |
|--------|-----------|--------|---------------|-------|
| LEA 23 | Mandatory | Public | Core Assessed | PRI 2 |
|--------|-----------|--------|---------------|-------|

| | |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LEA 23.1 | For listed equities where you and/or your service provider have the mandate to issue (proxy) voting instructions, indicate the percentage of votes cast during the reporting year. |
|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

We do track or collect this information

| | |
|--|--------------------------------|
| | Votes cast (to the nearest 1%) |
|--|--------------------------------|

| | |
|--|---|
| | % |
|--|---|

60

| | |
|--|----------------------------------------------------------|
| | Specify the basis on which this percentage is calculated |
|--|----------------------------------------------------------|

- of the total number of ballot items on which you could have issued instructions
- of the total number of company meetings at which you could have voted
- of the total value of your listed equity holdings on which you could have voted

LEA 23.2 Explain your reason(s) for not voting certain holdings

- Shares were blocked
 - Notice, ballots or materials not received in time
 - Missed deadline
 - Geographical restrictions (non-home market)
 - Cost
 - Conflicts of interest
 - Holdings deemed too small
 - Administrative impediments (e.g., power of attorney requirements, ineligibility due to participation in share placement)
 - We do not vote on environmental resolutions
 - We do not vote on social resolutions
 - On request by clients
 - Other
- We do not track or collect this information

LEA 23.3 Additional information. [Optional]

shareblocking is around 5%

LEA 24

Mandatory

Public

Descriptive

PRI 2




LEA 24.1

Indicate if you track the voting instructions that you and/or your service provider on your behalf have issued.

- Yes, we track this information

LEA 24.2

Of the voting instructions that you and/or third parties on your behalf issued, indicate the proportion of ballot items that were:

| Voting instructions | Breakdown as percentage of votes cast |
|-----------------------------------------------|------------------------------------------------------------------------------------------|
| For (supporting) management recommendations |  85 |
| Against (opposing) management recommendations |  15 |
| Abstentions |  0 |

100%

LEA 24.3 Describe the actions you take after voting against management recommendations.

Shareholder proposals are analysed on a case-by-case basis. Occasionally, Robeco is invited by other shareholders to co-sign resolutions. Depending on whether they align with our voting policy we decide how to instruct our votes or co-sign such resolutions. Whenever shareholder resolutions are related to environmental and/or social issues they are consulted.

No, we do not track this information

Communication

LEA 27

Mandatory

Public

Core Assessed

PRI 2,6

LEA 27.1 Indicate if your organisation proactively discloses information on your voting activities.

We disclose it publicly

provide URL

<https://klmcabinefonds.nl/sites/www.klmcabinefonds.nl/files/Stemrapportage%20Pensioenfonds%20KLM%20Cabinepersoneel%202015.pdf>

LEA 27.2 Indicate if the information disclosed to the public is the same as that disclosed to clients/beneficiaries.

Yes

LEA 27.3

Indicate the voting information your organisation proactively discloses to the public and/or to clients/beneficiaries.

Indicate how much of your voting record you disclose

- All voting decisions
- Some voting decisions
- Only abstentions and opposing vote decisions
- Summary of votes only

Indicate what level of explanation you provide

- Explain all voting decisions
- Explain some voting decisions
- Only explain abstentions and votes against management
- No explanations provided

LEA 27.4

Indicate how frequently you typically report voting information.

- Continuously (primarily before meetings)
- Continuously (soon after votes are cast)
- Quarterly or more frequently
- Biannually
- Annually
- Less frequently than annually
- Ad-hoc/as requested
- No
- We disclose it to clients/beneficiaries only
- We do not proactively disclose our voting activities to the public and/or to clients/beneficiaries

LEA 27.8

Additional information. [Optional]

Robeco, our service provider, publicly discloses all the voting decisions for its public funds on its website including: The voting history per fund for all our portfolio holdings dating back to January 2012; For every company Robeco's voting decision whether it voted for or against management.