


## ION BEAM APPLICATIONS

MEETING DATE	Wed, 09 Jun 2021 10:00 am	TYPE	AGM	ISSUE DATE	Wed, 26 May 2021
MEETING LOCATION	Virtual Meeting.				
CURRENT INDICES	PIRC Global				
SECTOR	Electrical machinery, equipment, and supplies, not elsewhere classified				
FYE	31 Dec 2020				

PROPOSALS		ADVICE
1	<b>Receive Consolidated Financial Statements and Statutory Reports</b> Non-voting agenda item.	Non-Voting
2	<b>Receive Directors' Reports</b> Non-voting agenda item.	Non-Voting
3	<b>Receive Auditors' Reports</b> Non-voting agenda item.	Non-Voting
4	<b>Approve Financial Statements</b> Disclosure is adequate. The financial statements were made available sufficiently before the meeting and have been audited and certified. No serious governance concerns have been identified.	For
5	<b>Approve the Dividend</b> The Board proposes a dividend of EUR 0.20 per share. The dividend is covered by earnings. Acceptable proposal.	For
6	<b>Approve Remuneration Policy</b> It is proposed to approve the remuneration policy. Variable remuneration is not consistently capped, although the pay-out may exceed 200% of fixed salary. In addition, the company has not disclosed quantified targets for the performance criteria of its variable remuneration component, which as a consequence may lead to overpayment against underperformance. Triodos opposes this resolution.	Oppose
7	<b>Approve the Remuneration Report</b> It is proposed to approve the implementation of the remuneration policy. The payout is in line with best practice, under 200% of the fixed salary. However, the company has not fully disclosed quantified targets against which the achievements and the corresponding variable remuneration has been calculated. Although a common practice in this market as this is deemed to be sensitive information, it prevents an accurate assessment and may lead to overpayment against underperformance. In addition, there are no claw back clauses in place over the entirety of the variable remuneration component which makes it unlikely that shareholders will be able to reclaim any variable remuneration unfairly paid out. Triodos opposes this resolution.	Oppose
8	<b>Discharge the Board</b> No serious governance concerns have been identified. Triodos supports this resolution. The right for shareholders to bring proceedings against the board and the auditors is maintained, despite the approval of discharge, if the information released prior to the meeting was incorrect or incomplete. Directors remain liable individually for wilful misconduct, fraud or any criminal offences. In addition, the discharge granted by shareholders does not release them from liabilities toward third parties.	For

<b>9</b>	<b>Discharge the Auditors</b> In this market, auditors discharge may prevent lawsuits or claims for activities carried out during the year relating to facts that have not been disclosed to shareholders. As a consequence, releasing auditors from liability will weaken the governance framework and introduce great risks for investors. Triodos opposes this resolution.	<b>Oppose</b>
<b>10.a</b>	<b>Approve Co-optation of Nextstepefficiency SARL, Represented by Christine Dubus, as Independent Director</b> The company is seeking shareholders' approval on the independence assessment of this candidate. Not considered independent Triodos opposes this resolution.	<b>Oppose</b>
<b>10.b</b>	<b>Approve Co-optation of Richard A. Hausmann as Independent Director</b> The company is seeking shareholders' approval for the independence assessment of this candidate. Considered independent. Triodos supports this resolution.	<b>For</b>
<b>11.a</b>	<b>Re-elect Christine Dubus - Non-Executive Director</b> Non-Executive Director. Not considered independent as the director is the Next step efficiency representative. There is insufficient independent representation on the Board. Triodos opposes this resolution.	<b>Oppose</b>
<b>11.b</b>	<b>Re-elect Richard A. Hausmann - Non-Executive Director</b> Independent Non-Executive Director.	<b>For</b>
<b>11.c</b>	<b>Re-elect Yves Jongen - Executive Director</b> Executive Director. Triodos supports this resolution.	<b>For</b>
<b>12</b>	<b>Authorize Implementation of Approved Resolutions</b> Standard resolution.	<b>For</b>

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