

Q2 | 2023

## Ethos Fonds Generalversammlungen nicht- schweizerischer Unternehmen

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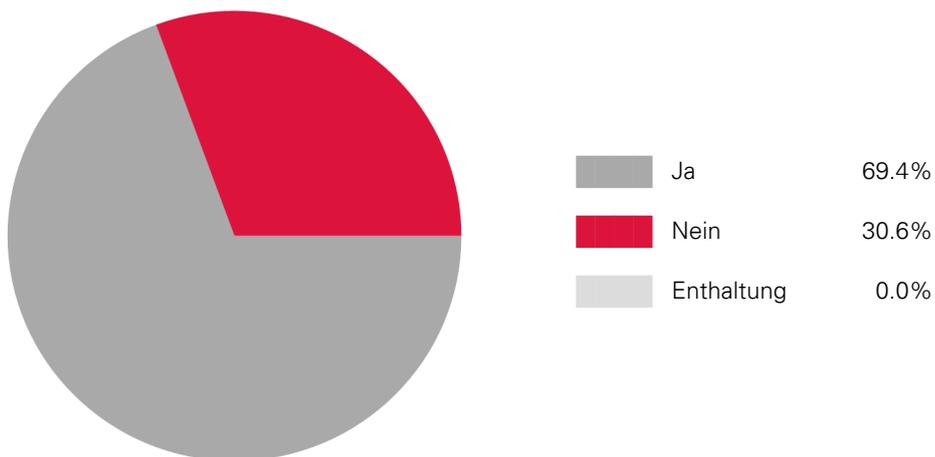
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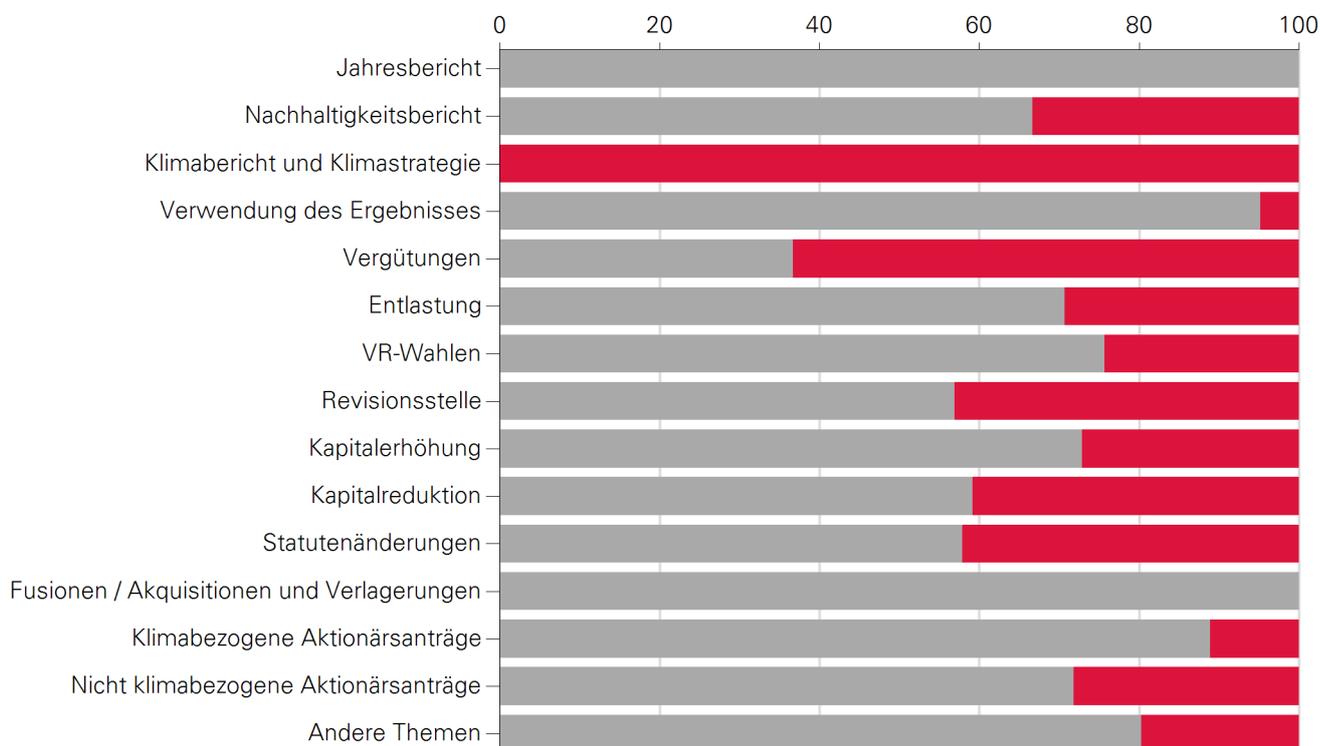
## 1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	160	2472	1712	760	0
Ausserordentliche Generalversammlungen	1	2	1	1	0
Ordentliche und ausserordentliche Generalversammlungen	25	609	426	183	0
<b>Total</b>	<b>186</b>	<b>3083</b>	<b>2139</b>	<b>944</b>	<b>0</b>

### 1.1 Zusammenfassung der Ethos Stimmempfehlungen



## 1.2 Ethos Stimmempfehlungen nach Themenkategorien



	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
	Anzahl	Prozent	Anzahl	Prozent	Anzahl	Prozent	
Jahresbericht	92	100.0%	0	0.0%	0	0.0%	92
Nachhaltigkeitsbericht	2	66.7%	1	33.3%	0	0.0%	3
Klimabericht und Klimastrategie	0	0.0%	1	100.0%	0	0.0%	1
Verwendung des Ergebnisses	78	95.1%	4	4.9%	0	0.0%	82
Vergütungen	150	36.7%	259	63.3%	0	0.0%	409
Entlastung	140	70.7%	58	29.3%	0	0.0%	198
VR-Wahlen	1101	75.7%	354	24.3%	0	0.0%	1455
Revisionsstelle	103	56.9%	78	43.1%	0	0.0%	181
Kapitalerhöhung	164	72.9%	61	27.1%	0	0.0%	225
Kapitalreduktion	55	59.1%	38	40.9%	0	0.0%	93
Statutenänderungen	33	57.9%	24	42.1%	0	0.0%	57
Fusionen / Akquisitionen und Verlagerungen	1	100.0%	0	0.0%	0	0.0%	1
Klimabezogene Aktionärsanträge	8	88.9%	1	11.1%	0	0.0%	9
Nicht klimabezogene Aktionärsanträge	89	71.8%	35	28.2%	0	0.0%	124
Andere Themen	122	80.3%	30	19.7%	0	0.0%	152

## 2 Ethos Stimmempfehlungen: Übersicht

### Art der Generalversammlung (Typ)

OGV	Ordentliche Generalversammlungen
AGV	Ausserordentliche Generalversammlungen
MIX	Ordentliche und ausserordentliche Generalversammlungen

### Abstimmungen

✓	Dafür
◐	Teilweise dafür
✗	Dagegen
✕	Enthaltung

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
3i	29.06.2023	OGV	✓			✓	✗		◐	✓	✓	✓					◐
Adobe	20.04.2023	OGV					✗		◐	✗						✓	
Advanced Micro Devices	18.05.2023	OGV					✗		◐	✗							
Advantest	27.06.2023	OGV							◐								✓
Adyen	11.05.2023	OGV	✓				✓	✓	✓	✓	✓	✗	✓				✓
AFLAC	01.05.2023	OGV					✗		◐	✗							
Ahold Delhaize	12.04.2023	OGV	✓			✓	✗	✓	✓	✓	✓	✓					✓
AIA Group	18.05.2023	OGV	✓			✓	✗		✗	✓	✓	✗					
Ally Financial	03.05.2023	OGV					✗		◐	✗							
American Express Company	02.05.2023	OGV					✗		◐	✓						✓	
American International Group	10.05.2023	OGV					✗		◐	✗						✓	
American Water Works	10.05.2023	OGV					✗		◐	✗						✓	
Ameriprise Financial	26.04.2023	OGV					✗		◐	✓							
Amgen	19.05.2023	OGV					✗		◐	✗							
Amundi	12.05.2023	MIX	✓		✗	✓	✓		◐		◐	◐					✓
Anglo American	26.04.2023	OGV	✓			✓	✗		◐	✓	✓	✗					✗
Aon	16.06.2023	OGV					✗		◐	✗							✓
Aquafil	27.04.2023	OGV	✓			✓	◐		✓								✗
Arcadis	12.05.2023	OGV	✓			✓	✓	✓	✓	✓	✓	✓					✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Arch Capital Group	04.05.2023	OGV					🟡		🟡	✗							✓
ASML	26.04.2023	OGV	✓			✓	🟡	✓	✓	✓	✓	✓					
AstraZeneca	27.04.2023	OGV	✓			✗	✗		🟡	✓	✓	✗	✗				✗
AT&T	18.05.2023	OGV					✗		✓	✗						🟡	
Bath & Body Works	08.06.2023	OGV					✗		🟡	✗						✗	
Baxter	02.05.2023	OGV					✗		🟡	✗						✓	
Befesa	15.06.2023	OGV	✓			✓	🟡	✓		✓							
bioMérieux	23.05.2023	MIX	✓			✓	✓	✓	✓	✓	🟡	🟡					✓
BMW	11.05.2023	OGV				✓	✗	🟡	✓	✓			🟡				
BNP Paribas	16.05.2023	MIX	✓			✓	🟡		🟡		🟡	✗	✗				✓
Booking Holdings	06.06.2023	OGV					✗		✓	✗						✓	
Bouygues	27.04.2023	MIX	✓			✓	🟡		🟡		🟡	🟡					🟡
Brenntag	15.06.2023	OGV				✓	🟡	✓	✓	✓			🟡			✗	
Bristol-Myers Squibb	02.05.2023	OGV					✗		🟡	✗						🟡	
C.H. Robinson Worldwide	04.05.2023	OGV					✗		✓	✗							
Cadence Design Systems	04.05.2023	OGV					✗		🟡	✓						✗	
Carrefour	26.05.2023	MIX	✓	✓		✓	🟡		🟡	✓	🟡	🟡					✓
CBRE Group	17.05.2023	OGV					✗		✓	✓						✗	
Church & Dwight	27.04.2023	OGV					🟡		🟡	✗						✓	
Cigna	26.04.2023	OGV					✗		🟡	✗			✓			✓	
CME Group	04.05.2023	OGV					✗		🟡	✗							
CNH Industrial	14.04.2023	OGV	✓			✓	✗	✓	🟡	✓	🟡	✓					
Cognizant Technology Solutions	06.06.2023	OGV					🟡		🟡	✗						✓	
Colgate-Palmolive	12.05.2023	OGV					✗		🟡	✗						🟡	
Commerzbank	31.05.2023	OGV				✓	✗	✓	🟡	✓	🟡		🟡				
Corbion	17.05.2023	OGV	✓			✓	✓	✓	🟡	✓	🟡	✓					✓
Corticeira Amorim	28.04.2023	OGV	✓	✓		✓	✓	✓			✓	✓					🟡
Cummins	09.05.2023	OGV					🟡		🟡	✓						✓	
CVS Health	18.05.2023	OGV					✗		🟡	✓						🟡	
Daiichi Sankyo	19.06.2023	OGV				✓	✗		🟡								✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Dell Technologies	20.06.2023	OGV					✗		○	✗							
Discover Financial	11.05.2023	OGV					✗		○	✓							
Dollar General	31.05.2023	OGV					✗		○	✗						○	
Dollarama	07.06.2023	OGV					✗		○	✓				✓	✓		
Dropbox	18.05.2023	OGV					✗		○	✓							
E.ON	17.05.2023	OGV			✓		✗	✓	○	✓			○				
Edenred	11.05.2023	MIX	✓		✓		○				✗	✓					✓
Electrolux Professional	26.04.2023	OGV	✓		✓		○	✗	✓	✓	✓						✓
Eli Lilly	01.05.2023	OGV					✗		○	✗			✓			○	
Elis	25.05.2023	MIX	✓		✓		○		○		○	○			✓	○	
Eni	10.05.2023	MIX	✓		✓		○		✓			✗			✗	○	
Equinix	25.05.2023	OGV					✗		○	✗					✓		
Everest Group	17.05.2023	OGV					✗		○	✗			✓				
Expeditors	02.05.2023	OGV					✗		✓	✗					✓		
Fidelity National Information Services	24.05.2023	OGV					✗		○	✓							
Ford Motors	11.05.2023	OGV					✗		○	✗						○	
Fresenius Medical Care AG & Co. KGaA	16.05.2023	OGV	✓		✓		✗	○		✓			✗				
Fresenius SE & Co. KGaA	17.05.2023	OGV	✓		✓		✗	✓		✓			○				
Fujifilm Holdings	29.06.2023	OGV			✓				✓				✓				✓
Galp Energia, SGPS, S.A.	03.05.2023	OGV	✓		✓	✓	✓		○			○	✓				○
GEA Group	27.04.2023	OGV			✓	✓	✓	✓	✓	✗		✓	○				
General Motors	20.06.2023	OGV					✗		○	✓				✓	✗		
Genuine Parts	01.05.2023	OGV					✗		○	✗							
Gilead Sciences	03.05.2023	OGV					○		○	✗						○	
GoDaddy	07.06.2023	OGV					✗		✓	✓							
Grainger	26.04.2023	OGV					✗		○	✓							
Hang Seng Bank	04.05.2023	OGV							○	✓	✓	✓	✗				✓
HelloFresh	12.05.2023	OGV			✓		✗	✓	○	✓			○				
Hennes & Mauritz	04.05.2023	OGV	✓		✓	✓	✗	✗	○	✓	✓				✓	✓	
Hera	27.04.2023	OGV	✓		✓		✗		✓		✓						○

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Hermes International	20.04.2023	MIX	✓			✓	⊗	✓	⊗	⊗	⊗	✓					✓
Hewlett Packard Enterprise	05.04.2023	OGV					✗		⊗	✓						✓	
Hilton Worldwide	18.05.2023	OGV					✗		⊗	✗							
Home Depot	18.05.2023	OGV					✗		⊗	✗						⊗	
Honda Motor	21.06.2023	OGV							⊗								
Hong Kong Exchange & Clearing	26.04.2023	OGV	✓						✓	✓	✓	✓					
HP	24.04.2023	OGV					✗		⊗	✗						✓	
HubSpot	06.06.2023	OGV					✗		⊗	✓							
Humana Inc.	20.04.2023	OGV					✗		⊗	✗							
Iberdrola	28.04.2023	OGV	✓	✗		✓	✗	✓	⊗		✓	✓	✓				✓
IBM	25.04.2023	OGV					✗		⊗	✗						⊗	
Idexx Laboratories	17.05.2023	OGV					✗		✓	✗							
Insulet	23.05.2023	OGV					✗		✓	✓							
Intel	11.05.2023	OGV					✗		⊗	✗						⊗	
Intercontinental Hotels Group	05.05.2023	OGV	✓			✓	✗		⊗	✓	✓	✓					⊗
Investor AB	03.05.2023	OGV	✓			✓	⊗	✗	⊗	✓	✓	✓					✓
Japan Exchange	16.06.2023	OGV							⊗				✗				
Jerónimo Martins, SGPS, S.A.	20.04.2023	OGV	✓			✓	✗	✓		✓							
Juniper Networks	10.05.2023	OGV					✗		⊗	✗							
Kingspan Group	28.04.2023	OGV	✓			✗	⊗		⊗	✓	✓	✗					✗
KION Group	17.05.2023	OGV				✓	✗	⊗	✓	✓			✗				
Koninklijke Philips	09.05.2023	OGV	✓			✓	✓	✗	✓	✓	✓	✗					✓
Kroger	22.06.2023	OGV					✗		⊗	✗					✓	⊗	
Laboratory Corporation of America	11.05.2023	OGV					✗		⊗	✓						✓	
Lennox International	18.05.2023	OGV					✗		⊗	✗							
Lenzing	19.04.2023	OGV					✗	✓	⊗	✓	✗						
Liberty Global	14.06.2023	OGV					✗		✗	⊗	⊗	✗					✗
London Stock Exchange	27.04.2023	OGV	✓			✓	✗		✓	✓	✓	✗					⊗
L'Oréal	21.04.2023	MIX	✓			✓	⊗		⊗		✓	✓					✓

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Lowe's Companies	26.05.2023	OGV					✗		○	✗						✓	
LPL Financial	11.05.2023	OGV					✗		○	✗							
LVMH	20.04.2023	MIX	✓			✓	○		○		○	✓					✗
Marketaxess Holdings	07.06.2023	OGV					✗		○	✗							
Mastercard	27.06.2023	OGV					○		○	✗						○	
Mazda Motor	27.06.2023	OGV				✓	✗		○								
Mercedes-Benz Group	03.05.2023	OGV				✓	✗	✓	✗	✓	✗		○				
Merck	23.05.2023	OGV					✗		○	✗						○	
Mettler Toledo International (MT)	04.05.2023	OGV					✗		○	✓							○
MIPS	10.05.2023	OGV	✓			✓	✓	✓	○	✓	✓	✓					✓
Molson Coors	17.05.2023	OGV					✗		○								
Moodys	18.04.2023	OGV					✗		✓	✓							
Motorola Solutions	16.05.2023	OGV					✗		○	✓							
Munich Re	05.05.2023	OGV				✓	✗	✓		✗			○				
Munters Group	17.05.2023	OGV	✓			✓	○	✗	○	✗	✓						✓
NatWest Group	25.04.2023	OGV	✓			✓	✗		✓	✓	○	○					○
NEC Corp.	22.06.2023	OGV							○				✓				
Neurocrine Biosciences	17.05.2023	OGV					✗		○	✗							
Newmont Corporation	26.04.2023	OGV					✗		○	✓							
Nexans	11.05.2023	MIX	✓			✓	✓		○		○	○					○
Next	18.05.2023	OGV	✓			✓	✗		○	✓	✓	✗					✗
Nvidia	22.06.2023	OGV					✗		○	✓							
Owens Corning	20.04.2023	OGV					✗		○	✗			✓				
Paccar	25.04.2023	OGV					✗		○	✗					✓	✓	
Paramount Global	08.05.2023	OGV					✗		○	✗						✓	
Pearson	28.04.2023	OGV	✓			✓	✗		✓	✓	✓	✗					✗
PepsiCo	03.05.2023	OGV					✗		○	✗					✗	○	
Pfizer	27.04.2023	OGV					✗		○	✗						✓	
Principal Financial Group	16.05.2023	OGV					✗		○	✗							
Progressive Corp	12.05.2023	OGV					✗		○	✗							
Prudential Financial	09.05.2023	OGV					✗		○	✗						✓	

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Prysmian	19.04.2023	MIX	✓			✓	⊗				✓	✓					✗
Publicis Groupe	31.05.2023	MIX	✓			✓	⊗		✓	✓	✓	✓					✓
Quest Diagnostics	17.05.2023	OGV					✗		⊗	✗					✓		
Reckitt Benckiser	03.05.2023	OGV	✓			✗	✗		✓	✓	✓	✗					⊗
Recruit Holdings	26.06.2023	OGV					✗		⊗								✓
Regeneron Pharmaceutical	09.06.2023	OGV					✗		⊗	✗						✓	
Renault	11.05.2023	MIX	✓			✓	⊗		⊗			⊗					⊗
Rexel	20.04.2023	MIX	✓			✓	⊗		✓		⊗	✓	✓				✓
Rohm	27.06.2023	OGV				✓			⊗							✗	
Ross Stores	17.05.2023	OGV					✗		⊗	✗							
S&P Global	03.05.2023	OGV					✗		✓	✗							
Sanofi	25.05.2023	MIX	✓			✓	⊗		✓	✗	⊗	✓	✓				✓
Scor	25.05.2023	MIX	✓			✓	⊗		⊗		⊗						✓
SEI Investments	31.05.2023	OGV					✗		✗	✓							
Seiko Epson	27.06.2023	OGV				✓	✓		⊗				✓				
Société Générale	23.05.2023	MIX	✓			✓	⊗		⊗		✓	✗	✓				✓
Softbank Corp	20.06.2023	OGV							⊗				✗				✓
SolarEdge Technologies	01.06.2023	OGV					✗		✓	✓			⊗				✓
SPIE	10.05.2023	MIX	✓			✓	✓		✓	✓	✓	✓					✓
STMicroelectronics	24.05.2023	OGV	✓			✗	✗	✓	⊗		✓	✓					
Symrise	10.05.2023	OGV				✓	✓	✓	✓	✗							
Synchrony Financial	18.05.2023	OGV					✗		✓	✓							
T Rowe Price Group	09.05.2023	OGV					⊗		✓	✗							
Takeda Pharmaceutical	28.06.2023	OGV				✓	✓		⊗								
Target	14.06.2023	OGV					✗		⊗	✗						✓	
Teleperformance	13.04.2023	MIX	✓			✓	⊗		⊗	⊗	✓	⊗					✓
Tesco	16.06.2023	OGV	✓			✓	✗		✓	✓	✓	✗					⊗
The Hershey Company	16.05.2023	OGV					✗		⊗	✓						✓	
Thule Group	27.04.2023	OGV	✓			✓	⊗	✓	⊗	✓							✓
Tomra Systems	27.04.2023	OGV	✓			✓			✓	✗	✓	✓	✓				⊗
Trane Technologies	01.06.2023	OGV					✗		⊗	✗	⊗						✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Unilever	03.05.2023	OGV	✓				✗		○	✓	✓	✓					○
United Parcel Service	04.05.2023	OGV					✗		○	✗					✓	○	
United Rentals	04.05.2023	OGV					✗		○	✗			✓			✓	
UPM Kymmene	12.04.2023	OGV	✓			✓	○	✓	✓	○	✓	✓	✗				✓
Veolia Environnement	27.04.2023	MIX	✓			✓	○		○	✗	✓	✓	✗				✓
Verallia	25.04.2023	MIX	✓			✓	○		✓		○	✓					✓
Verizon Communications	11.05.2023	OGV					✗		○	✗						○	
Vertex Pharmaceuticals	17.05.2023	OGV					✗		○	✗							
Vinci	13.04.2023	MIX	✓			✓	○		○		○	✓					✓
Vivendi	24.04.2023	MIX	✓			✓	○		✓	✓	✓	✗					✓
Whirlpool	18.04.2023	OGV					✗		○	✗							
Wienerberger	05.05.2023	OGV				✓	✗	✓	✓	✓							
Wolters Kluwer	10.05.2023	OGV	✓			✓	✗	✓	✓	✓	✓	✗					
Xylem	11.05.2023	AGV												✓			✗
	18.05.2023	OGV					✗		○	✓						✗	
Yum! Brands	18.05.2023	OGV					✗		○	✗						○	

## 3 Ergebnisse der Abstimmungen

### 3.1 Durchschnittliche Ergebnisse nach Themen

Art der Anträge	Anzahl Anträge*	Verfügbare Ergebnisse*	Durchschnittliche Zustimmung*
Jahresbericht	92	85	99.5%
Nachhaltigkeitsbericht	3	3	97.7%
Klimabericht und Klimastrategie	1	1	98.3%
Verwendung des Ergebnisses	82	73	99.6%
Vergütungen	409	386	89.9%
Entlastung	198	127	96.6%
VR-Wahlen	1420	1321	96.0%
Revisionsstelle	181	165	97.0%
Kapitalerhöhung	225	219	93.9%
Kapitalreduktion	93	88	98.0%
Statutenänderungen	57	53	92.6%
Fusionen / Akquisitionen und Verlagerungen	1	1	99.6%
Klimabezogene Aktionärsanträge	9	9	24.9%
Nicht klimabezogene Aktionärsanträge	124	115	22.8%
Andere Themen	150	121	97.7%
<b>Alle Themen</b>	<b>3045</b>	<b>2767</b>	<b>92.1%</b>

\*Ausschluss von Anträgen, die auf « plurality vote » oder relativer Mehrheit beruhen.

### 3.2 Abgelehnte Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
UPM Kymmene	12.04.2023	19.	Amendment of the Articles of Association: virtual meetings (article 10)	DAGEGEN	
Hera	27.04.2023	8.2	Slate of nominees submitted by Gruppo Società Gas Rimini SpA	NICHT ABSTIMMEN	8.2%
HelloFresh	12.05.2023	8	Amend Articles: Term of office of Supervisory Board members (Article 8 (2))	DAGEGEN	18.7%
Befesa	15.06.2023	8.	Approve remuneration report	DAGEGEN	22.1%
Koninklijke Philips	09.05.2023	2e.	Discharge of executive board	DAGEGEN	23.6%
CME Group	04.05.2023	3.	Advisory vote on executive remuneration	DAGEGEN	32.1%
American International Group	10.05.2023	2	Advisory vote on executive remuneration	DAGEGEN	32.4%
HelloFresh	12.05.2023	7	Approve Remuneration Report	DAGEGEN	36.9%
Unilever	03.05.2023	2	Advisory vote on directors' remuneration report	DAGEGEN	42.0%
Owens Corning	20.04.2023	6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	71.6%

### 3.3 Zurückgezogene Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos
Cigna	26.04.2023	7	Shareholder resolution: Disclose political contributions	DAFÜR
Equinix	25.05.2023	1c.	Re-elect Mr. Ron Guerrier	DAFÜR
Paramount Global	08.05.2023	6	Shareholder resolution: Disclose political contributions	DAFÜR
Tesco	16.06.2023	5	Re-elect Mr. John Allan	ZURÜCK-GEZOGEN
Vinci	13.04.2023	8	Election of Ms. Agnès Daney de Marcillac	DAFÜR
Vinci	13.04.2023	9	Election of Mr. Ronald Kouwenhoven	DAGEGEN
Xylem	11.05.2023	2	Approve the adjournment of the special meeting to solicit additional proxies	DAGEGEN
Yum! Brands	18.05.2023	7.	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN
Yum! Brands	18.05.2023	8.	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAFÜR

### 3.4 Die umstrittensten Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Befesa	15.06.2023	7.	Approve (executive) remuneration policy	DAGEGEN	50.0%
Ally Financial	03.05.2023	2	Advisory vote on executive remuneration	DAGEGEN	51.7%
Pearson	28.04.2023	12	Binding vote on directors' remuneration policy	DAGEGEN	53.6%
Scor	25.05.2023	21	Re-elect Ms. Fields Wicker-Miurin	DAFÜR	53.7%
American Express Company	02.05.2023	3.	Advisory vote on executive remuneration	DAGEGEN	54.2%
CME Group	04.05.2023	1d.	Re-elect Mr. Charles P. Carey	DAGEGEN	54.5%
Prysmian	19.04.2023	O.6	Advisory vote on the remuneration paid in FY 2022	DAFÜR	56.4%
Carrefour	26.05.2023	10	Approve the remuneration policy of the Chairman and CEO	DAGEGEN	56.8%
Scor	25.05.2023	15	Re-elect Mr. Augustin de Romanet	DAGEGEN	57.7%
Liberty Global	14.06.2023	5.	Advisory vote on executive remuneration	DAGEGEN	58.2%

## 4 Stimmberichte pro Unternehmen

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29.06.2023

OGV

No.	Traktanden	Board	Ethos	Resultat
1	Report and accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Directors' remuneration report (advisory vote)	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 95.2%
3	Directors' remuneration policy (binding vote)	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 95.1%
4	Non-executive directors' fees	DAFÜR	● DAGEGEN The proposed increase relative to the previous year is excessive.	✓ 99.8%
5	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
6	Re-elect Mr. Simon Borrows	DAFÜR	DAFÜR	✓ 99.4%
7	Re-elect Mr. Stephen Daintith	DAFÜR	DAFÜR	✓ 98.0%
8	Re-elect Ms. Jasi Halai	DAFÜR	● DAGEGEN Executive director. The number of executives on the board exceeds market practice.	✓ 99.3%
9	Re-elect Mr. James Hatchley	DAFÜR	DAFÜR	✓ 99.2%
10	Re-elect Mr. David Hutchison	DAFÜR	● DAGEGEN Non independent member of the remuneration committees which is not best UK market practice.	✓ 91.7%
11	Re-elect Ms. Lesley Knox OBE	DAFÜR	DAFÜR	✓ 98.0%
12	Re-elect Ms. Coline Lucille McConville	DAFÜR	DAFÜR	✓ 95.6%
13	Re-elect Mr. Peter McKellar	DAFÜR	DAFÜR	✓ 94.4%
14	Re-elect Ms. Alexandra Schaapveld	DAFÜR	DAFÜR	✓ 98.1%
15	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 98.2%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
17	Political donations	DAFÜR	DAFÜR	✓ 98.3%
18	Authority to allot shares	DAFÜR	DAFÜR	✓ 93.7%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 98.9%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 96.9%
21	Purchase of own shares	DAFÜR	DAFÜR	✓ 97.8%
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Dr. iur. Amy L. Banse	DAFÜR	DAFÜR	✓ 92.8%
1.b	Re-elect Mr. Brett Biggs	DAFÜR	DAFÜR	✓ 99.3%
1.c	Re-elect Ms. Melanie Boulden	DAFÜR	DAFÜR	✓ 97.4%
1.d	Re-elect Mr. Frank A. Calderoni	DAFÜR	DAFÜR	✓ 95.9%
1.e	Re-elect Ms. Laura B. Desmond	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.6%
1.f	Re-elect Mr. Shantanu Narayen	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.6%
1.g	Re-elect Mr. Spencer Neumann	DAFÜR	DAFÜR	✓ 99.3%
1.h	Re-elect Ms. Kathleen Oberg	DAFÜR	DAFÜR	✓ 96.9%
1.i	Re-elect Mr. Dheeraj Pandey	DAFÜR	DAFÜR	✓ 99.3%
1.j	Re-elect Mr. David A. Ricks	DAFÜR	DAFÜR	✓ 97.1%
1.k	Re-elect Mr. Daniel L. Rosensweig	DAFÜR	DAFÜR	✓ 96.0%
1.l	Re-elect Dr. John E. Warnock	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 98.5%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	To approve the amendment of the 2019 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 94.2%
				An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.7%
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 88.2%
				An important part of the variable remuneration is based on continued employment only.
5	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.6%
6	Shareholder resolution: Eliminating discrimination through inclusive hiring	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility. ✗ 17.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Nora M. Denzel	DAFÜR	DAFÜR	✓ 98.4%
1b.	Re-elect Mr. Mark Durcan	DAFÜR	DAFÜR	✓ 97.6%
1c.	Re-elect Mr. Michael P. Gregoire	DAFÜR	DAFÜR	✓ 97.9%
1d.	Re-elect Mr. Joseph A. Householder	DAFÜR	DAFÜR	✓ 98.4%
1e.	Re-elect Mr. John W. Marren	DAFÜR	DAFÜR	✓ 99.4%
1f.	Re-elect Mr. Jon A. Olson	DAFÜR	DAFÜR	✓ 98.7%
1g.	Re-elect Dr. Lisa T. Su	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.1%
1h.	Re-elect Mr. Abhi Y. Talwalkar	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 85.0%
1i.	Re-elect Ms. Elizabeth W. Vanderslice	DAFÜR	DAFÜR	✓ 97.6%
2.	To approve 2023 Equity Incentive Plan	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.2%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.0%
4.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 85.7%
5.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.5%

No.	Traktanden	Board	Ethos	Resultat
1	Election of Directors with an Audit & Supervisory Committee			
1.1	Re-elect Mr. Yoshiaki Yoshida	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 98.0%
1.2	Re-elect Mr. Douglas Lefever	DAFÜR	DAFÜR	✓ 98.7%
1.3	Re-elect Mr. Koichi Tsukui	DAFÜR	DAFÜR	✓ 98.7%
1.4	Re-elect Mr. Toshimitsu Urabe	DAFÜR	DAFÜR	✓ 98.4%
1.5	Re-elect Mr. Nicholas Benes	DAFÜR	DAFÜR	✓ 99.3%
1.6	Elect Mr. Naoto Nishida	DAFÜR	DAFÜR	✓ 99.3%
2.1	Re-elect Mr. Yuichi Kurita	DAFÜR	DAFÜR	✓ 96.3%
2.2	Elect Ms. Tomoko Nakada	DAFÜR	DAFÜR	✓ 100.0%
3	Elect Mr. Nicholas Benes as a substitute audit and supervisory committee member	DAFÜR	DAFÜR	✓ 98.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 96.9%
2c.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2d.	Approve remuneration report	DAFÜR	DAFÜR	✓ 97.7%
2e.	Approve executive remuneration policy	DAFÜR	DAFÜR	✓ 97.8%
2f.	Approve remuneration of the supervisory board	DAFÜR	DAFÜR	✓ 99.7%
2g.	Approval of an increased cap on variable remuneration outside the European Economic Area to 200% of fixed remuneration	DAFÜR	DAFÜR	✓ 99.4%
3.	Discharge of executive board	DAFÜR	DAFÜR	✓ 98.9%
4.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 98.9%
5.	Re-elect Mr. Ingo Uytdehaage as member of the executive board	DAFÜR	DAFÜR	✓ 100.0%
6.	Re-elect Ms. Mariëtte Swart as member of the executive board	DAFÜR	DAFÜR	✓ 100.0%
7.	Elect Ms. Brooke Nayden as member of the executive board	DAFÜR	DAFÜR	✓ 100.0%
8.	Elect Mr. Ethan Tandowsky as member of the executive board	DAFÜR	DAFÜR	✓ 100.0%
	Composition of the supervisory board			
9.	Re-elect Ms. Pamela Joseph	DAFÜR	DAFÜR	✓ 97.3%
10.	Re-elect Mr. Joep van Beurden	DAFÜR	DAFÜR	✓ 92.2%
11.	Amendment of Articles 2 and 18.1 of the Articles of Association	DAFÜR	DAFÜR	✓ 99.8%
12.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.7%
13.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 98.7%
14.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash. ✓ 98.8%
15.	Election of auditor	DAFÜR	DAFÜR	✓ 99.9%
16.	Any other business and closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Daniel P. Amos	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 98.3%
1.b	Re-elect Mr. W. Paul Bowers	DAFÜR	DAFÜR	✓ 99.3%
1.c	Re-elect Mr. Arthur R. Collins	DAFÜR	DAFÜR	✓ 99.5%
1.d	Elect Prof. Miwako Hosoda	DAFÜR	DAFÜR	✓ 99.6%
1.e	Re-elect Mr. Thomas J. Kenny	DAFÜR	DAFÜR	✓ 99.7%
1.f	Re-elect Ms. Georgette D. Kiser	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.1%
1.g	Re-elect Ms. Karole F. Lloyd	DAFÜR	DAFÜR	✓ 99.4%
1.h	Re-elect Mr. Nobuchika Mori	DAFÜR	DAFÜR	✓ 99.6%
1.i	Re-elect Mr. Joseph L. Moskowitz	DAFÜR	DAFÜR	✓ 98.8%
1.j	Re-elect Prof. Dr. Barbara K. Rimer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 98.3%
1.k	Re-elect Prof. Katherine T. Rohrer	DAFÜR	DAFÜR	✓ 98.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 97.3%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.5%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 97.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
4.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
5.	Approve allocation of income	DAFÜR	DAFÜR	✓ 99.9%
6.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. Performance targets are not sufficiently challenging. ✓ 94.4%
7.	Discharge of executive board	DAFÜR	DAFÜR	✓ 98.4%
8.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 98.4%
	Composition of the supervisory board			
9.	Re-elect Mr. Peter Agnefjäll	DAFÜR	DAFÜR	✓ 99.5%
10.	Re-elect Mr. Bill McEwan	DAFÜR	DAFÜR	✓ 96.0%
11.	Re-elect Ms. Katie Doyle	DAFÜR	DAFÜR	✓ 99.7%
12.	Elect Ms. Julia Vander Ploeg	DAFÜR	DAFÜR	✓ 99.8%
13.	Re-elect Mr. Frans Muller to the executive board	DAFÜR	DAFÜR	✓ 100.0%
14.	Elect Mr. JJ Fleeman to the executive board	DAFÜR	DAFÜR	✓ 100.0%
15.	Election of auditor	DAFÜR	DAFÜR	✓ 99.9%
16.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 98.4%
17.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 97.0%
18.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 97.7%
19.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.8%
20.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat	
1	Accept financial statements and statutory reports of the company	DAFÜR	DAFÜR	✓ 99.0%	
2	Approve final dividend	DAFÜR	DAFÜR	✓ 99.7%	
	Elections of directors				
3	Re-elect Mr. Edmund Sze-Wing Tse	DAFÜR	● DAGEGEN	<p>Chairman of the nomination committee. The composition of the board and the nomination committee is unsatisfactory.</p> <p>The director is 85 years old, which exceeds guidelines.</p>	✓ 86.7%
4	Re-elect Mr. Jack Chak-Kwong So	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 88.4%
5	Re-elect Prof. Lawrence Juen-Yee Lau	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 95.7%
6	Re-election of the auditor and fix their remuneration	DAFÜR	DAFÜR		✓ 96.4%
7.a	Mandate to issue shares	DAFÜR	DAFÜR		✓ 97.3%
7.b	Mandate to buyback shares	DAFÜR	● DAGEGEN	The dividend is not covered by earnings, therefore we do not approve that the company uses its funds to buyback shares instead of investing in its business or paying dividends to its shareholders.	✓ 99.0%
8	Approve the annual limit for board fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive and not justified.	✓ 91.7%
9	To approve and adopt the proposed amendments to the share option scheme	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 78.3%
10	To approve and adopt the restricted share unit scheme	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 83.8%
11	To approve and adopt the employee share purchase plan	DAFÜR	● DAGEGEN	Individual cap is egregious.	✓ 96.1%
12	To approve and adopt the agency share purchase plan	DAFÜR	● DAGEGEN	Individual cap is egregious.	✓ 96.1%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Franklin W. Hobbs	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines. <span style="float: right;">✔ 93.9%</span>
1.b	Re-elect Mr. Kenneth J. Bacon	DAFÜR	DAFÜR	<span style="float: right;">✔ 94.7%</span>
1.c	Re-elect Mr. William H. Cary	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.0%</span>
1.d	Re-elect Ms. Mayree Carroll Clark	DAFÜR	DAFÜR	<span style="float: right;">✔ 94.2%</span>
1.e	Re-elect Mr. Kim S. Fennebresque	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. <span style="float: right;">✔ 85.7%</span>
1.f	Re-elect Ms. Melissa Goldman	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.8%</span>
1.g	Re-elect Ms. Marjorie Magner	DAFÜR	DAFÜR	<span style="float: right;">✔ 94.3%</span>
1.h	Re-elect Mr. David Reilly	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.4%</span>
1.i	Re-elect Mr. Brian H. Sharples	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.3%</span>
1.j	Re-elect Mr. Michael F. Steib	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.3%</span>
1.k	Re-elect Mr. Jeffrey J. Brown	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.3%</span>
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. <span style="float: right;">✔ 51.7%</span>
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. <span style="float: right;">✔ 94.2%</span>

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a.	Re-elect Mr. Thomas J. Baltimore Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. <span style="color: green;">✓</span> 79.8%
1b.	Re-elect Mr. John J. Brennan	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 96.7%
1c.	Re-elect Mr. Peter Chernin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="color: green;">✓</span> 91.4%
1d.	Elect Dr. iur. Walter J. Clayton III	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 99.5%
1e.	Re-elect Mr. Ralph de la Vega	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 98.0%
1f.	Re-elect Mr. Theodore J. Leonsis	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 95.7%
1g.	Elect Ms. Deborah P. Majoras	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 99.2%
1h.	Re-elect Ms. Karen L. Parkhill	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 99.6%
1i.	Re-elect Mr. Charles E. Phillips Jr.	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 98.4%
1j.	Re-elect Ms. Lynn A. Pike	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 98.6%
1k.	Re-elect Mr. Stephen J. Squeri	DAFÜR	● DAGEGEN	Combined chairman and CEO. <span style="color: green;">✓</span> 96.0%
1l.	Re-elect Dr. med. Daniel L. Vasella	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 96.4%
1m.	Re-elect Ms. Lisa W. Wardell	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 99.1%
1n.	Re-elect Mr. Christopher D. Young	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 97.5%
2.	Re-election of the auditor	DAFÜR	DAFÜR	<span style="color: green;">✓</span> 98.4%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. <span style="color: green;">✓</span> 54.2%
				Excessive total remuneration.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	<span style="color: green;">✓</span> 98.9%
5.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. <span style="color: red;">✗</span> 35.2%
6.	Shareholder resolution: Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalising Abortion Access	DAGEGEN	● DAFÜR	Protecting customer privacy is crucial for maintaining a good reputation and building trust with customers. <span style="color: red;">✗</span> 11.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Elect Ms. Paola Bergamaschi	DAFÜR	DAFÜR	✓ 99.8%
1b	Re-elect Mr. James Cole Jr.	DAFÜR	DAFÜR	✓ 99.5%
1c	Re-elect Mr. W. Don Cornwell	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 97.6%
1d	Re-elect Ms. Linda A. Mills	DAFÜR	DAFÜR	✓ 87.3%
1e	Elect Ms. Diana M. Murphy	DAFÜR	DAFÜR	✓ 99.8%
1f	Re-elect Mr. Peter R. Porrino	DAFÜR	DAFÜR	✓ 98.9%
1g	Re-elect Mr. John G. Rice	DAFÜR	DAFÜR	✓ 98.3%
1h	Re-elect Ms. Therese M. Vaughan	DAFÜR	DAFÜR	✓ 95.9%
1i	Elect Ms. Vanessa A. Wittman	DAFÜR	DAFÜR	✓ 99.6%
1j	Re-elect Mr. Peter Zaffino	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 95.2%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. ✗ 32.4%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.6%
4	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board. ✗ 45.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Jeffrey N. Edwards	DAFÜR	DAFÜR	✓ 96.2%
1b.	Re-elect Ms. Martha Clark Goss	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.9%
1c.	Re-elect Ms. M. Susan Hardwick	DAFÜR	DAFÜR	✓ 99.4%
1d.	Re-elect Ms. Kimberly J. Harris	DAFÜR	DAFÜR	✓ 96.1%
1e.	Elect Ms. Laurie P. Havanec	DAFÜR	DAFÜR	✓ 99.6%
1f.	Re-elect Ms. Julia L. Johnson	DAFÜR	DAFÜR	✓ 95.3%
1g.	Re-elect Ms. Patricia Leonard Kampling	DAFÜR	DAFÜR	✓ 96.7%
1h.	Re-elect Mr. Karl F. Kurz	DAFÜR	DAFÜR	✓ 97.8%
1i.	Elect Mr. Michael L. Marberry	DAFÜR	DAFÜR	✓ 99.3%
1j.	Re-elect Dr. James Stavridis	DAFÜR	DAFÜR	✓ 92.6%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 93.5%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.4%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 91.6%
5.	Shareholder resolution: Oversee and Report a Racial Equity Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights to prevent discrimination. ✗ 39.1%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. James M. Cracchiolo	DAFÜR	● DAGEGEN	Combined chairman and CEO.  90.1%
1.b	Re-elect Mr. Robert F. Sharpe	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.  95.8%
1.c	Re-elect Ms. Diane Neal Blixt	DAFÜR	DAFÜR	 88.0%
1.d	Re-elect Ms. Amy DiGeso	DAFÜR	DAFÜR	 99.0%
1.e	Re-elect Mr. Christopher J. Williams	DAFÜR	DAFÜR	 87.7%
1.7	Elect Mr. Armando Pimentel, Jr.	DAFÜR	DAFÜR	 94.8%
1.g	Re-elect Mr. Brian T. Shea	DAFÜR	DAFÜR	 97.5%
1.h	Re-elect Mr. W. Edward Walter	DAFÜR	DAFÜR	 94.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  81.9%  An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	 97.8%
4	To approve the amendment of the 2005 Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.  88.2%
5	Re-election of the auditor	DAFÜR	DAFÜR	 98.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Dr. Wanda M. Austin	DAFÜR	DAFÜR	✓ 99.1%
1b.	Re-elect Mr. Robert A. Bradway	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.8%
1c.	Elect Mr. Dr. med. Michael V. Drake	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent. ✓ 98.9%
				The director is over 70 years old, which exceeds guidelines for new nominees.
1d.	Re-elect Dr. Brian J. Druker	DAFÜR	DAFÜR	✓ 99.2%
1e.	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR	✓ 92.2%
1f.	Re-elect Mr. Greg C. Garland	DAFÜR	DAFÜR	✓ 87.7%
1g.	Re-elect Mr. Charles M. Holley Jr.	DAFÜR	DAFÜR	✓ 94.5%
1h.	Re-elect Dr. S. Omar Ishrak	DAFÜR	DAFÜR	✓ 99.1%
1i.	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	DAFÜR	✓ 97.7%
1j.	Re-elect Ms. Ellen J. Kullman	DAFÜR	DAFÜR	✓ 96.0%
1k.	Re-elect Ms. Amy E. Miles	DAFÜR	DAFÜR	✓ 95.5%
1l.	Re-elect Dr. Ronald D. Sugar	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓ 90.9%
				The director is over 75 years old, which exceeds guidelines.
1m.	Re-elect Prof. Dr. R. Sanders Williams	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent. ✓ 95.7%
				The director is over 75 years old, which exceeds guidelines.
2.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.1%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.0%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.5%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.5%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Approval of the suspension of the employment contract between Mr. Nicolas Calcoen and Amundi Asset Management during his appointment as corporate officer (deputy CEO)	DAFÜR	DAFÜR	✓ 100.0%
5	Approve the remuneration report	DAFÜR	DAFÜR	✓ 98.5%
6	Approve the 2022 remuneration of Mr. Yves Perrier, Chairman of the board	DAFÜR	DAFÜR	✓ 99.9%
7	Approve the 2022 remuneration of Ms. Valérie Baudson, CEO	DAFÜR	DAFÜR	✓ 97.8%
8	Approve the 2022 remuneration of Mr. Nicolas Calcoen, deputy CEO as from 1 April 2022	DAFÜR	DAFÜR	✓ 97.8%
9	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
10	Approve the remuneration policy of the Chairman of the board	DAFÜR	DAFÜR	✓ 99.9%
11	Approve the remuneration policy of the CEO	DAFÜR	DAFÜR	✓ 97.1%
12	Approve the remuneration policy of the deputy CEO	DAFÜR	DAFÜR	✓ 97.8%
13	Consultative vote on the remuneration 2022 paid to the material key risk takers	DAFÜR	DAFÜR	✓ 99.4%
Elections to the board of directors				
14	Elect Mr. Philippe Brassac	DAFÜR	DAFÜR	✓ 94.9%
15	Elect Ms. Nathalie Wright	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 94.7%
16	Re-elect Ms. Laurence Danon	DAFÜR	DAFÜR	✓ 99.6%
17	Re-elect Ms. Christine Gandon	DAFÜR	DAFÜR	✓ 95.2%
18	Re-elect Ms. Hélène Molinari	DAFÜR	DAFÜR	✓ 98.8%
19	Re-elect Mr. Christian Rouchon	DAFÜR	● DAGEGEN	Non independent director (representative of the main shareholder and board membership exceeding time limit for independence). The board is not sufficiently independent. ✓ 85.7%
20	Advisory vote on the climate strategy	DAFÜR	● DAGEGEN	The CO2e emission reduction targets do not cover all direct and indirect emissions. ✓ 98.3%

No.	Traktanden	Board	Ethos		Resultat
21	Authorisation to the board to trade up to 10% of the company's shares	DAFÜR	● DAGEGEN	The repurchase price is too high.	✓ 99.8%
22	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR		✓ 99.9%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR		✓ 99.7%
24	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.5%
25	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓ 98.9%
26	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.2%
27	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	2022 Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.0%
2	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the Board of Directors				
3	Elect Ms. Magali Anderson	DAFÜR	DAFÜR	✓ 99.5%
4	Re-elect Mr. Stuart Chambers	DAFÜR	DAFÜR	✓ 96.8%
5	Re-elect Mr. Duncan Wanblad	DAFÜR	DAFÜR	✓ 99.6%
6	Re-elect Mr. Stephen Pearce	DAFÜR	DAFÜR	✓ 99.7%
7	Re-elect Mr. Ian Ashby	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 93.6%
8	Re-elect Mr. Marcelo Bastos	DAFÜR	DAFÜR	✓ 99.5%
9	Re-elect Ms. Hilary Maxson	DAFÜR	DAFÜR	✓ 100.0%
10	Re-elect Ms. Hixonia Nyasulu	DAFÜR	DAFÜR	✓ 99.3%
11	Re-elect Ms. Nonkululeko Nyembezi	DAFÜR	DAFÜR	✓ 99.5%
12	Re-elect Mr. Ian Tyler	DAFÜR	DAFÜR	✓ 99.8%
13	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.3%
14	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
15	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 95.9%
16	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.6%
17	Authority to allot shares	DAFÜR	DAFÜR	✓ 94.6%
18	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 87.1%
19	Authority to purchase own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital. ✓ 88.0%
20	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 91.4%

No.	Traktanden	Board	Ethos	Resultat
Elections of directors				
1.1	Re-elect Mr. Lester B. Knight	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. <span style="float: right;">✓ 93.5%</span>
1.2	Re-elect Mr. Gregory C. Case	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. <span style="float: right;">✓ 98.8%</span>
1.3	Re-elect Mr. Jin-Yong Cai	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.3%</span>
1.4	Re-elect Mr. Jeffrey C. Campbell	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. <span style="float: right;">✓ 92.4%</span>
1.5	Re-elect Mr. Fulvio Conti	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. <span style="float: right;">✓ 96.5%</span>
1.6	Re-elect Ms. Cheryl A. Francis	DAFÜR	DAFÜR	<span style="float: right;">✓ 96.8%</span>
1.7	Elect Ms. Adriana Karaboutis	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. <span style="float: right;">✓ 99.1%</span>
1.8	Re-elect Mr. Richard C. Notebaert	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. <span style="float: right;">✓ 95.4%</span>  The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Re-elect Ms. Gloria Santona	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✓ 96.8%</span>
1.10	Elect Ms. Sarah E. Smith	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.7%</span>
1.11	Re-elect Mr. Byron O. Spruell	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.1%</span>
1.12	Re-elect Dr. Carolyn Y. Woo	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✓ 96.0%</span>
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. <span style="float: right;">✓ 92.3%</span>  Excessive variable remuneration.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	<span style="float: right;">✓ 99.0%</span>
4	Re-election of Ernst & Young as auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. <span style="float: right;">✓ 94.3%</span>
5	Re-election of Ernst & Young Chartered Accountants as auditors (Irish Law)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. <span style="float: right;">✓ 94.5%</span>
6	Authorize the Board to Fix Remuneration of Auditors (Irish Law)	DAFÜR	DAFÜR	<span style="float: right;">✓ 98.4%</span>
7	To approve the amendment of the Aon 2011 Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. <span style="float: right;">✓ 94.6%</span>

No.	Traktanden	Board	Ethos	Resultat
1	Financial statements as at 31 December 2022	DAFÜR	DAFÜR	✓ 99.4%
2	Allocation of net income and dividend distribution	DAFÜR	DAFÜR	✓ 99.5%
3.a	Binding vote on the remuneration policy	DAFÜR	DAFÜR	✓ 99.2%
3.b	Advisory vote on the remuneration paid in 2022	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 92.1%
4.1	Definition of the number of members of the Board of Directors	DAFÜR	DAFÜR	✓ 99.6%
4.2	Definition of the term of office of Directors	DAFÜR	DAFÜR	✓ 99.6%
4.3	Appointment of Board members			
4.3.1	Slate of nominees submitted by Aquafil Holding SpA	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	The overall independence of the slate of nominees is not sufficient and the number of executives is above market practices. ✓ 91.0%*
4.3.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● DAFÜR	The nominees in the slate are independent from the company and its shareholders. ✓ 9.0%*
4.4	Definition of the remuneration of Directors	DAFÜR	DAFÜR	✓ 99.6%
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. –

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

No.	Traktanden	Board	Ethos	Resultat
1a.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
1b.	Notifications	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Report of the executive board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
4a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
4b.	Approve allocation of income	DAFÜR	DAFÜR	✓ 99.7%
5a.	Discharge of executive board	DAFÜR	DAFÜR	✓ 98.4%
5b.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 98.4%
6.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
7a.	Approve remuneration report	DAFÜR	DAFÜR	✓ 98.3%
7b.	Approve remuneration of the supervisory board	DAFÜR	DAFÜR	✓ 99.5%
8.	Elect Mr. Alan Brookes to the executive board	DAFÜR	DAFÜR	✓ 100.0%
9.	Composition of the supervisory board			
9a.	Re-elect Mr. Michiel Lap	DAFÜR	DAFÜR	✓ 98.2%
9b.	Elect Ms. Barbara Duganier	DAFÜR	DAFÜR	✓ 99.4%
9c.	Announcement concerning vacancies in the supervisory board arising in 2023	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
10a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 98.8%
10b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 97.7%
11.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.3%
12.	Approve share-related LT incentive plan 2023	DAFÜR	DAFÜR	✓ 99.3%
13.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
14.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Francis Ebong	DAFÜR	DAFÜR	✓ 88.7%
1.b	Re-elect Ms. Eileen A. Mallesch	DAFÜR	DAFÜR	✓ 96.1%
1.c	Re-elect Mr. Louis J. Paglia	DAFÜR	DAFÜR	✓ 94.7%
1.d	Re-elect Mr. Brian S. Posner	DAFÜR	● DAGEGEN	Non-independent chairman of the risk committee. The independence of this committee is insufficient. ✓ 93.7%
1.e	Re-elect Mr. John D. Vollaro	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 97.8%
				Non-independent director and the board size is excessive.
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 93.9%
				An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.8%
4	To approve the 2007 Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 99.9%
5	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.6%
6	Election of Subsidiary Directors			
6.a	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.9%
6.b	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.9%
6.c	Elect Director H. Beau Franklin as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.6%
6.d	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.9%
6.e	Elect Director James Haney as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.9%
6.f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.9%
6.g	Elect Director Pierre Jal as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.9%
6.h	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 94.4%
6.i	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
6.j	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 93.4%
6.k	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.9%
6.l	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3a.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in adjusting the performance criteria after the performance period has passed. <span style="float: right;">✓ 93.2%</span>
3b.	Adoption of the financial statements	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.1%</span>
3c.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3d.	Approve allocation of income	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.9%</span>
4a.	Discharge of executive board	DAFÜR	DAFÜR	<span style="float: right;">✓ 98.5%</span>
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	<span style="float: right;">✓ 98.5%</span>
5.	Approve the number of shares to be granted to members of the executive board under the LTI	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. <span style="float: right;">✓ 94.3%</span>
6a.	Approve remuneration of the supervisory board	DAFÜR	● DAGEGEN	The proposed special fee payment for additional work excessive. <span style="float: right;">✓ 98.9%</span>
6b.	Approve supervisory directors' fees	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.2%</span>
7.	Elect Mr. Wayne Allan to the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Composition of the supervisory board			
8a.	Elect Mr. Nils Andersen	DAFÜR	DAFÜR	<span style="float: right;">✓ 97.7%</span>
8b.	Elect Mr. Jack de Kreij	DAFÜR	DAFÜR	<span style="float: right;">✓ 96.7%</span>
8c.	Announcement concerning vacancies in the supervisory board arising in 2024	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9.	Election of auditor	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.9%</span>
10a.	Authorisation to issue shares	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.6%</span>
10b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	<span style="float: right;">✓ 98.9%</span>
11.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.1%</span>
12.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.5%</span>
13.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
14.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 99.8%
2	Final dividend	DAFÜR	● DAGEGEN	✓ 98.9% The proposed dividend is inconsistent with the company's financial situation.
3	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.4%
4	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
5a	Re-elect Mr. Michel Demaré	DAFÜR	DAFÜR	✓ 97.9%
5b	Re-elect Mr. Pascal Soriot	DAFÜR	DAFÜR	✓ 99.4%
5c	Re-elect Ms. Dr Aradhana Sarin	DAFÜR	DAFÜR	✓ 99.8%
5d	Re-elect Mr. Philip Broadley	DAFÜR	DAFÜR	✓ 99.3%
5e	Re-elect Mr. Euan Ashley	DAFÜR	DAFÜR	✓ 100.0%
5f	Re-elect Ms. Deborah DiSanzo	DAFÜR	DAFÜR	✓ 100.0%
5g	Re-elect Ms. Diana Layfield	DAFÜR	DAFÜR	✓ 100.0%
5h	Re-elect Ms. Sherilyn McCoy	DAFÜR	DAFÜR	✓ 97.9%
5i	Re-elect Mr. Tony Mok	DAFÜR	DAFÜR	✓ 100.0%
5j	Re-elect Ms. Nazneen Rahman	DAFÜR	DAFÜR	✓ 99.9%
5k	Re-elect Dr. pharm. Andreas Rummelt	DAFÜR	DAFÜR	✓ 100.0%
5l	Re-elect Mr. Marcus Wallenberg	DAFÜR	● DAGEGEN	✓ 80.9% Concerns over the director's time commitments.
6	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	✓ 94.2% Excessive total remuneration.
7	Political donations and political expenditure	DAFÜR	● DAGEGEN	✓ 97.8% Authorisation to make political donations exceeds our guidelines.
8	Authority to allot shares	DAFÜR	DAFÜR	✓ 92.0%
9	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 94.2%
10	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 91.2%
11	Authority to purchase own shares	DAFÜR	● DAGEGEN	✓ 98.9% The amount of the repurchase is excessive given the financial situation and perspectives of the company.
12	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	✓ 93.4% 14-days is insufficient for shareholders to vote in an informed manner.
13	Adoption of new articles of association	DAFÜR	● DAGEGEN	✓ 99.3% Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Scott T. Ford	DAFÜR	DAFÜR	✓ 97.3%
1.2	Re-elect Mr. Glenn H. Hutchins	DAFÜR	DAFÜR	✓ 82.5%
1.3	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	✓ 93.6%
1.4	Re-elect Mr. Stephen J. Luczo	DAFÜR	DAFÜR	✓ 97.6%
1.5	Re-elect Mr. Michael B. McCallister	DAFÜR	DAFÜR	✓ 96.9%
1.6	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	✓ 93.8%
1.7	Re-elect Mr. Matthew K. Rose	DAFÜR	DAFÜR	✓ 96.4%
1.8	Re-elect Mr. John T. Stankey	DAFÜR	DAFÜR	✓ 97.2%
1.9	Re-elect Ms. Cynthia B. Taylor	DAFÜR	DAFÜR	✓ 96.7%
1.10	Re-elect Mr. Luis A. Ubinas	DAFÜR	DAFÜR	✓ 88.9%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.2%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 92.3% Excessive variable remuneration.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 95.7%
5.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	✗ 34.4%
6.	Shareholder resolution: Racial equity audit	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights to prevent discrimination. ✗ 21.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Ms. Patricia Bellinger	DAFÜR	DAFÜR	✓ 95.9%
1.2	Re-elect Mr. Alessandro Bogliolo	DAFÜR	DAFÜR	✓ 98.6%
1.3	Re-elect Ms. Gina R. Boswell	DAFÜR	DAFÜR	✓ 99.7%
1.4	Elect Ms. Lucy Brady	DAFÜR	DAFÜR	✓ 99.7%
1.5	Re-elect Ms. Francis A. Hondal	DAFÜR	DAFÜR	✓ 98.6%
1.6	Elect Mr. Thomas J. Kuhn	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board. ✓ 99.7%
1.7	Re-elect Ms. Danielle Lee	DAFÜR	DAFÜR	✓ 98.5%
1.8	Re-elect Mr. Michael G. Morris	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 97.3%
1.9	Re-elect Ms. Sarah E. Nash	DAFÜR	DAFÜR	✓ 98.5%
1.10	Re-elect Mr. Juan Rajlin	DAFÜR	DAFÜR	✓ 99.7%
1.11	Re-elect Mr. Stephen D. Steinour	DAFÜR	DAFÜR	✓ 99.4%
1.12	Re-elect Mr. J. K. Symancyk	DAFÜR	DAFÜR	✓ 99.7%
1.13	Elect Mr. Steven E. Voskuil	DAFÜR	DAFÜR	✓ 99.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 98.1%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 68.3%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.1%
5	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	✗ 32.2%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Jose E. Almeida	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 91.5%
1.b	Re-elect Mr. Michael F. Mahoney	DAFÜR	DAFÜR	✓ 96.5%
1.c	Re-elect Ms. Patricia B. Morrison	DAFÜR	DAFÜR	✓ 99.0%
1.d	Re-elect Dr. Stephen N. Oesterle	DAFÜR	DAFÜR	✓ 97.7%
1.e	Re-elect Ms. Nancy M. Schlichting	DAFÜR	DAFÜR	✓ 95.6%
1.f	Elect Mr. Brent Shafer	DAFÜR	DAFÜR	✓ 99.0%
1.g	Re-elect Ms. Cathy R. Smith	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 91.4%
1.h	Re-elect Ms. Amy A. Wendell	DAFÜR	DAFÜR	✓ 97.0%
1.i	Re-elect Dr. David S. Wilkes	DAFÜR	DAFÜR	✓ 99.0%
1.j	Elect Mr. Peter M. Wilver	DAFÜR	DAFÜR	✓ 96.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 77.5% An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.7%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.3%
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 9.7%
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	● DAFÜR	Mandatory equity ownership for executives promotes accountability and encourages them to create long-term value. ✗ 31.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Report of the board of directors and report of the independent auditor on the annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
3.	Adoption of the parent company's financial statements	DAFÜR	DAFÜR	✓ 100.0%
4.	Approve allocation of income	DAFÜR	DAFÜR	✓ 100.0%
5.	Discharge of the members of the board of directors	DAFÜR	DAFÜR	✓ 85.3%
6.	Approve directors' fees	DAFÜR	DAFÜR	✓ 96.7%
7.	Approve (executive) remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 50.0%
8.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✗ 22.1%
9.	Election of auditor	DAFÜR	DAFÜR	✓ 99.5%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.8%
3	Discharge board members	DAFÜR	DAFÜR	✓ 90.5%
4	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.8%
5	Approval of the related-party agreement with the Fondation Christophe et Rodolphe Mérieux	DAFÜR	DAFÜR	✓ 100.0%
6	Approval of the related-party agreement with Institut Mérieux relating to the acquisition of Specific Diagnostics	DAFÜR	DAFÜR	✓ 100.0%
	Board main features			
7	Re-elect Dr. Philippe Archinard	DAFÜR	DAFÜR	✓ 90.6%
8	Re-elect Grant Thornton as auditors	DAFÜR	DAFÜR	✓ 99.2%
9	Approve the remuneration policy	DAFÜR	DAFÜR	✓ 98.9%
10	Approve the remuneration policy of the Chairman and CEO	DAFÜR	DAFÜR	✓ 88.4%
11	Approve the remuneration policy of the Deputy CEO	DAFÜR	DAFÜR	✓ 86.5%
12	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
13	Approve the remuneration report	DAFÜR	DAFÜR	✓ 98.1%
14	Approve the 2022 remuneration of Mr. Mérieux, Chairman and CEO	DAFÜR	DAFÜR	✓ 98.4%
15	Approve the 2022 remuneration of Mr. Boulud, Deputy CEO	DAFÜR	DAFÜR	✓ 86.9%
16	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 99.6%
17	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.6%
18	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders. ✓ 88.7%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 84.2%
				Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.

No.	Traktanden	Board	Ethos	Resultat	
20	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.  Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 84.2%
21	Authorisation to derogate from the rules on the fixation of the issuance price	DAFÜR	● DAGEGEN	The discount is excessive.	✓ 85.9%
22	"Green shoe" authorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 85.0%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 87.2%
24	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 99.8%
25	Authorise the Board to issue shares or other securities giving access to shares without pre-emptive rights (through the holding or subsidiaries)	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 84.5%
26	Authorise capital increases to allocate shares or options to corporate officers and employees	DAFÜR	● DAGEGEN	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓ 85.9%
27	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.0%
28	Removal of preemptive rights in relation to the ESOP	DAFÜR	DAFÜR		✓ 99.1%
29	Determination of the overall limit for capital increases with or without pre-emptive rights	DAFÜR	DAFÜR		✓ 98.7%
30	Ratification of the decision to cancel the planned conversion of the Company into a European Company (Societas Europaea) and the terms of the proposed conversion	DAFÜR	DAFÜR		✓ 100.0%
31	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 98.3%
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chairman)	DAFÜR	● DAGEGEN	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 96.3%
4.2	Approve Discharge of Supervisory Board member Manfred Schoch (Vice Chairman)	DAFÜR	DAFÜR	✓ 97.0%
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chairman)	DAFÜR	DAFÜR	✓ 94.6%
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chairman)	DAFÜR	DAFÜR	✓ 97.0%
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chairman)	DAFÜR	DAFÜR	✓ 97.3%
4.6	Approve Discharge of Supervisory Board member Christiane Benner	DAFÜR	DAFÜR	✓ 97.3%
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer	DAFÜR	DAFÜR	✓ 97.3%
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner	DAFÜR	DAFÜR	✓ 97.3%
4.9	Approve Discharge of Supervisory Board member Rachel Empey	DAFÜR	DAFÜR	✓ 97.3%
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	DAFÜR	DAFÜR	✓ 97.3%
4.11	Approve Discharge of Supervisory Board member Johann Horn	DAFÜR	DAFÜR	✓ 97.3%
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	DAFÜR	DAFÜR	✓ 96.4%
4.13	Approve Discharge of Supervisory Board member Jens Köhler	DAFÜR	DAFÜR	✓ 97.3%
4.14	Approve Discharge of Supervisory Board member Gerhard Kurz (member since 11 July 2022)	DAFÜR	DAFÜR	✓ 97.3%
4.15	Approve Discharge of Supervisory Board member André Mandl (member since 4 April 2022)	DAFÜR	DAFÜR	✓ 97.3%
4.16	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	DAFÜR	DAFÜR	✓ 97.0%
4.17	Approve Discharge of Supervisory Board member Anke Schäferkordt	DAFÜR	DAFÜR	✓ 97.3%

No.	Traktanden	Board	Ethos	Resultat
4.18	Approve Discharge of Supervisory Board member Prof. Dr. Christoph M. Schmidt	DAFÜR	DAFÜR	✓ 97.3%
4.19	Approve Discharge of Supervisory Board member Dr. Vishal Sikka	DAFÜR	DAFÜR	✓ 97.0%
4.20	Approve Discharge of Supervisory Board member Sibylle Wankel (member since 4 January 2022)	DAFÜR	DAFÜR	✓ 97.3%
4.21	Approve Discharge of Supervisory Board member Dr. Thomas Wittig (member until 31 May 2022)	DAFÜR	DAFÜR	✓ 97.3%
4.22	Approve Discharge of Supervisory Board member Werner Zierer (member until 31 March 2022)	DAFÜR	DAFÜR	✓ 97.3%
5	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 94.1%
6	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.8%
	Board main features			
7	Elections to the Supervisory Board: Dr. Kurt Bock	DAFÜR	DAFÜR	✓ 93.4%
8.1	Amend Articles: Virtual general meetings (Article 16)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 92.9%
8.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 16)	DAFÜR	DAFÜR	✓ 97.4%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 99.5%
5	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 98.8%
Elections to the board of directors				
6	Re-elect Mr. Jean Lemierre	DAFÜR	● DAGEGEN	The director has a major conflict of interest that is incompatible with his role as board member. ✓ 97.3%
7	Re-elect Mr. Jacques Aschenbroich	DAFÜR	● DAGEGEN	The director has a major conflict of interest that is incompatible with his role as board member. ✓ 77.3%
8	Re-elect Ms. Monique Cohen	DAFÜR	DAFÜR	✓ 97.9%
9	Re-elect Ms. Daniela Schwarzer	DAFÜR	DAFÜR	✓ 99.4%
10	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.7%
11	Approve the remuneration policy of Mr. Jean Lemierre, chairman	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 96.7%
12	Approve the remuneration policy of corporate officers	DAFÜR	DAFÜR	✓ 87.8%
13	Approve the remuneration report	DAFÜR	DAFÜR	✓ 97.0%
14	Approve the 2022 remuneration of Mr. Jean Lemierre, chairman	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 96.9%
15	Approve the 2022 remuneration of Mr. Jean-Laurent Bonnafé, CEO	DAFÜR	DAFÜR	✓ 90.6%
16	Approve the 2022 remuneration of Mr. Yann Gérardin, Deputy CEO	DAFÜR	DAFÜR	✓ 94.6%
17	Approve the 2022 remuneration of Mr. Thierry Laborde, Deputy CEO	DAFÜR	DAFÜR	✓ 96.2%
18	Consultative vote on the remuneration 2022 paid to the material key risk takers	DAFÜR	DAFÜR	✓ 99.3%
19	Authorisation to issue contingent convertible bonds without pre-emptive rights	DAFÜR	● DAGEGEN	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. ✓ 97.1%
20	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 98.9%
21	Authorisation to reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The share repurchase is inconsistent with the long-term interests of shareholders. ✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
22	Amendments of the articles of association relating to the age limit of the chairman	DAFÜR	● DAGEGEN	The amendment exceeds Etho's limit of 75 years old for directors.  97.8%
23	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	 100.0%

## Booking Holdings

06.06.2023

OGV

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1.1	Re-elect Mr. Glenn D. Fogel	DAFÜR	DAFÜR	✓ 99.8%	
1.2	Re-elect Dr. Mirian M. Graddick-Weir	DAFÜR	DAFÜR	✓ 96.5%	
1.3	Re-elect Ms. Wei Hopeman	DAFÜR	DAFÜR	✓ 98.9%	
1.4	Re-elect Mr. Robert J. Mylod Jr.	DAFÜR	DAFÜR	✓ 97.0%	
1.5	Re-elect Mr. Charles H. Noski	DAFÜR	DAFÜR	✓ 97.7%	
1.6	Elect Mr. Joseph (Larry) Quinlan	DAFÜR	DAFÜR	✓ 99.9%	
1.7	Re-elect Mr. Nicholas J. Read	DAFÜR	DAFÜR	✓ 99.6%	
1.8	Re-elect Mr. Thomas E. Rothman	DAFÜR	DAFÜR	✓ 98.6%	
1.9	Re-elect Mr. Sumit Singh	DAFÜR	DAFÜR	✓ 98.8%	
1.10	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	✓ 97.9%	
1.11	Re-elect Ms. Vanessa A. Wittman	DAFÜR	DAFÜR	✓ 98.5%	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 87.6%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 91.1%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 99.1%
5.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 7.5%

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	An agreement between the company and a company in which it has a majority shareholding raises concerns.	✓ 63.4%
5	Approve directors' fees	DAFÜR	DAFÜR		✓ 99.9%
6	Approve the remuneration policy of the Chairman	DAFÜR	DAFÜR		✓ 99.9%
7	Approve the remuneration policy of the CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. The potential variable remuneration exceeds our guidelines.	✓ 91.3%
8	Approve the remuneration report	DAFÜR	DAFÜR		✓ 98.1%
9	Approve the 2022 remuneration of Mr. Martin Bouygues, chairman of the board of directors	DAFÜR	DAFÜR		✓ 99.9%
10	Approve the 2022 remuneration of Mr. Olivier Roussat, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 78.3%
11	Approve the 2022 remuneration of Mr. Pascal Grangé, deputy CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 78.3%
12	Approve the 2022 remuneration of Mr. Edward Bouygues, deputy CEO	DAFÜR	DAFÜR		✓ 93.4%
13	Re-elect Mr. Benoît Maes	DAFÜR	DAFÜR		✓ 96.5%
14	Re-elect Mr. Alexandre de Rothschild	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 93.5%
15	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The authorisation allows for share repurchase during a period of public offer and can potentially be used as an anti-takeover device.	✓ 78.1%
16	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 100.0%
17	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 76.7%
18	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 97.0%
19	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 73.3%

No.	Traktanden	Board	Ethos		Resultat
20	Authorisation to increase capital by issuing shares without pre-emptive rights by private placement	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 73.3%
21	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	DAFÜR	● DAGEGEN	The discount on the issuance price is excessive.	✓ 73.5%
22	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 73.5%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 75.5%
24	Delegation to issue shares and capital securities as consideration for share exchange takeover	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 73.6%
25	Authorisation to increase capital by issuing shares without pre-emptive rights via a subsidiary	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 73.5%
26	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	● DAGEGEN	The discount on the issuance price is excessive.	✓ 94.0%
27	Approve distribution of stock options to employees and member of the management (2% of the share capital)	DAFÜR	DAFÜR		✓ 79.1%
28	Approve distribution of shares to members of the management (1% of the share capital)	DAFÜR	● DAGEGEN	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓ 91.9%
29	Approve distribution of shares as pension contribution to employees and members of the management (0.125%)	DAFÜR	● DAGEGEN	The company has already a generous pension system. Ethos sees no reason to grant shares on the top of the existing plan.	✓ 97.8%
30	Authority to issue warrants in period of unfriendly public offer	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 73.9%
31	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.9%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 95.1%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.6%
6	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	Certain elements of the remuneration structure are not in line with best practice. ✓ 94.1%
7	Approve Remuneration of the Supervisory Board members	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive. ✓ 95.3%
8	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 89.2%
	Board main features			
9.1	Elections to the Supervisory Board: Richard Ridinger	DAFÜR	DAFÜR	✓ 62.7%
9.2	Elections to the Supervisory Board: Sujatha Chandrasekaran	DAFÜR	DAFÜR	✓ 61.8%
10.1	Amend Articles: Virtual general meetings (Section 16 (3))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 85.7%
10.2	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Section 17 (4))	DAFÜR	DAFÜR	✓ 91.7%
	Unannounced shareholder proposal made during the AGM: special audit relating to the Univar projects		● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. ✗ 17.6%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Peter J. Arduini	DAFÜR	DAFÜR	✓ 97.1%
1b.	Elect Prof. Dr. Deepak L. Bhatt	DAFÜR	DAFÜR	✓ 99.4%
1c.	Re-elect Dr. Giovanni Caforio	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 92.4%
1d.	Re-elect Dr. Julia A. Haller	DAFÜR	DAFÜR	✓ 98.4%
1e.	Re-elect Prof. Dr. Manuel Hidalgo Medina	DAFÜR	DAFÜR	✓ 98.4%
1f.	Re-elect Prof. Paula A. Price	DAFÜR	DAFÜR	✓ 97.3%
1g.	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	✓ 95.4%
1h.	Re-elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR	✓ 94.8%
1i.	Re-elect Mr. Gerald L. Storch	DAFÜR	DAFÜR	✓ 92.7%
1j.	Re-elect Dr. Karen H. Vousden	DAFÜR	DAFÜR	✓ 97.3%
1k.	Re-elect Ms. Phyllis R. Yale	DAFÜR	DAFÜR	✓ 98.1%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.0%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.9%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 96.8%
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board. ✗ 31.7%
6.	Shareholder resolution: Workplace Non-Discrimination Audit	DAGEGEN	DAGEGEN	✗ 1.5%
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	DAGEGEN	✗ 5.8%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1a.	Re-elect Mr. Scott P. Anderson	DAFÜR	DAFÜR	✓ 98.9%	
1b.	Elect Mr. James J. Barber	DAFÜR	DAFÜR	✓ 94.4%	
1c.	Re-elect Mr. Kermit R. Crawford	DAFÜR	DAFÜR	✓ 79.4%	
1d.	Re-elect Dr. Timothy C. Gokey	DAFÜR	DAFÜR	✓ 98.1%	
1e.	Re-elect Mr. Mark A. Goodburn	DAFÜR	DAFÜR	✓ 99.0%	
1f.	Re-elect Dr. iur. Jodee A. Kozlak	DAFÜR	DAFÜR	✓ 92.3%	
1g.	Re-elect Mr. Henry J. Maier	DAFÜR	DAFÜR	✓ 87.3%	
1h.	Re-elect Mr. James B. Stake	DAFÜR	DAFÜR	✓ 90.3%	
1i.	Re-elect Ms. Mary J. Steele Guilfoile	DAFÜR	DAFÜR	✓ 95.4%	
1j.	Re-elect Ms. Paula C. Tolliver	DAFÜR	DAFÜR	✓ 99.1%	
1k.	Re-elect Mr. Henry W. Winship	DAFÜR	DAFÜR	✓ 94.2%	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 92.7%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 98.7%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Mark W. Adams	DAFÜR	DAFÜR	✓ 96.8%
1.2	Re-elect Ms. Ita M. Brennan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 88.5%
1.3	Re-elect Mr. Lewis Chew	DAFÜR	DAFÜR	✓ 99.8%
1.4	Re-elect Dr. Anirudh Devgan	DAFÜR	DAFÜR	✓ 99.5%
1.5	Re-elect Ms. Mary Louise Krakauer	DAFÜR	DAFÜR	✓ 96.7%
1.6	Re-elect Ms. Julia Liuson	DAFÜR	DAFÜR	✓ 97.6%
1.7	Re-elect Dr. James D. Plummer	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.8%
1.8	Re-elect Dr. Alberto Sangiovanni-Vincentelli	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.5%
1.9	Re-elect Dr. John B. Shoven	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.7%
1.10	Re-elect Mr. Young Sohn	DAFÜR	DAFÜR	✓ 99.4%
2	To approve the amendment of the Omnibus Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 94.5%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 88.9%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.3%
5	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.9%
6	Shareholder resolution: Remove One-Year Holding Period Requirement to Call Special Meeting	DAGEGEN	DAGEGEN	✗ 6.3%

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 98.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR		✓ 100.0%
Elections to the board of directors					
5	Re-elect Mr. Alexandre Bompard	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 80.5%
6	Re-elect Ms. Marie-Laure Sauty de Chalon	DAFÜR	DAFÜR		✓ 97.3%
7	Re-elect Mazars as auditors	DAFÜR	DAFÜR		✓ 99.1%
8	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 82.7%
9	Approve the 2022 remuneration of Mr. Bompard, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable and total remuneration.	✓ 60.7%
10	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 56.8%
11	Approve the remuneration policy of directors	DAFÜR	DAFÜR		✓ 97.7%
12	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high.	✓ 99.6%
13	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 98.0%
14	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR		✓ 98.2%
15	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR		✓ 95.4%
16	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	DAFÜR		✓ 94.4%
17	"Green shoe" authorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 90.8%
18	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR		✓ 96.6%
19	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 99.9%
20	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.5%
21	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR		✓ 99.5%

No.	Traktanden	Board	Ethos	Resultat
22	Approve distribution of performance shares	DAFÜR	● DAGEGEN	✓ 68.5% The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.
23	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%
24	Approve Opinion on Quantification of the Company's various scope 3 action levers	DAFÜR	DAFÜR	✓ 93.3%
25	Shareholder proposal: question on the environmental information provided by the company	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Brandon B. Boze	DAFÜR	DAFÜR	✓ 99.1%
1b.	Re-elect Ms. Beth F. Cobert	DAFÜR	DAFÜR	✓ 97.6%
1c.	Re-elect Mr. Reginald H. Gilyard	DAFÜR	DAFÜR	✓ 94.7%
1d.	Re-elect Ms. Shira D. Goodman	DAFÜR	DAFÜR	✓ 99.1%
1e.	Elect Mr. E.M. Blake Hutcheson	DAFÜR	DAFÜR	✓ 98.7%
1f.	Re-elect Mr. Christopher T. Jenny	DAFÜR	DAFÜR	✓ 92.3%
1g.	Re-elect Mr. Gerardo I. Lopez	DAFÜR	DAFÜR	✓ 96.5%
1h.	Elect Ms. Susan Meaney	DAFÜR	DAFÜR	✓ 97.3%
1i.	Re-elect Mr. Oscar Munoz	DAFÜR	DAFÜR	✓ 97.0%
1j.	Re-elect Mr. Robert Sulentic	DAFÜR	DAFÜR	✓ 99.7%
1k.	Re-elect Mr. Sanjiv Yajnik	DAFÜR	DAFÜR	✓ 99.1%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.2%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.  Concerns over the severance payments which are considered excessive.	✓ 93.1%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.6%
5.	Shareholder resolution: Mandatory Retention of Significant Stock by Executives	DAGEGEN	DAGEGEN	✗ 26.1%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Bradlen S. Cashaw	DAFÜR	DAFÜR	✓ 98.8%
1.b	Re-elect Mr. Matthew T. Farrell	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 91.5%
1.c	Re-elect Mr. Bradley C. Irwin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.7%
1.d	Re-elect Mr. Penry W. Price	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 94.9%
1.e	Re-elect Ms. Susan G. Saideman	DAFÜR	DAFÜR	✓ 95.8%
1.f	Re-elect Mr. Ravichandra K. Saligram	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 91.3%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.g	Re-elect Mr. Robert K. Shearer	DAFÜR	DAFÜR	✓ 94.5%
1.h	Re-elect Ms. Janet S. Vergis	DAFÜR	DAFÜR	✓ 94.3%
1.i	Re-elect Mr. Arthur B. Winkleblack	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓ 92.5%
1.j	Re-elect Ms. Laurie J. Yoler	DAFÜR	DAFÜR	✓ 96.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 83.0%
				An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.4%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.0%
5	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 98.8%
6	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board. ✗ 34.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. David M. Cordani	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.8%
1b	Re-elect Mr. William J. DeLaney	DAFÜR	DAFÜR	✓ 98.5%
1c	Re-elect Mr. Eric J. Foss	DAFÜR	DAFÜR	✓ 95.3%
1d	Re-elect Dr. Elder Granger	DAFÜR	DAFÜR	✓ 98.6%
1e	Re-elect Ms. Neesha Hathi	DAFÜR	DAFÜR	✓ 99.5%
1f	Re-elect Mr. George Kurian	DAFÜR	DAFÜR	✓ 98.3%
1g	Re-elect Ms. Kathleen M. Mazarella	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 95.6%
1h	Re-elect Prof. Dr. Mark B. McClellan	DAFÜR	DAFÜR	✓ 98.8%
1i	Re-elect Ms. Kimberly A. Ross	DAFÜR	DAFÜR	✓ 99.3%
1j	Re-elect Mr. Eric C. Wiseman	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 97.2%
1k	Re-elect Ms. Donna F. Zarcone	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 88.0%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.3%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.6%
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	DAFÜR	DAFÜR	✓ 88.5%
6	Shareholder resolution: Special Shareholder Meeting Improvement	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 46.6%
7	Shareholder resolution: Disclose political contributions	ZURÜCK-GEZOGEN	● DAFÜR	The shareholder proposal was withdrawn by the proponent two days prior to the AGM. Ethos initially recommended to vote FOR for the following reason:  Enhanced disclosure on political donations. –

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Terrence A. Duffy	DAFÜR	● DAGEGEN	Combined chairman and CEO. <span style="color: green;">✔</span> 90.9%
1b.	Elect Ms. Kathryn Benesh	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 99.1%
1c.	Re-elect Mr. Timothy S. Bitsberger	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 69.7%
1d.	Re-elect Mr. Charles P. Carey	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. <span style="color: green;">✔</span> 54.5%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1e.	Re-elect Mr. Bryan T. Durkin	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 94.0%
1f.	Elect Mr. Harold Ford Jr.	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 98.9%
1g.	Re-elect Mr. Martin J. Gepsman	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. <span style="color: green;">✔</span> 82.5%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h.	Re-elect Mr. Larry G. Gerdes	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. <span style="color: green;">✔</span> 81.1%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i.	Re-elect Mr. Daniel R. Glickman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="color: green;">✔</span> 62.0%
				The director is over 75 years old, which exceeds guidelines.
1j.	Re-elect Mr. Daniel G. Kaye	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 96.1%
1k.	Re-elect Ms. Phyllis M. Lockett	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. <span style="color: green;">✔</span> 66.4%
				Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1l.	Re-elect Prof. Deborah J. Lucas	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 98.0%
1m.	Re-elect Ms. Terry L. Savage	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 63.7%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1n.	Re-elect Ms. Rahael Seifu	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 73.1%

No.	Traktanden	Board	Ethos	Resultat	
1o.	Re-elect Mr. William R. Shepard	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 90.9%
1p.	Re-elect Mr. Howard J. Siegel	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 87.9%
1q.	Re-elect Mr. Dennis A. Suskind	DAFÜR	● DAGEGEN	<p>Non-independent chairman of the risk committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 84.6%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p>	✓ 92.8%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✗ 32.1%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 98.3%

No.	Traktanden	Board	Ethos		Resultat
1	Opening	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2.a	Policy on additions to reserves and on dividends	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2.b	Adoption of the Annual Accounts 2022	DAFÜR	DAFÜR		✓ 99.9%
2.c	Approval of 2022 dividend	DAFÜR	DAFÜR		✓ 99.9%
2.d	Granting of discharge to the Directors in respect of the performance of their duties during the financial year 2022	DAFÜR	DAFÜR		✓ 99.8%
3.a	Advisory vote on the Remuneration Report 2022	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 89.8%
3.b	Approval of an equity incentive plan for executive Directors	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 90.9%
4	Appointment of the members of the Board of Directors: composition of the Board				
4.a	Re-appointment of Ms. Suzanne Heywood as executive Director	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 86.3%
4.b	Re-appointment of Mr. Scott W. Wine as executive Director	DAFÜR	DAFÜR		✓ 100.0%
4.c	Re-appointment of Mr. Howard W. Buffett as non-executive Director	DAFÜR	DAFÜR		✓ 97.1%
4.d	Re-appointment of Ms. Karen Linehan as non-executive Director	DAFÜR	DAFÜR		✓ 97.5%
4.e	Re-appointment of Mr. Alessandro Nasi as non-executive Director	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 80.2%
4.f	Re-appointment of Mr. Vagn Sørensen as non-executive Director	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.5%
4.g	Re-appointment of Ms. Åsa Tamsons as non-executive Director	DAFÜR	DAFÜR		✓ 99.8%
4.h	Appointment of Ms. Elizabeth Bastoni as non-executive Director	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 95.1%
4.i	Appointment of Mr. Richard J. Kramer as non-executive Director	DAFÜR	DAFÜR		✓ 98.5%
5.a	Authorization to issue shares and/or grant rights to subscribe for shares	DAFÜR	DAFÜR		✓ 99.6%

No.	Traktanden	Board	Ethos	Resultat
5.b	Authorization to limit or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 99.3%
5.c	Authorization to issue special voting shares	DAFÜR	● DAGEGEN	✓ 67.4%
5.d	Authorization to repurchase own shares	DAFÜR	DAFÜR	✓ 99.6%
6	Re-appointment of Deloitte as independent auditor for FY 2024	DAFÜR	DAFÜR	✓ 99.9%
7	Closing	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Zein Abdalla	DAFÜR	DAFÜR	✓ 96.4%
1b.	Re-elect Ms. Vinita Bali	DAFÜR	DAFÜR	✓ 97.7%
1c.	Elect Mr. Eric Branderiz	DAFÜR	DAFÜR	✓ 99.2%
1d.	Re-elect Ms. Archana Deskus	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.3%
1e.	Re-elect Mr. John M. Dineen	DAFÜR	DAFÜR	✓ 99.4%
1f.	Elect Ms. Nella Domenici	DAFÜR	DAFÜR	✓ 99.8%
1g.	Elect Mr. Ravi Kumar	DAFÜR	DAFÜR	✓ 99.7%
1h.	Re-elect Mr. Leo S. Mackay Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 91.5%
1i.	Re-elect Mr. Michael Patsalos-Fox	DAFÜR	DAFÜR	✓ 98.5%
1j.	Re-elect Mr. Stephen Rohleder	DAFÜR	DAFÜR	✓ 97.9%
1k.	Elect Mr. Abraham (Bram) Schot	DAFÜR	DAFÜR	✓ 99.6%
1l.	Re-elect Mr. Joseph M. Velli	DAFÜR	DAFÜR	✓ 98.5%
1m.	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	✓ 95.1%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.4%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.2%
4.	To approve the 2023 Incentive Award Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 95.6%
5.	To amend the 2004 Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 99.8%
6.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.6%
7.	Shareholder resolution: Approval of Certain Provisions Related to Director Nominations by Shareholders	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights. ✗ 20.4%
8.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 8.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. John P. Bilbrey	DAFÜR	DAFÜR	✓ 96.9%
1.b	Re-elect Mr. John T. Cahill	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 92.5%</p>
1.c	Elect Mr. Steve Cahillane	DAFÜR	DAFÜR	✓ 99.0%
1.d	Re-elect Ms. Lisa M. Edwards	DAFÜR	DAFÜR	✓ 97.8%
1.e	Re-elect Dr. C. Martin Harris	DAFÜR	DAFÜR	✓ 96.8%
1.f	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	✓ 98.7%
1.g	Re-elect Ms. Kimberly A. Nelson	DAFÜR	DAFÜR	✓ 97.3%
1.h	Re-elect Ms. Lorrie M. Norrington	DAFÜR	● DAGEGEN	<p>Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p> <p>✓ 90.0%</p>
1.i	Re-elect Mr. Michael B. Polk	DAFÜR	● DAGEGEN	<p>Concerns over the director's time commitments.</p> <p>✓ 96.5%</p>
1.j	Re-elect Mr. Stephen I. Sadove	DAFÜR	● DAGEGEN	<p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 92.0%</p>
1.k	Re-elect Mr. Noel R. Wallace	DAFÜR	● DAGEGEN	<p>Combined chairman and CEO.</p> <p>✓ 92.7%</p>
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p> <p>✓ 92.7%</p>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p> <p>✓ 89.3%</p>
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.4%
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	<p>An independent chairman can ensure independent oversight of management.</p> <p>✗ 34.3%</p>
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	DAGEGEN	✗ 29.7%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3.1	Approve Discharge of Dr. Manfred Knof as member of the Management Board	DAFÜR	DAFÜR	✓ 96.0%
3.2	Approve Discharge of Dr. Bettina Orlopp as member of the Management Board	DAFÜR	DAFÜR	✓ 96.0%
3.3	Approve Discharge of Dr. Marcus Chromik as member of the Management Board	DAFÜR	DAFÜR	✓ 96.0%
3.4	Approve Discharge of Mr. Michael Kotzbauer as member of the Management Board	DAFÜR	DAFÜR	✓ 96.0%
3.5	Approve Discharge of Dr. Jörg Oliveri del Castillo-Schulz as member of the Management Board	DAFÜR	DAFÜR	✓ 96.0%
3.6	Approve Discharge of Mr. Thomas Schaufler as member of the Management Board	DAFÜR	DAFÜR	✓ 96.0%
3.7	Approve Discharge of Ms. Sabine Schmittroth as member of the Management Board	DAFÜR	DAFÜR	✓ 96.0%
4.1	Approve Discharge of Mr. Helmut Gottschalk as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.2	Approve Discharge of Mr. Uwe Tschäge as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.3	Approve Discharge of Ms. Heike Anscheit as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.4	Approve Discharge of Mr. Alexander Boursanoff as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.5	Approve Discharge of Mr. Gunnar de Buhr as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.6	Approve Discharge of Mr. Stefan Burghardt as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.7	Approve Discharge of Dr. Frank Czichowski as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.8	Approve Discharge of Ms. Sabine Dietrich as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.9	Approve Discharge of Dr. Jutta Dönges as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%

No.	Traktanden	Board	Ethos	Resultat
4.10	Approve Discharge of Ms. Monika Fink as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.11	Approve Discharge of Mr. Stefan Jennes as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.12	Approve Discharge of Ms. Kerstin Jerchel as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.13	Approve Discharge of Mr. Burkhard Keese as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.14	Approve Discharge of Ms. Alexandra Krieger as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.15	Approve Discharge of Ms. Daniela Mattheus as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.16	Approve Discharge of Ms. Caroline Seifert as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.17	Approve Discharge of Mr. Robin Stalker as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.18	Approve Discharge of Dr. Gertrude Tumpel-Gugerell as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.19	Approve Discharge of Mr. Frank Westhoff as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
4.20	Approve Discharge of Mr. Stefan Wittmann as member of the Supervisory Board	DAFÜR	DAFÜR	✓ 96.4%
5.1	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.3%
5.2	Appoint the Auditors for the audit review of (any) interim financial information for the quarters in the financial year 2024 before the AGM 2024	DAFÜR	DAFÜR	✓ 99.3%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN Excessive total remuneration for the CEO.  Excessive remuneration for the chairman.	✓ 85.8%
Board main features				
7.1	Elections to the Supervisory Board: Harald Christ	DAFÜR	DAFÜR	✓ 94.3%
7.2	Elections to the Supervisory Board: Dr. Frank Czichowski	DAFÜR	DAFÜR	✓ 99.2%
7.3	Elections to the Supervisory Board: Sabine U. Dietrich	DAFÜR	DAFÜR	✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
7.4	Elections to the Supervisory Board: Dr. Jutta A. Dönges	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.  81.3%
7.5	Elections to the Supervisory Board: Burkhard Keese	DAFÜR	DAFÜR	 96.5%
7.6	Elections to the Supervisory Board: Daniela Mattheus	DAFÜR	DAFÜR	 99.8%
7.7	Elections to the Supervisory Board: Caroline Seifert	DAFÜR	DAFÜR	 99.8%
7.8	Elections to the Supervisory Board: Dr. Gertrude Tumpel-Gugerell	DAFÜR	DAFÜR	 91.2%
7.9	Elections to the Supervisory Board: Dr. Jens Weidmann	DAFÜR	DAFÜR	 99.2%
7.10	Elections to the Supervisory Board: Frank Westhoff	DAFÜR	DAFÜR	 96.8%
8	Approve the creation of a new Authorised Capital 2023/I, the cancellation of the existing Authorised Capital 2019/I and related amendments to the Articles of Association	DAFÜR	DAFÜR	 95.7%
9	Approve the creation of a new Authorised Capital 2023/II, the cancellation of the existing Authorised Capital 2019/II and related amendments to the Articles of Association	DAFÜR	DAFÜR	 96.8%
10	Authorisation to issue profit sharing rights and other hybrid debt instruments with the possibility to exclude the shareholders' subscription right	DAFÜR	● DAGEGEN	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.  98.6%
11	Amend Articles: Virtual general meetings (§ 17a)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.  87.7%
12	Amend Articles: Virtual participation of Supervisory Board members at virtual general meetings (§ 17 (7))	DAFÜR	DAFÜR	 94.9%
13	Amend Articles: Location of the general meeting (§ 16)	DAFÜR	DAFÜR	 99.8%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Report of the executive board of the past financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
4.	Approve remuneration report	DAFÜR	DAFÜR	✓ 87.7%
5.	Explanation of the policy on reserves and dividends	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Approve allocation of income	DAFÜR	DAFÜR	✓ 100.0%
7.	Discharge of executive board	DAFÜR	DAFÜR	✓ 96.8%
8.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 96.8%
9.	Re-elect Mr. Olivier Rigaud to the executive board	DAFÜR	DAFÜR	✓ 100.0%
	Composition of the supervisory board			
10.	Re-elect Mr. Mathieu Vrijzen	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 97.8%
11.	Re-elect Ms. Elizabeth Doherty	DAFÜR	DAFÜR	✓ 99.1%
12.	Authorisation to issue shares for general purposes	DAFÜR	DAFÜR	✓ 98.4%
13.	Authorisation to restrict or exclude pre-emptive rights for general purposes	DAFÜR	DAFÜR	✓ 96.9%
14.	Authorisation to issue additional shares in connection with mergers, acquisitions and/or (strategic) alliances	DAFÜR	● DAGEGEN	Authorisation of share issuance exceeds Dutch market practice. ✓ 62.0%
15.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 100.0%
16.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 97.4%
17.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
18.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
19.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the Directors' Report and the accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated Directors' report and the consolidated accounts	DAFÜR	DAFÜR	✓ 100.0%
3	Approval of the Corporate Governance Report	DAFÜR	● DAGEGEN	✓ 99.9%
			Serious shortcomings in corporate governance with a lack of independence on the board (40%), grouped elections and an excessive number of executive directors on the board.	
4	Approval of the non-financial information report	DAFÜR	DAFÜR	✓ 100.0%
5	Allocation of income	DAFÜR	DAFÜR	✓ 100.0%
6	Discharge of the Board	DAFÜR	DAFÜR	✓ 99.8%
7	Acquisition of own shares	DAFÜR	DAFÜR	✓ 99.9%
8	Sale by the Company of its own shares	DAFÜR	DAFÜR	✓ 100.0%
9	Approval of the establishment of an Appointments, Evaluation and Remuneration Committee for the current term of office of the corporate bodies and the respective regulation	DAFÜR	DAFÜR	✓ 100.0%
10	Election of the members of the Appointments, Evaluation and Remuneration Committee and approval of their respective remuneration	DAFÜR	● DAGEGEN	✓ 99.9%
			Bundled vote, while the remuneration is reasonable, we have concerns over the lack of independence of this committee.	
11	Approval of the 2022-2024 remuneration policy	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
Elections of directors				
1.	Re-elect Mr. Thomas N. Linebarger	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent. ✓ 96.6%
2.	Re-elect Ms. Jennifer W. Rumsey	DAFÜR	DAFÜR	✓ 98.4%
3.	Elect Mr. Gary Belske	DAFÜR	DAFÜR	✓ 99.6%
4.	Re-elect Prof. Robert J. Bernhard	DAFÜR	DAFÜR	✓ 94.7%
5.	Re-elect Mr. Bruno di Leo Allen	DAFÜR	DAFÜR	✓ 99.1%
6.	Re-elect Mr. Stephen B. Dobbs	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 88.0%
7.	Re-elect Ms. Carla A. Harris	DAFÜR	DAFÜR	✓ 95.8%
8.	Re-elect Mr. Thomas J. Lynch	DAFÜR	DAFÜR	✓ 96.6%
9.	Re-elect Mr. William I. Miller	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.9%
10.	Re-elect Ms. Georgia R. Nelson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.2%
11.	Re-elect Ms. Kimberly A. Nelson	DAFÜR	DAFÜR	✓ 98.8%
12.	Re-elect Ms. Karen H. Quintos	DAFÜR	DAFÜR	✓ 98.8%
13.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.8%
14.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.3%
15.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 95.0%
16.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 82.5%
17.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management. ✗ 43.4%
18.	Shareholder resolution: Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy and increasing the management's accountability in regard to climate change. ✗ 15.1%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.a	Re-elect Mr. Fernando Aguirre	DAFÜR	DAFÜR	✓ 99.1%	
1.b	Elect Mr. Ph.D Jeffrey R. Balsler	DAFÜR	DAFÜR	✓ 99.4%	
1.c	Re-elect Mr. C. David Brown II	DAFÜR	● DAGEGEN	<p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 91.4%
1.d	Re-elect Ms. Alecia A. DeCoudreaux	DAFÜR	DAFÜR	✓ 99.2%	
1.e	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR	✓ 99.1%	
1.f	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR	✓ 97.5%	
1.g	Re-elect Ms. Anne M. Finucane	DAFÜR	DAFÜR	✓ 93.1%	
1.h	Re-elect Mr. Edward J. Ludwig	DAFÜR	DAFÜR	✓ 99.1%	
1.i	Re-elect Ms. Karen S. Lynch	DAFÜR	DAFÜR	✓ 98.8%	
1.j	Re-elect Mr. Jean-Pierre Millon	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 96.6%
1.k	Re-elect Ms. Mary L. Schapiro	DAFÜR	DAFÜR	✓ 99.2%	
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 97.4%	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p>	✓ 79.6%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.4%	
5	Shareholder resolution: Adopt a Paid Sick Leave Policy	DAGEGEN	● DAFÜR	<p>Paid sick leave is one of the fundamental workplace rights of an employee.</p>	✗ 25.6%
6	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	<p>The proposed threshold would enhance the right of shareholders to call a special meeting.</p>	✗ 40.7%
7	Shareholder resolution: Require Shareholder Approval of Certain Provisions Related to Director Nominations	DAGEGEN	● DAFÜR	<p>Enhanced disclosure on board nomination process.</p>	✗ 18.4%
8	Shareholder resolution: Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	DAGEGEN	● DAFÜR	<p>Enhanced disclosure on human rights.</p>	✗ 25.9%
9	Shareholder resolution: Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	DAGEGEN	DAGEGEN	✗ 1.3%	

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%
	Election of Directors			
2.1	Re-elect Mr. Sunao Manabe	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 95.5%
2.2	Re-elect Mr. Hiroyuki Okuzawa	DAFÜR	DAFÜR	✓ 96.8%
2.3	Re-elect Mr. Shoji Hirashima	DAFÜR	DAFÜR	✓ 98.4%
2.4	Re-elect Mr. Masahiko Ohtsuki	DAFÜR	DAFÜR	✓ 98.6%
2.5	Re-elect Mr. Takashi Fukuoka	DAFÜR	DAFÜR	✓ 98.6%
2.6	Re-elect Mr. Kazuaki Kama	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 99.4%
2.7	Re-elect Ms. Sawako Nohara	DAFÜR	DAFÜR	✓ 99.7%
2.8	Re-elect Prof. Dr. med. Yasuhiro Komatsu	DAFÜR	DAFÜR	✓ 99.5%
2.9	Elect Mr. Takaaki Nishii	DAFÜR	DAFÜR	✓ 99.7%
3	Election of 2 Corporate Auditors			
3.1	Re-elect Mr. Kenji Sato as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.1%
3.2	Elect Ms. Miyuki Arai as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.1%
4	Approve Trust-Type Equity Remuneration Plan	DAFÜR	● DAGEGEN The information provided is insufficient.	✓ 97.4%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.1	Re-elect Mr. Michael S. Dell	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 98.6%
1.2	Re-elect Mr. David W. Dorman	DAFÜR	DAFÜR		✓ 98.8%
1.3	Re-elect Mr. Egon P. Durban	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.	✓ 98.4%
1.4	Re-elect Mr. David J. Grain	DAFÜR	DAFÜR		✓ 99.9%
1.5	Re-elect Mr. William D. Green	DAFÜR	DAFÜR		✓ 99.9%
1.6	Re-elect Mr. Simon Patterson	DAFÜR	DAFÜR		✓ 99.8%
1.7	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR		✓ 100.0%
1.8	Re-elect Ms. Ellen J. Kullman (representative of Class C shareholders)	DAFÜR	DAFÜR		✓ 59.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 99.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 99.8%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 99.9%
5	To approve the amendment of the 2023 Stock Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 98.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Jeffrey S. Aronin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.2%
1.2	Re-elect Ms. Mary K. Bush	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 93.8%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.3	Re-elect Mr. Gregory C. Case	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 89.2%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.4	Re-elect Ms. Candace H. Duncan	DAFÜR	DAFÜR	✓ 98.5%
1.5	Re-elect Mr. Joseph F. Eazor	DAFÜR	DAFÜR	✓ 99.1%
1.6	Re-elect Mr. Roger C. Hochschild	DAFÜR	DAFÜR	✓ 98.9%
1.7	Re-elect Mr. Thomas G. Maheras	DAFÜR	DAFÜR	✓ 96.8%
1.8	Re-elect Mr. John Owen	DAFÜR	DAFÜR	✓ 99.5%
1.9	Re-elect Mr. David L. Rawlinson II	DAFÜR	DAFÜR	✓ 98.9%
1.10	Elect Ms. Beverley A. Sibbles	DAFÜR	DAFÜR	✓ 99.5%
1.11	Re-elect Mr. Mark A. Thierer	DAFÜR	DAFÜR	✓ 97.2%
1.12	Re-elect Ms. Jennifer L. Wong	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.0%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.9%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.8%
4	To approve the amendment of the 2023 Omnibus Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 98.5%
5	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Warren F. Bryant	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 94.8%
1b.	Re-elect Mr. Michael M. Calbert	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.6%
1c.	Elect Ms. Ana M. Chadwick	DAFÜR	DAFÜR	✓ 99.2%
1d.	Re-elect Ms. Patricia D. Fili-Krushel	DAFÜR	DAFÜR	✓ 95.2%
1e.	Re-elect Mr. Timothy I. McGuire	DAFÜR	DAFÜR	✓ 97.5%
1f.	Elect Mr. Jeffrey C. Owen	DAFÜR	DAFÜR	✓ 99.0%
1g.	Re-elect Ms. Debra A. Sandler	DAFÜR	DAFÜR	✓ 92.8%
1h.	Re-elect Mr. Ralph E. Santana	DAFÜR	DAFÜR	✓ 98.2%
1i.	Re-elect Mr. Todd J. Vasos	DAFÜR	● DAGEGEN	Former CEO has a consultancy agreement until 2025. ✓ 98.2%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.9%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.3%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.4%
				On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
5.	Shareholder resolution: Cage-free eggs progress disclosure	DAGEGEN	● DAFÜR	Animal welfare is crucial for animals that are raised for the purpose of providing food. ✗ 36.4%
6.	Shareholder resolution: Remove the one-year holding period requirement to call a special shareholder meeting	DAGEGEN	DAGEGEN	✗ 12.6%
7.	Shareholder resolution: Worker safety and well-being audit and report	DAGEGEN	● DAFÜR	We support corporate policies aiming at improving safety in the workplace. ✓ 67.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1A.	Re-elect Mr. Joshua Bekenstein	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 93.9%</span>
1B.	Re-elect Mr. Gregory David	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.  The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 95.2%</span>
1C.	Re-elect Ms. Elisa D. Garcia C.	DAFÜR	DAFÜR	<span style="float: right;">✔ 98.5%</span>
1D.	Re-elect Mr. Stephen Gunn	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. <span style="float: right;">✔ 89.6%</span>
1E.	Re-elect Ms. Kristin Mugford	DAFÜR	DAFÜR	<span style="float: right;">✔ 98.2%</span>
1F.	Re-elect Mr. Nicholas Nomicos	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 95.1%</span>
1G.	Re-elect Mr. Neil Rossy	DAFÜR	DAFÜR	<span style="float: right;">✔ 97.8%</span>
1H.	Re-elect Ms. Samira Sakhia	DAFÜR	DAFÜR	<span style="float: right;">✔ 98.9%</span>
1I.	Elect Ms. Thecla Sweeney	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.9%</span>
1J.	Re-elect Mr. Huw Thomas	DAFÜR	DAFÜR	<span style="float: right;">✔ 96.8%</span>
2.	Re-election of the auditor	DAFÜR	DAFÜR	<span style="float: right;">✔ 97.3%</span>
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions. <span style="float: right;">✔ 91.6%</span>
4.	Shareholder resolution: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy	DAGEGEN	● DAFÜR	The resolution ensures Dollarama's adherence to its environmental and social objectives. <span style="float: right;">✘ 18.6%</span>
5.	Shareholder resolution: Report on Third-Party Employment Agencies	DAGEGEN	● DAFÜR	More information to understand the benefits and risks associated with Temp Agency arrangement is required. <span style="float: right;">✘ 21.3%</span>
6.	Shareholder resolution: Adopt Net Zero Targets in Alignment with the Paris Agreement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. <span style="float: right;">✘ 25.9%</span>

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1.01	Re-elect Mr. Andrew W. Houston	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.	✓ 92.3%
1.02	Re-elect Mr. Donald W. Blair	DAFÜR	DAFÜR		✓ 92.8%
1.03	Re-elect Ms. Lisa Campbell	DAFÜR	DAFÜR		✓ 99.6%
1.04	Re-elect Mr. Paul E. Jacobs	DAFÜR	DAFÜR		✓ 90.4%
1.05	Re-elect Ms. Sara Mathew	DAFÜR	DAFÜR		✓ 97.8%
1.06	Re-elect Mr. Abhay Parasnis	DAFÜR	DAFÜR		✓ 99.6%
1.07	Re-elect Ms. Karen Peacock	DAFÜR	DAFÜR		✓ 99.7%
1.08	Re-elect Mr. Michael Seibel	DAFÜR	DAFÜR		✓ 99.6%
2.	Re-election of the auditor	DAFÜR	DAFÜR		✓ 99.8%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 98.6%

No.	Traktanden	Board	Ethos	Resultat	
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%	
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 97.8%	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 97.7%	
5a	Appoint the Auditors	DAFÜR	DAFÜR	✓ 98.5%	
5b	Appoint the Auditors for a review of short financial statements and interim management reports for financial year 2023	DAFÜR	DAFÜR	✓ 98.5%	
5c	Appoint the Auditors for a review of the short financial statements and the interim management report for the first quarter of financial year 2024	DAFÜR	DAFÜR	✓ 98.5%	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive fixed remuneration. Performance targets are not sufficiently challenging.	✓ 90.6%
7	Amend Articles: Composition of the Supervisory Board (Section 8a) Board main features	DAFÜR	DAFÜR	✓ 99.3%	
8a	Elections to the Supervisory Board: Erich Clementi	DAFÜR	DAFÜR	✓ 92.0%	
8b	Elections to the Supervisory Board: Andreas Schmitz	DAFÜR	DAFÜR	✓ 99.4%	
8c	Elections to the Supervisory Board: Nadège Petit	DAFÜR	DAFÜR	✓ 99.8%	
8d	Elections to the Supervisory Board: Ulrich Grillo	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 87.8%
8e	Elections to the Supervisory Board: Deborah Wilkens	DAFÜR	DAFÜR	✓ 99.6%	
8f	Elections to the Supervisory Board: Rolf Martin Schmitz	DAFÜR	DAFÜR	✓ 91.1%	
8g	Elections to the Supervisory Board: Klaus Fröhlich	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 99.5%
8h	Elections to the Supervisory Board: Anke Groth	DAFÜR	DAFÜR	✓ 99.6%	
9	Amend Articles: Virtual general meetings (Section 21a (1) and (2))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 80.4%
10	Amend Articles: Virtual attendance of Supervisory Board member at virtual general meetings (Section 21a (3))	DAFÜR	DAFÜR	✓ 90.2%	

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.4%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.5%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%
4	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN	✓ 79.6% The potential variable remuneration exceeds our guidelines.
5	Approve the remuneration policy for the members of the board	DAFÜR	DAFÜR	✓ 99.9%
6	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.8%
7	Approve the remuneration report	DAFÜR	● DAGEGEN	✓ 92.5% Excessive variable remuneration. Performance targets are not sufficiently challenging.
8	Approve the 2022 remuneration of Mr. Bertrand Dumazy, Chairman and CEO	DAFÜR	● DAGEGEN	✓ 85.0% Excessive variable remuneration.
9	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
10	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 99.5%
11	Approve distribution of performance shares	DAFÜR	● DAGEGEN	✓ 91.6% Additional potential dilution which is not in shareholders' interests.
12	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
2.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
3.	Approval of the agenda	DAFÜR	DAFÜR	✓
4.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
5.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
9.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10.1.	Discharge of Kai Wörn	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.2.	Discharge of Katharine Clark	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.3.	Discharge of Lorna Donatone	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.4.	Discharge of Hans Ola Meyer	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.5.	Discharge of Daniel Nodhäll	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.6.	Discharge of Martine Snels	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.7.	Discharge of Carsten Voigtländer	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.8.	Discharge of Ulf Karlsson	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.9.	Discharge of Joachim Nord	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.10.	Discharge of Per Magnusson	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.11.	Discharge of Jens Pierard	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
10.12.	Discharge of the company CEO (Alberto Zanata)	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed. ✓
11.	Resolution on the number of shareholder-elected members of the board of directors and auditors to be appointed	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
12.1.	Approve directors' fees	DAFÜR	DAFÜR	✓
12.2.	Approve auditors' fees	DAFÜR	DAFÜR	✓
13.	Composition of the board of directors			
13.1.	Re-elect Mr. Kai Wärn	DAFÜR	DAFÜR	✓
13.2.	Re-elect Ms. Katharine Clark	DAFÜR	DAFÜR	✓
13.3.	Re-elect Ms. Lorna Donatone	DAFÜR	DAFÜR	✓
13.4.	Re-elect Mr. Hans Ola Meyer	DAFÜR	DAFÜR	✓
13.5.	Re-elect Mr. Daniel Nodhäll	DAFÜR	DAFÜR	✓
13.6.	Re-elect Ms. Martine Snels	DAFÜR	DAFÜR	✓
13.7.	Re-elect Mr. Carsten Voigtländer	DAFÜR	DAFÜR	✓
13.8.	Elect Mr. Josef Matosevic	DAFÜR	DAFÜR	✓
13.9.	Re-elect the chairman of the board of directors	DAFÜR	DAFÜR	✓
14.	Election of auditor	DAFÜR	DAFÜR	✓
15.	Approve remuneration report	DAFÜR	DAFÜR	✓
16.1.	Approve share-related incentive plan	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough. ✓
16.2.	Approve equity swap agreement to secure the delivery of shares to participants in connection with share-related incentive plan 2023	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough. ✓
17.	Authorisation to issue shares	DAFÜR	DAFÜR	✓
18.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Dr. med. William G. Kaelin, Jr.	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.2%
1b.	Re-elect Mr. David A. Ricks	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 95.9%
1c.	Re-elect Dr. med. Marschall S. Runge	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.6%
1d.	Re-elect Ms. Karen Walker	DAFÜR	DAFÜR		✓ 97.3%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 95.8%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 98.9%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.2%
5.	Amend the Company's Articles of Incorporation to Eliminate the Classified Board Structure	DAFÜR	DAFÜR		✓ 85.8%
6.	Amend the Company's Articles of Incorporation to Eliminate Supermajority Voting Provisions	DAFÜR	DAFÜR		✓ 85.3%
7.	Shareholder resolution: Publish an Annual Report Disclosing Lobbying Activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 31.4%
8.	Shareholder resolution: Eliminate Supermajority Voting Requirements	DAGEGEN	DAGEGEN		✗ 40.7%
9.	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	DAGEGEN	● DAFÜR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 10.4%
10.	Shareholder resolution: Report on Risks of Supporting Abortion	DAGEGEN	DAGEGEN		✗ 1.9%
11.	Shareholder resolution: Disclose Lobbying Activities and Alignment with Public Policy Positions and Statements	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 22.5%
12.	Shareholder resolution: Report on Effectiveness of the Company's Diversity, Equity, and Inclusion Efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 27.1%
13.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.	✗ 4.1%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Approve possibility to receive a scrip dividend	DAFÜR	DAFÜR	✓ 99.3%
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	An existing related party agreement raises concerns regarding potential excessive annual retirement benefits to the CEO. ✓ 98.1%
Board main features				
6	Re-elect Mr. Thierry Morin	DAFÜR	DAFÜR	✓ 98.8%
7	Re-elect Ms. Magali Chessé	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. The director has conflicts of interest. ✓ 79.3%
8	Re-elect Mr. Philippe Delleur	DAFÜR	DAFÜR	✓ 99.8%
9	Elect Bpifrance Investissement	DAFÜR	DAFÜR	✓ 99.8%
10	Shareholder proposal: approve co-optation of Mr. Michel Plantevin as board member to replace Ms. Joy Verlé	DAFÜR	DAFÜR	✓ 98.5%
11	Approve the 2023 remuneration policy or Mr. Thierry Morin, chairman	DAFÜR	DAFÜR	✓ 99.9%
12	Approve the 2023 remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.8%
13	Approve the 2023 remuneration policy of the CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 87.6%
14	Approve the 2023 remuneration policy of the executive management	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 93.1%
15	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.7%
16	Approve the 2022 remuneration of Mr. Thierry Morin, chairman	DAFÜR	DAFÜR	✓ 99.9%
17	Approve the 2022 remuneration of Mr. Xavier Martiré, CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 87.1%
18	Approve the 2022 remuneration of Mr. Louis Guyot, member of the executive management	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.1%
19	Approve the 2022 remuneration of Mr. Matthieu Lecharny, member of the executive management	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.1%
20	Approve authorisation to buy and sell company shares	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 99.4%
21	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.3%

No.	Traktanden	Board	Ethos	Resultat
22	Authorise capital increases to allocate free performance shares (corporate officers and employees)	DAFÜR	● DAGEGEN	✓ 90.0% The potential number of shares granted to corporate officers is excessive.
23	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 98.8%
24	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the 2022 financial statements	DAFÜR	DAFÜR	✓ 99.7%
	Unannounced shareholder proposal made during the AGM: liability action related to ITEM 1	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. ✗ 0.4%
2	Allocation of net result and distribution of dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Determination of the number of the Directors	DAFÜR	DAFÜR	✓ 100.0%
4	Determination of the Directors' term of office	DAFÜR	DAFÜR	✓ 99.4%
5	Appointment of the Board of Directors			
5.1	Slate of nominees submitted by the Ministry of Economy	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	The proposed slate would not improve the level of independence of the board. ✓ 77.0%*
5.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● DAFÜR	All nominees in the slate are independent from the company and its shareholder. ✓ 22.4%*
6	Appointment of the Chairman of the Board of Directors	KEINE EMPFEHLUNG	● DAFÜR	No concerns regarding the appointment of the chairman of the board of directors. ✓ 96.6%
7	Determination of the remuneration of the members of the Board of Directors	KEINE EMPFEHLUNG	● DAFÜR	Non-executive remuneration is reasonable and in line with market practice. ✓ 99.6%
8	Appointment of the Board of Statutory Auditors			
8.1	Slate of nominees submitted by the Ministry of Economy	KEINE EMPFEHLUNG	● DAFÜR	All nominees are independent, and we have not identified any specific concerns. ✓ 91.0%*
8.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	Do not vote we support the slate of nominees under ITEM 8.1. ✓ 8.6%*
9	Appointment of the Chairman of the Board of Statutory Auditors	KEINE EMPFEHLUNG	● DAFÜR	We have not identified any specific concerns over the appointment of the chairman of board of statutory auditors. ✓ 99.0%
10	Determination of the remuneration of the Board of Statutory Auditors	KEINE EMPFEHLUNG	● DAFÜR	Proposed remuneration amounts are in line with the median of large Italian companies. ✓ 100.0%
11	Long term incentive Plan 2023-2025	DAFÜR	DAFÜR	✓ 98.0%
12	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 92.6%
13	Advisory vote on remuneration paid in 2022	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 78.3%
14	Authorization for the purchase and disposal of treasury shares	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash. ✓ 99.2%
15	Use of available reserves for and in place of the 2023 dividend	DAFÜR	DAFÜR	✓ 99.5%

No.	Traktanden	Board	Ethos		Resultat
16	Reduction and use of the available reserves for and in place of the 2023 dividend	DAFÜR	DAFÜR		✓ 99.5%
17	Cancellation of treasury shares without reduction of share capital	DAFÜR	• DAGEGEN	The share repurchase replaces the dividend in cash.	✓ 99.6%
18	Cancellation of any treasury shares to be purchased under the terms of the authorization pursuant to item 14 on the Agenda, without reduction of the share capital	DAFÜR	• DAGEGEN	The share repurchase replaces the dividend in cash.	✓ 99.6%
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	• DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	–

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Nanci E. Caldwell	DAFÜR	DAFÜR	✓ 88.9%
1b.	Re-elect Ms. Adaire Fox-Martin	DAFÜR	DAFÜR	✓ 99.3%
1c.	Re-elect Mr. Ron Guerrier	ZURÜCK-GEZOGEN	● DAFÜR	Mr. Guerrier announced a few days prior to the AGM that he would not stand to re-election. -
1d.	Re-elect Mr. Gary Hromadko	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.8%
1e.	Re-elect Mr. Charles Meyers	DAFÜR	DAFÜR	✓ 99.3%
1f.	Elect Mr. Thomas Olinger	DAFÜR	DAFÜR	✓ 99.7%
1g.	Re-elect Prof. Christopher Paisley	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.4%
1h.	Elect Mr. Jeetu Patel	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 95.6%
1i.	Re-elect Ms. Sandra Rivera	DAFÜR	DAFÜR	✓ 96.1%
1j.	Elect Ms. Fidelma Russo	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.7%
1k.	Re-elect Mr. Peter Van Camp	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.1%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 74.2%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.2%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.6%
5.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 8.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. John J. Amore	DAFÜR	DAFÜR	✓ 96.5%
1.2	Re-elect Mr. Juan C. Andrade	DAFÜR	DAFÜR	✓ 98.9%
1.3	Re-elect Mr. William F. Galtney Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.7%
1.4	Re-elect Mr. John A. Graf	DAFÜR	DAFÜR	✓ 98.8%
1.5	Re-elect Ms. Meryl Hartzband	DAFÜR	DAFÜR	✓ 98.4%
1.6	Re-elect Ms. Gerri Losquadro	DAFÜR	DAFÜR	✓ 98.7%
1.7	Elect Ms. Hazel M. McNeilage	DAFÜR	DAFÜR	✓ 99.8%
1.8	Re-elect Mr. Roger M. Singer	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.6%
1.9	Re-elect Mr. Joseph V. Taranto	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.2%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.3%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.2%  An important part of the variable remuneration is based on continued employment only.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 100.0%
5.	Change Company Name to Everest Group, Ltd.	DAFÜR	DAFÜR	✓ 97.9%

## Expeditors

02.05.2023

OGV

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1.1	Re-elect Mr. Glenn M. Alger	DAFÜR	DAFÜR	✓ 98.2%	
1.2	Re-elect Mr. Robert P. Carlile	DAFÜR	DAFÜR	✓ 96.3%	
1.3	Re-elect Mr. James M. DuBois	DAFÜR	DAFÜR	✓ 98.5%	
1.4	Re-elect Dr. Mark A. Emmert	DAFÜR	DAFÜR	✓ 85.5%	
1.5	Re-elect Ms. Diane H. Gulyas	DAFÜR	DAFÜR	✓ 96.9%	
1.6	Re-elect Mr. Jeffrey S. Musser	DAFÜR	DAFÜR	✓ 98.4%	
1.7	Re-elect Mr. Brandon S. Pedersen	DAFÜR	DAFÜR	✓ 97.1%	
1.8	Re-elect Ms. Liane J. Pelletier	DAFÜR	DAFÜR	✓ 93.5%	
1.9	Re-elect Ms. Olivia D. Polius	DAFÜR	DAFÜR	✓ 99.0%	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 88.6%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 99.9%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 92.7%
5.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✓ 67.3%
6.	Shareholder resolution: Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	DAGEGEN	● DAFÜR	We support corporate policies aiming to promote gender equality and ethnic diversity.	✓ 74.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Elect Mr. Lee Adrean	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. <span style="float: right;">✔ 99.7%</span>
1.b	Re-elect Ms. Ellen R. Alemany	DAFÜR	DAFÜR	<span style="float: right;">✔ 96.4%</span>
1.c	Elect Mr. Mark Benjamin	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. <span style="float: right;">✔ 99.4%</span>
1.d	Re-elect Mr. Vijay D'Silva	DAFÜR	DAFÜR	<span style="float: right;">✔ 98.6%</span>
1.e	Elect Ms. Stephanie Ferris	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.4%</span>
1.f	Re-elect Dr. oec. Jeffrey A. Goldstein	DAFÜR	DAFÜR	<span style="float: right;">✔ 97.0%</span>
1.g	Re-elect Ms. Lisa A. Hook	DAFÜR	DAFÜR	<span style="float: right;">✔ 95.5%</span>
1.h	Re-elect Mr. Kenneth T. Lamneck	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. <span style="float: right;">✔ 97.2%</span>
1.i	Re-elect Mr. Gary L. Lauer	DAFÜR	DAFÜR	<span style="float: right;">✔ 96.1%</span>
1.j	Re-elect Ms. Louise M. Parent	DAFÜR	DAFÜR	<span style="float: right;">✔ 98.4%</span>
1.k	Re-elect Mr. Brian T. Shea	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.2%</span>
1.l	Re-elect Mr. James B. Stallings Jr.	DAFÜR	DAFÜR	<span style="float: right;">✔ 97.6%</span>
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. <span style="float: right;">✔ 92.0%</span>
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	<span style="float: right;">✔ 98.3%</span>
4	Re-election of the auditor	DAFÜR	DAFÜR	<span style="float: right;">✔ 97.3%</span>

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Kimberly A. Casiano	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float:right">✓ 96.0%</span>
1.b	Re-elect Ms. Alexandra Ford English	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board. <span style="float:right">✓ 94.9%</span>
1.c	Re-elect Mr. James D. Farley Jr.	DAFÜR	DAFÜR	<span style="float:right">✓ 97.9%</span>
1.d	Re-elect Mr. Henry Ford III	DAFÜR	DAFÜR	<span style="float:right">✓ 93.2%</span>
1.e	Re-elect Mr. William Clay Ford Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float:right">✓ 85.5%</span>  Representative of an important shareholder who is sufficiently represented on the board.
1.f	Re-elect Mr. William W. Helman IV	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. <span style="float:right">✓ 96.2%</span>
1.g	Re-elect Mr. Jon M. Huntsman Jr.	DAFÜR	DAFÜR	<span style="float:right">✓ 95.3%</span>
1.h	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	<span style="float:right">✓ 82.4%</span>
1.i	Re-elect Mr. John C. May	DAFÜR	DAFÜR	<span style="float:right">✓ 88.7%</span>
1.j	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	<span style="float:right">✓ 96.4%</span>
1.k	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	<span style="float:right">✓ 88.4%</span>
1.l	Re-elect Mr. John Lawson Thornton	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float:right">✓ 86.9%</span>
1.m	Re-elect Mr. John B. Veihmeyer	DAFÜR	DAFÜR	<span style="float:right">✓ 96.3%</span>
1.n	Re-elect Mr. John S. Weinberg	DAFÜR	DAFÜR	<span style="float:right">✓ 88.6%</span>
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. <span style="float:right">✓ 98.1%</span>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. <span style="float:right">✓ 95.1%</span>  An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	<span style="float:right">✓ 98.4%</span>
5	To approve the amendment of the 2023 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. <span style="float:right">✓ 67.1%</span>
6	Shareholder resolution: Give Each Share An Equal Vote	DAGEGEN	● DAFÜR	Dual share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity. <span style="float:right">✗ 36.1%</span>

No.	Traktanden	Board	Ethos	Resultat
7	Shareholder resolution: Child Labour Audit	DAGEGEN	DAGEGEN	✘ 6.5%
8	Shareholder resolution: Report on Animal Testing Practices	DAGEGEN	● DAFÜR The proposal addresses potential abuses linked to animal cruelty, which is in the interests of all stakeholders	✘ 4.9%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report and Approve the Annual Financial Statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of General Partner	DAFÜR	DAFÜR	✓ 99.1%
4	Approve Discharge of Supervisory Board	DAFÜR	● DAGEGEN	We strongly disagree with the management of the company's affairs. ✓ 91.5%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 97.5%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Concerns over the excessive sign-on bonus granted to the new CEO. ✓ 61.1%
7	Amend Articles: Virtual general meetings (Article 14)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 88.1%

No.	Traktanden	Board	Ethos	Resultat	
1	Receive the Annual Report and Approve the Annual Financial Statements	DAFÜR	DAFÜR	✓ 99.7%	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 96.7%	
3	Approve Discharge of General Partner	DAFÜR	DAFÜR	✓ 93.5%	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 89.2%	
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.1%	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	<p>Performance targets are not sufficiently challenging.</p> <p>Concerns over the severance payments which are considered excessive.</p>	✓ 89.2%
7	Approve Remuneration System for the Management Board members of the General Partner	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 93.0%
8	Amend Articles: Virtual general meetings (Article 14)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 87.6%
9	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 15)	DAFÜR	DAFÜR		✓ 94.4%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.5%
2	Amend the Articles of Incorporation: Chairing of board meetings	DAFÜR	DAFÜR	✓ 99.9%
	Election of Directors on a Kansayaku board			
3.1	Re-elect Mr. Kenji Sukeno	DAFÜR	DAFÜR	✓ 91.3%
3.2	Re-elect Mr. Teiichi Goto	DAFÜR	DAFÜR	✓ 97.6%
3.3	Re-elect Mr. Masayuki Higuchi	DAFÜR	DAFÜR	✓ 97.4%
3.4	Re-elect Mr. Naoki Hama	DAFÜR	DAFÜR	✓ 97.4%
3.5	Re-elect Ms. Chisato Yoshizawa	DAFÜR	DAFÜR	✓ 97.4%
3.6	Elect Mr. Yoji Ito	DAFÜR	DAFÜR	✓ 96.8%
3.7	Re-elect Mr. Kunitaro Kitamura	DAFÜR	DAFÜR	✓ 95.8%
3.8	Re-elect Ms. Makiko Eda	DAFÜR	DAFÜR	✓ 99.5%
3.9	Re-elect Mr. Tsuyoshi Nagano	DAFÜR	DAFÜR	✓ 99.5%
3.10	Re-elect Mr. Ikuro Sugawara	DAFÜR	DAFÜR	✓ 99.5%
4	Elect Mr. Masataka Mitsuhashi as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Election of the members of the Board of the General Meeting	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the integrated management report, the individual and consolidated accounts, the corporate governance report and the consolidated non-financial information	DAFÜR	DAFÜR	✓ 99.4%
3	Allocation of results with payment of dividend	DAFÜR	DAFÜR	✓ 100.0%
4	General appraisals of the Board of Directors, the Audit Board and the Statutory Auditor	DAFÜR	DAFÜR	✓ 97.8%
5	Election of the members of the Board of Directors for the 2023-2026 period	DAFÜR	● DAGEGEN	Excessive board size and the proposed slate would not improve the level of independence of the board. ✓ 75.5%
6	Election of the members of the Audit Board for the 2023-2026 period	DAFÜR	DAFÜR	✓ 99.4%
7	Election of the Statutory Auditor for the 2023-2026 period	DAFÜR	DAFÜR	✓ 99.9%
8	Election of the members of the Remuneration Committee for the 2023-2026 period and approval of their respective remuneration and regulations	DAFÜR	● DAGEGEN	The remuneration committee is not sufficiently independent. ✓ 97.9%
9	Approval of the remuneration policy	DAFÜR	DAFÜR	✓ 95.2%
10	Amendment of the bylaws	DAFÜR	DAFÜR	✓ 100.0%
11	Transfer of the share premium to the available reserves and transfer of the available reserves and the excess amount of legal reserves to retained earnings	DAFÜR	DAFÜR	✓ 100.0%
12	Acquisition and disposal of own shares and bonds	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 98.7%
13	Reduction of share capital via the cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 93.7%
4	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.9%
5	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.9%
6	Appoint the Auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.4%
	Board main features			
7	Elections to the Supervisory Board: Prof. Dieter Kempf	DAFÜR	DAFÜR	✓ 96.5%
8.1	Amend Articles: Term of office of Supervisory Board members (Section 10 (2))	DAFÜR	● DAGEGEN	The proposal to increase the length of the mandates is detrimental to the board renewal. ✓ 99.9%
8.2	Amend Articles: By-elections of Supervisory Board members (Section 10 (6))	DAFÜR	DAFÜR	✓ 100.0%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 99.6%
10.1	Amend Articles: Virtual general meetings (Section 17 (5))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 85.9%
10.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Section 16 (4))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual attendance of supervisory board members at general meetings without any adequate justification. ✓ 97.3%
10.3	Amend Articles: Restrictions on the shareholders' right to speak and ask questions at general meetings (Section 19 (3))	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 99.1%
11	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 93.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Mary T. Barra	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.9%
1b.	Re-elect Mr. Aneel Bhusri	DAFÜR	DAFÜR	✓ 98.3%
1c.	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	✓ 98.1%
1d.	Elect Ms. Joanne C. Crevoiserat	DAFÜR	DAFÜR	✓ 99.4%
1e.	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	✓ 99.4%
1f.	Re-elect Mr. Joseph Jimenez	DAFÜR	DAFÜR	✓ 94.2%
1g.	Elect Mr. Jonathan (Jon) McNeill	DAFÜR	DAFÜR	✓ 99.5%
1h.	Re-elect Ms. Judith A. Miscik	DAFÜR	DAFÜR	✓ 97.9%
1i.	Re-elect Ms. Patricia F. Russo	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 93.5%
				Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1j.	Re-elect Mr. Thomas M. Schoewe	DAFÜR	DAFÜR	✓ 98.1%
1k.	Re-elect Mr. Mark A. Tatum	DAFÜR	DAFÜR	✓ 99.1%
1l.	Elect Dr. Jan E. Tighe	DAFÜR	DAFÜR	✓ 99.0%
1m.	Re-elect Mr. Devin N. Wenig	DAFÜR	DAFÜR	✓ 99.5%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.4%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.6%
4.	To approve the amendment of the 2020 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 96.6%
				Potential excessive awards.
5.	Shareholder resolution: Report on the company's operations in China	DAGEGEN	DAGEGEN	✗ 3.0%
6.	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	DAGEGEN	✗ 44.6%
7.	Shareholder resolution: Sustainable materials procurement targets	DAGEGEN	● DAFÜR	The resolution is in line with the long-term interests of the majority of the company's stakeholders. ✗ 14.3%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Ms. Elizabeth W. Camp	DAFÜR	DAFÜR	✓ 99.4%
1.2	Re-elect Mr. Richard Cox, Jr.	DAFÜR	DAFÜR	✓ 99.4%
1.3	Re-elect Mr. Paul D. Donahue	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.5%
1.4	Re-elect Mr. Gary P. Fayard	DAFÜR	DAFÜR	✓ 99.4%
1.5	Re-elect Mr. P. Russell Hardin	DAFÜR	DAFÜR	✓ 95.2%
1.6	Re-elect Mr. John R. Holder	DAFÜR	DAFÜR	✓ 97.4%
1.7	Re-elect Ms. Donna W. Hyland	DAFÜR	DAFÜR	✓ 92.9%
1.8	Re-elect Mr. John D. Johns	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 95.6%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Re-elect Mr. Jean-Jacques Lafont	DAFÜR	DAFÜR	✓ 98.5%
1.10	Re-elect Mr. Robert C. Loudermilk, Jr.	DAFÜR	DAFÜR	✓ 96.9%
1.11	Re-elect Ms. Wendy B. Needham	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.3%
1.12	Re-elect Ms. Juliette W. Pryor	DAFÜR	DAFÜR	✓ 98.5%
1.13	Re-elect Mr. E. Jenner Wood III	DAFÜR	DAFÜR	✓ 98.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.1%
				An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.8%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Dr. Jacqueline K. Barton	DAFÜR	DAFÜR	✓ 98.7%
1b.	Re-elect Dr. Jefferey A. Bluestone	DAFÜR	DAFÜR	✓ 99.6%
1c.	Re-elect Dr. med. Sandra J. Horning	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines. ✓ 98.1%
1d.	Re-elect Ms. Kelly A. Kramer	DAFÜR	DAFÜR	✓ 96.7%
1e.	Re-elect Mr. Kevin E. Lofton	DAFÜR	DAFÜR	✓ 92.6%
1f.	Re-elect Mr. Harish Manwani	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.0%
1g.	Re-elect Mr. Daniel O'Day	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 92.9%
1h.	Re-elect Mr. Javier J. Rodriguez	DAFÜR	DAFÜR	✓ 99.4%
1i.	Re-elect Mr. Anthony Welters	DAFÜR	DAFÜR	✓ 95.5%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.2%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.7%  An important part of the variable remuneration is based on continued employment only.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.5%
5.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 99.5%
6.	Shareholder resolution: Require More Director Nominations Than Open Seats	DAGEGEN	DAGEGEN	✗ 0.7%
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	DAGEGEN	✗ 4.6%
8.	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	DAGEGEN	● DAFÜR	The proposal would demonstrate the commitment of the company to expanding patient access to its products. ✗ 16.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Mark S. Garrett	DAFÜR	DAFÜR	✓ 97.2%
1b.	Elect Mr. Srinivas Tallapragada	DAFÜR	DAFÜR	✓ 99.4%
1c.	Elect Ms. Sigal Zarmi	DAFÜR	DAFÜR	✓ 99.4%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 94.6%
3.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR	✓ 90.8%
1b	Re-elect Ms. V. Ann Hailey	DAFÜR	● DAGEGEN	<p>✓ 92.0%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non-independent chairman of the audit committee. The independence of this committee is insufficient.</p>
1c	Re-elect Ms. Katherine D. Jaspon	DAFÜR	DAFÜR	✓ 97.8%
1d	Re-elect Mr. Stuart L. Levenick	DAFÜR	● DAGEGEN	<p>✓ 92.0%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p>
1e	Re-elect Mr. Donald G. Macpherson	DAFÜR	● DAGEGEN	<p>✓ 92.4%</p> <p>Combined chairman and CEO.</p>
1f	Re-elect Mr. Neil S. Novich	DAFÜR	● DAGEGEN	<p>✓ 93.0%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1g	Re-elect Ms. Beatriz R. Perez	DAFÜR	● DAGEGEN	<p>✓ 91.7%</p> <p>Concerns over the director's time commitments.</p>
1h	Re-elect Mr. E. Scott Santi	DAFÜR	DAFÜR	✓ 94.2%
1i	Re-elect Ms. Susan Slavik Williams	DAFÜR	DAFÜR	✓ 98.4%
1j	Re-elect Mr. Lucas E. Watson	DAFÜR	DAFÜR	✓ 98.5%
1k	Re-elect Mr. Steven A. White	DAFÜR	DAFÜR	✓ 93.6%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>✓ 92.8%</p> <p>Excessive variable remuneration.</p>
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.5%

No.	Traktanden	Board	Ethos	Resultat
1	Approve the annual report and financial statements	DAFÜR	DAFÜR	✓ 100.0%
	Elections of directors			
2.a	Re-elect Ms. Kathleen Gan Chieh Huey	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 99.8%
2.b	Elect Ms. Patricia S. W. Lam	DAFÜR	DAFÜR	✓ 99.9%
2.c	Elect Ms. Lin Huey Ru	DAFÜR	DAFÜR	✓ 99.9%
2.d	Re-elect Mr. Kenneth Ng Sing Yip	DAFÜR	● DAGEGEN	Non-independent chairman of the risk committee. The independence of this committee is insufficient. ✓ 99.8%
2.e	Elect Ms. Saw Say Pin	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 99.5%
3	Election of the auditor and fix their remuneration	DAFÜR	DAFÜR	✓ 99.2%
4	Approve share buyback	DAFÜR	DAFÜR	✓ 99.9%
5	Approve issuance of additional shares	DAFÜR	DAFÜR	✓ 88.2%
6	Amend Articles of Association	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 98.6%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the use of any distributable profit	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.7%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 98.5%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 100.0%
	Board main features			
6.1	Elections to the Supervisory Board: John H. Rittenhouse	DAFÜR	● DAGEGEN	Chairman of the remuneration committee. We have serious concerns over remuneration. ✓ 81.6%
6.2	Elections to the Supervisory Board: Ursula Radeke-Pietsch	DAFÜR	DAFÜR	✓ 88.2%
6.3	Elections to the Supervisory Board: Susanne Schröter-Crossan	DAFÜR	DAFÜR	✓ 99.7%
6.4	Elections to the Supervisory Board: Stefan Smalla	DAFÜR	DAFÜR	✓ 89.5%
6.5	Elections to the Supervisory Board: Derek Zissman	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 93.6%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✗ 36.9%
8	Amend Articles: Term of office of Supervisory Board members (Article 8 (2))	DAFÜR	● DAGEGEN	Proposed increase in the length of the mandates as not in line with our guidelines. ✗ 18.7%
9	Amend Articles: Virtual general meetings (Article 14 (4))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 82.2%
10	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 17 (2))	DAFÜR	DAFÜR	✓ 95.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
4.	Approval of the agenda	DAFÜR	DAFÜR	✓
5.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
9b.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
9c (i).	Discharge of Karl-Johan Persson	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (ii).	Discharge of Stina Bergfors	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (iii).	Discharge of Anders Dahlvig	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (iv).	Discharge of Danica Kragic Jensfelt	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (v).	Discharge of Lena Patriksson Keller	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (vi).	Discharge of Christian Sievert	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (vii).	Discharge of Erica Wiking Häger	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (viii).	Discharge of Niklas Zennström	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (ix).	Discharge of Ingrid Godin	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (x).	Discharge of Tim Gahnström	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (xi).	Discharge of Louise Wikholm	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (xii).	Discharge of Margareta Welinder	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓

No.	Traktanden	Board	Ethos	Resultat
9c (xiii).	Discharge of Hampus Glanzelius	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (xiv).	Discharge of Agneta Gustafsson	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
9c (xv).	Discharge of the company CEO (Helena Helmersson)	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
10.2.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	✓
11.1.	Approve directors' fees	DAFÜR	DAFÜR	✓
11.2.	Approve auditors' fees	DAFÜR	DAFÜR	✓
12.	Composition of the board of directors			
12.1.	Re-elect Ms. Stina Bergfors	DAFÜR	DAFÜR	✓
12.2.	Re-elect Mr. Anders Dahlvig	DAFÜR	DAFÜR	✓
12.3.	Re-elect Ms. Danica Kragic Jensfelt	DAFÜR	DAFÜR	✓
12.4.	Re-elect Ms. Lena Patriksson Keller	DAFÜR	DAFÜR	✓
12.5.	Re-elect Mr. Karl-Johan Persson	DAFÜR	DAFÜR	✓
12.6.	Re-elect Mr. Christian Sievert	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓
12.7.	Re-elect Mr. Niklas Zennström	DAFÜR	DAFÜR	✓
12.8.	Elect Ms. Christina Synnergren	DAFÜR	DAFÜR	✓
12.9.	Re-elect the chairman of the board of directors	DAFÜR	DAFÜR	✓
13.	Election of auditor	DAFÜR	DAFÜR	✓
14.	Approve remuneration report	DAFÜR	DAFÜR	✓
15.	Approve cancellation of shares and bonus issue	DAFÜR	DAFÜR	✓
16.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
17.	Shareholder resolution: To instruct the board of directors and company CEO to initiate a plan for launching clothing with the Fairtrade label	KEINE EMPFEHLU NG	● DAFÜR	The company has made some progress with regard to sustainability in recent years however additional steps are still required toward incorporating Fairtrade practices into their clothing production. ✗
18.	Shareholder resolution: Calling on the board of directors for action by the board in respect of workers in H&M's supply chain	KEINE EMPFEHLU NG	● DAFÜR	Enhanced disclosure on human rights. ✗

No.	Traktanden	Board	Ethos	Resultat
19.	Shareholder resolution: Reporting of sustainably sourced and organically produced cotton etc. respectively	KEINE EMPFEHLUNG	● DAFÜR	Enhanced disclosure on environmental risks. <b>×</b>
20.	Shareholder resolution: To instruct the board of directors to prepare a report on the slaughter methods used to procure down for H&M	KEINE EMPFEHLUNG	● DAFÜR	We support corporate policies that prevent suffering in animals. <b>×</b>
21.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Financial statements as at 31 December 2022	DAFÜR	DAFÜR	✓ 100.0%
2	Allocation of net results and dividend distribution	DAFÜR	DAFÜR	✓ 97.7%
3	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	The non-executive chairman receives variable remuneration. ✓ 64.6%
4	Advisory vote on the remuneration paid in 2022	DAFÜR	● DAGEGEN	The non-executive chairman receives variable remuneration. ✓ 86.9%
5	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	✓ 80.5%
6	Appointment of the members of the Board of Directors			
6.1	Slate of nominees submitted by Public Authorities	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	Independent representation is sufficient, but we have serious concerns over the appointment of an executive Chairman. ✓ 67.8%*
6.2	Slate of nominees submitted by Gruppo Società Gas Rimini SpA	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	The proposed slate would improve the level of independence of the board. ✓ 8.0%*
6.3	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● DAFÜR	All the nominees are independent from the company and its shareholders. ✓ 24.1%*
7	Determination of the remuneration of the Board of Directors	KEINE EMPFEHLUNG	● DAGEGEN	The information provided is insufficient. ✓ 62.0%
8	Appointment of the Board of Statutory Auditors			
8.1	Slate of nominees submitted by Public Authorities	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	Serious concerns arise over the independence and the aggregate time commitments of both nominees. ✓ 66.8%*
8.2	Slate of nominees submitted by Gruppo Società Gas Rimini SpA	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	Concerns over the nominee's aggregate time commitments. ✗ 8.2%*
8.3	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● DAFÜR	No concerns regarding the submitted slate of nominees. ✓ 24.8%*
9	Determination of the remuneration of the Board of Statutory Auditors	KEINE EMPFEHLUNG	● DAGEGEN	Excessive remuneration. ✓ 62.7%
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. –

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Executive management discharge	DAFÜR	DAFÜR	✓ 99.4%
4	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 92.8%
6	Approve a treasury share buy-back and disposal programm	DAFÜR	DAFÜR	✓ 94.5%
7	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive fixed remuneration. ✓ 92.1%
8	Approve the 2022 remuneration of Mr. Alex Dumas, CEO	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 92.1%
9	Approve the 2022 remuneration of the company Émile Hermès SAS, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 92.1%
10	Approve the 2022 remuneration of Mr. Éric de Seynes, Chairman	DAFÜR	DAFÜR	✓ 100.0%
11	Approve the remuneration policy of the CEOs	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 91.6%
12	Approve directors' fees Elections to the board of directors	DAFÜR	DAFÜR	✓ 99.9%
13	Re-elect Ms. Dorothee Altmayer	DAFÜR	DAFÜR	✓ 96.2%
14	Re-elect Ms. Monique Cohen	DAFÜR	DAFÜR	✓ 99.8%
15	Re-elect Mr. Renaud Momméja	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.  Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 95.1%
16	Re-elect Mr. Eric de Seynes	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.  Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 95.8%

No.	Traktanden	Board	Ethos		Resultat
17	Re-elect PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR		✓ 99.7%
18	Re-elect Grant Thornton Audit as auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 97.9%
19	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.8%
20	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 99.8%
21	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.	✓ 93.6%
22	Delegation to issue shares and capital securities by public offering	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 90.1%
23	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.7%
24	Delegation to issue shares and capital securities by private placement	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 90.0%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	● DAGEGEN	Proposal does not expressly prohibit its use during a public takeover period.	✓ 91.8%
26	Delegation to decide of operations involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 89.7%
27	Delegation to issue shares and capital for operations involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 89.7%
28	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 93.0%
29	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Daniel Ammann	DAFÜR	DAFÜR	✓ 98.1%
1.2	Re-elect Ms. Pamela L. Carter	DAFÜR	DAFÜR	✓ 96.5%
1.3	Elect Mr. Frank A. D'Amelio	DAFÜR	DAFÜR	✓ 99.6%
1.4	Elect Dr. Regina E. Dugan	DAFÜR	DAFÜR	✓ 99.7%
1.5	Re-elect Ms. Jean M. Hobby	DAFÜR	DAFÜR	✓ 98.6%
1.6	Re-elect Mr. Raymond J. Lane	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 93.5%
1.7	Re-elect Ms. Ann M. Livermore	DAFÜR	DAFÜR	✓ 96.8%
1.8	Re-elect Mr. Antonio F. Neri	DAFÜR	DAFÜR	✓ 99.6%
1.9	Re-elect Mr. Charles H. Noski	DAFÜR	DAFÜR	✓ 99.6%
1.10	Re-elect Mr. Raymond E. Ozzie	DAFÜR	DAFÜR	✓ 99.6%
1.11	Re-elect Mr. Gary M. Reiner	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.1%
1.12	Re-elect Ms. Patricia F. Russo	DAFÜR	DAFÜR	✓ 94.4%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.1%
3	To approve the amendment No. 2 to the Company 2021 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 92.0%
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 89.6%
				Excessive variable remuneration.
5	Shareholder resolution: Transparency in Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 25.4%

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1a.	Re-elect Mr. Christopher J. Nassetta	DAFÜR	DAFÜR	✓ 99.5%	
1b.	Re-elect Mr. Jonathan D. Gray	DAFÜR	● DAGEGEN	<p>Concerns over the director's time commitments.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 93.5%
1c.	Re-elect Ms. Charlene T. Begley	DAFÜR	DAFÜR	✓ 98.5%	
1d.	Re-elect Mr. Chris Carr	DAFÜR	DAFÜR	✓ 99.7%	
1e.	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR	✓ 98.9%	
1f.	Re-elect Mr. Raymond E. Mabus Jr.	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 99.3%
1g.	Re-elect Ms. Judith A. McHale	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 98.2%
1h.	Re-elect Ms. Elizabeth A. Smith	DAFÜR	DAFÜR	✓ 99.3%	
1i.	Re-elect Mr. Douglas M. Steenland	DAFÜR	DAFÜR	✓ 97.2%	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p>	✓ 97.3%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 89.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Gerard J. Arpey	DAFÜR	DAFÜR	✓ 98.6%
1.b	Re-elect Mr. Ari Bousbib	DAFÜR	● DAGEGEN	<p>✓ 97.1%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non-independent director and the board size is excessive.</p>
1.c	Re-elect Mr. Jeffery H. Boyd	DAFÜR	DAFÜR	✓ 96.4%
1.d	Re-elect Mr. Gregory D. Brenneman	DAFÜR	● DAGEGEN	<p>✓ 96.5%</p> <p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.e	Re-elect Mr. J. Frank Brown	DAFÜR	DAFÜR	✓ 95.3%
1.f	Re-elect Mr. Albert P. Carey	DAFÜR	DAFÜR	✓ 95.3%
1.g	Re-elect Mr. Edward P. Decker	DAFÜR	● DAGEGEN	<p>✓ 93.3%</p> <p>Combined chairman and CEO.</p>
1.h	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	✓ 98.2%
1.i	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	✓ 98.2%
1.j	Re-elect Mr. Manuel Kadre	DAFÜR	● DAGEGEN	<p>✓ 98.8%</p> <p>Concerns over the director's time commitments.</p>
1.k	Re-elect Ms. Stephanie C. Linnartz	DAFÜR	DAFÜR	✓ 98.3%
1.l	Re-elect Ms. Paula Santilli	DAFÜR	DAFÜR	✓ 98.8%
1.m	Re-elect Ms. Caryn Seidman-Becker	DAFÜR	DAFÜR	✓ 97.8%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>✓ 96.1%</p> <p>The auditor's long tenure raises independence concerns.</p>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>✓ 95.5%</p> <p>Excessive variable remuneration.</p>
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.3%
5	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	DAGEGEN	✗ 37.2%
6	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	✗ 26.6%
7	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	<p>✗ 31.3%</p> <p>Enhanced disclosure on political donations.</p>
8	Shareholder resolution: Rescission of 2022 Racial Equity Audit Proposal	DAGEGEN	DAGEGEN	✗ 0.9%
9	Shareholder resolution: Encourage Senior Management Commitment to Avoid Political Speech	DAGEGEN	DAGEGEN	✗ 1.7%

No.	Traktanden	Board	Ethos	Resultat
Election of Directors (with 3-committees)				
1.1	Re-elect Mr. Seiji Kuraishi	DAFÜR	● DAGEGEN	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. <span style="float: right;">✔ 93.9%</span>
1.2	Re-elect Mr. Toshihiro Mibe	DAFÜR	DAFÜR	<span style="float: right;">✔ 93.0%</span>
1.3	Re-elect Mr. Shinji Aoyama	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. <span style="float: right;">✔ 93.4%</span>
1.4	Elect Mr. Noriya Kaihara	DAFÜR	DAFÜR	<span style="float: right;">✔ 96.9%</span>
1.5	Re-elect Ms. Asako Suzuki	DAFÜR	DAFÜR	<span style="float: right;">✔ 94.3%</span>
1.6	Re-elect Mr. Masafumi Suzuki	DAFÜR	DAFÜR	<span style="float: right;">✔ 94.3%</span>
1.7	Re-elect Mr. Kunihiko Sakai	DAFÜR	DAFÜR	<span style="float: right;">✔ 98.4%</span>
1.8	Re-elect Mr. Fumiya Kokubu	DAFÜR	DAFÜR	<span style="float: right;">✔ 93.8%</span>
1.9	Re-elect Mr. Yoichiro Ogawa	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.2%</span>
1.10	Re-elect Mr. Kazuhiro Higashi	DAFÜR	DAFÜR	<span style="float: right;">✔ 98.0%</span>
1.11	Re-elect Ms. Ryoko Nagata	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.2%</span>

No.	Traktanden	Board	Ethos	Resultat
1	To receive the audited consolidated financial statements of the company	DAFÜR	DAFÜR	✓ 99.4%
2	Elections of directors			
2.a	Re-elect Mr. Cheng Hye Cheah	DAFÜR	DAFÜR	✓ 99.8%
2.b	Re-elect Mr. Hugo Leung Pak Hon	DAFÜR	DAFÜR	✓ 99.9%
3	Re-elect the auditor and fix their remuneration	DAFÜR	DAFÜR	✓ 93.5%
4	To authorise the buy back of shares in the company	DAFÜR	DAFÜR	✓ 99.8%
5	To issue and deal with additional shares without pre-emptive rights in the company	DAFÜR	DAFÜR	✓ 96.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Aida M. Alvarez	DAFÜR	DAFÜR	✓ 98.7%
1.b	Re-elect Mr. Shumeet Banerji	DAFÜR	DAFÜR	✓ 96.3%
1.c	Re-elect Mr. Robert R. Bennett	DAFÜR	DAFÜR	✓ 99.2%
1.d	Re-elect Mr. Charles V. Bergh	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.8%
1.e	Re-elect Mr. Bruce D. Broussard	DAFÜR	DAFÜR	✓ 99.1%
1.f	Re-elect Ms. Stacy Brown-Philpot	DAFÜR	DAFÜR	✓ 97.1%
1.g	Re-elect Dr. Stephanie A. Burns	DAFÜR	DAFÜR	✓ 99.2%
1.h	Re-elect Ms. Mary Anne Citrino	DAFÜR	DAFÜR	✓ 99.1%
1.i	Re-elect Mr. Richard L. Clemmer	DAFÜR	DAFÜR	✓ 99.3%
1.j	Re-elect Mr. Enrique Lores	DAFÜR	DAFÜR	✓ 99.7%
1.k	Re-elect Ms. Judith A. Miscik	DAFÜR	DAFÜR	✓ 98.9%
1.l	Re-elect Ms. Kim K.W. Rucker	DAFÜR	DAFÜR	✓ 98.6%
1.m	Re-elect Mr. Subra Suresh	DAFÜR	DAFÜR	✓ 99.3%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.1%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.0%  An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.2%
5	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 30.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Nick Caldwell	DAFÜR	DAFÜR	✓ 95.1%
1b.	Re-elect Ms. Claire Hughes Johnson	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 73.0%
1c.	Re-elect Mr. Jay Simons	DAFÜR	DAFÜR	✓ 94.2%
1d.	Re-elect Ms. Yamini Rangan	DAFÜR	DAFÜR	✓ 96.9%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.9%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration and the variable remuneration is not subject to challenging long-term performance conditions. ✓ 94.8%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Dr. med. Raquel C. Bono	DAFÜR	DAFÜR	✓ 99.5%
1b	Re-elect Mr. Bruce D. Broussard	DAFÜR	DAFÜR	✓ 99.7%
1c	Re-elect Mr. Frank A. D'Amelio	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 88.4%
1d	Re-elect Dr. med. David T. Feinberg	DAFÜR	DAFÜR	✓ 99.6%
1e	Re-elect Dr. med. Wayne A.I. Frederick	DAFÜR	DAFÜR	✓ 96.4%
1f	Re-elect Mr. John W. Garratt	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.4%
1g	Re-elect Mr. Kurt J. Hilzinger	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.2%
1h	Re-elect Ms. Karen W. Katz	DAFÜR	DAFÜR	✓ 96.6%
1i	Re-elect Ms. Marcy S. Klevorn	DAFÜR	DAFÜR	✓ 99.7%
1j	Re-elect Mr. William J. McDonald	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.2%
1k	Re-elect Mr. Jorge S. Mesquita	DAFÜR	DAFÜR	✓ 97.4%
1l	Elect Mr. Brad D. Smith	DAFÜR	DAFÜR	✓ 99.6%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.1%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the individual and consolidated accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Approval of the individual and consolidated director's reports	DAFÜR	DAFÜR	✓ 99.9%
3	Approval of the non-financial information statement	DAFÜR	● DAGEGEN	Concerns that the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 99.8%
4	Discharge the Board	DAFÜR	DAFÜR	✓ 99.5%
5	Amendment of the Bylaws: preamble and preliminary title	DAFÜR	DAFÜR	✓ 99.9%
6	Amendment of the Bylaws: wording changes	DAFÜR	DAFÜR	✓ 99.9%
7	Amendment of the Bylaws: update references to internal regulations	DAFÜR	DAFÜR	✓ 99.9%
8	Approval and payment of an engagement dividend	DAFÜR	DAFÜR	✓ 99.8%
9	Allocation of profit and payment of a dividend	DAFÜR	DAFÜR	✓ 99.8%
10	First share capital increase	DAFÜR	DAFÜR	✓ 99.7%
11	Second share capital increase	DAFÜR	DAFÜR	✓ 99.7%
12	Reduction of the share capital	DAFÜR	DAFÜR	✓ 99.3%
13	Advisory vote on the Annual Director's Remuneration Report	DAFÜR	● DAGEGEN	Concerns over the excessive total remuneration of the executive chairman. ✓ 88.6%
14	Approval of the 2023-2025 share-based long-term incentive	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.0%
Elections to the Board				
15	Re-elect Ms. Maria Helena Antolin Raybaud	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓ 95.8%
16	Elect Mr. Armando Martínez Martínez	DAFÜR	DAFÜR	✓ 99.4%
17	Re-elect Mr. Manuel Moreu Munaiz	DAFÜR	DAFÜR	✓ 96.7%
18	Re-elect Ms. Sara de la Rica Goiricelaya	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company has an incomplete decarbonisation strategy. ✓ 99.2%
19	Re-elect Mr. Xabier Sagredo Ormaza	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent. ✓ 98.8%
20	Re-elect Mr. José Ignacio Sánchez Galán	DAFÜR	● DAGEGEN	Executive chairman and highest paid executive. He is Chairman/CEO in all but name. ✓ 95.9%
21	Setting the number of directors at 14	DAFÜR	● DAGEGEN	Excessive board size. ✓ 99.8%
22	Delegation of powers	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Thomas Buberl	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 94.6%
1b.	Re-elect Mr. David N. Farr	DAFÜR	DAFÜR	✓ 96.9%
1c.	Re-elect Mr. Alex Gorsky	DAFÜR	DAFÜR	✓ 97.9%
1d.	Re-elect Prof. Michelle J. Howard	DAFÜR	DAFÜR	✓ 98.4%
1e.	Re-elect Dr. Arvind Krishna	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.6%
1f.	Re-elect Mr. Andrew N. Liveris	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The representation of women on the board is insufficient. ✓ 77.8%
1g.	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR	✓ 98.2%
1h.	Re-elect Dr. Martha E. Pollack	DAFÜR	DAFÜR	✓ 97.7%
1i.	Re-elect Mr. Joseph R. Swedish	DAFÜR	DAFÜR	✓ 97.3%
1j.	Re-elect Mr. Peter R. Voser	DAFÜR	DAFÜR	✓ 96.9%
1k.	Re-elect Mr. Frederick H. Waddell	DAFÜR	DAFÜR	✓ 96.1%
1l.	Re-elect Mr. Alfred W. Zollar	DAFÜR	DAFÜR	✓ 94.7%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.7%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.1%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.4%
5.	Shareholder resolution: Independent Board Chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management. ✗ 25.9%
6.	Shareholder resolution: Public Report on Lobbying Activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 48.1%
7.	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	DAGEGEN	DAGEGEN	✗ 7.1%
8.	Shareholder resolution: Public Report on Harassment and Discrimination Prevention Efforts	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed. ✗ 33.1%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.a	Re-elect Mr. Daniel M. Junius	DAFÜR	DAFÜR	✓ 97.9%	
1.b	Re-elect Mr. Lawrence D. Kingsley	DAFÜR	DAFÜR	✓ 94.7%	
1.c	Re-elect Dr. Sophie V. Vandebroek	DAFÜR	DAFÜR	✓ 89.9%	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 93.2%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>The variable remuneration is based on continued employment only.</p>	✓ 95.0%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 92.8%	

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Dr. med. Luciana Borio	DAFÜR	DAFÜR	✓ 94.2%*
1.2	Re-elect Mr. Michael R. Minogue	DAFÜR	DAFÜR	✓ 93.0%*
1.3	Re-elect Ms. Corinne H. Nevinny	DAFÜR	DAFÜR	✓ 91.6%*
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 97.8%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.5%
4.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.9%

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

No.	Traktanden	Board	Ethos	Resultat
Elections of directors				
1a	Re-elect Mr. Patrick P. Gelsinger	DAFÜR	DAFÜR	✓ 99.0%
1b	Re-elect Mr. James J. Goetz	DAFÜR	DAFÜR	✓ 97.5%
1c	Re-elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	✓ 98.6%
1d	Re-elect Ms. Alyssa H. Henry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.8%
1e	Re-elect Dr. S. Omar Ishrak	DAFÜR	DAFÜR	✓ 97.5%
1f	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	✓ 96.5%
1g	Re-elect Dr. Tsu-Jae King Liu	DAFÜR	DAFÜR	✓ 98.3%
1h	Elect Ms. Barbara G. Novick	DAFÜR	DAFÜR	✓ 98.5%
1i	Re-elect Mr. Gregory D. Smith	DAFÜR	DAFÜR	✓ 98.4%
1j	Elect Mr. Lip-Bu Tan	DAFÜR	DAFÜR	✓ 99.0%
1k	Re-elect Mr. Dion J. Weisler	DAFÜR	DAFÜR	✓ 96.8%
1l	Re-elect Mr. Frank D. Yeary	DAFÜR	DAFÜR	✓ 96.5%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.2% An important part of the variable remuneration is based on continued employment only.
4	To approve the amendment of the 2006 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 76.3%
5	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.2%
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	● DAFÜR	The proposal aims at better aligning executives interests with those of the shareholders. ✗ 26.1%
7	Shareholder resolution: Publish Third Party Review of Intel's China Business ESG Congruence	DAGEGEN	DAGEGEN	✗ 4.3%

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 74.8%
3	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 76.9%
4	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
5(a)	Elect Mr. Michael Glover	DAFÜR	DAFÜR	✓ 100.0%
5(b)	Elect Dr. Byron Grote	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 94.7%
5(c)	Elect Ms. Deanna Oppenheimer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 95.4%
5(d)	Re-elect Mr. Graham Allan	DAFÜR	DAFÜR	✓ 97.3%
5(e)	Re-elect Mr. Keith Barr	DAFÜR	DAFÜR	✓ 100.0%
5(f)	Re-elect Ms. Daniela Barone Soares	DAFÜR	DAFÜR	✓ 99.3%
5(g)	Re-elect Mr. Arthur de Haast	DAFÜR	DAFÜR	✓ 100.0%
5(h)	Re-elect Ms. Duriya Farooqui	DAFÜR	DAFÜR	✓ 99.8%
5(i)	Re-elect Ms. Jo Harlow	DAFÜR	● DAGEGEN	Non independent member of the remuneration committee which is not best UK market practice. ✓ 96.6%
5(j)	Re-elect Mr. Elie Maalouf	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 99.9%
5(k)	Re-elect Ms. Sharon Rothstein	DAFÜR	DAFÜR	✓ 99.8%
6	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.7%
7	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
8	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 97.5%
9	Adoption of new Deferred Award Plan rules	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 98.5%
10	Authority to allot shares	DAFÜR	DAFÜR	✓ 95.4%
11	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 97.0%
12	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 93.7%
13	Authority to purchase own shares	DAFÜR	DAFÜR	✓ 99.6%
14	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 94.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
2.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
3.	Approval of the agenda	DAFÜR	DAFÜR	✓
4.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
5.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
9.	Approve remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10a.	Discharge of Gunnar Brock	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10b.	Discharge of Johan Forssell	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10c.	Discharge of Magdalena Gerger	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10d.	Discharge of Tom Johnstone	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10e.	Discharge of Isabelle Kocher	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10f.	Discharge of Sven Nyman	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10g.	Discharge of Grace Reksten Skaugen	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10h.	Discharge of Hans Stråberg	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10i.	Discharge of Jacob Wallenberg	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10j.	Discharge of Marcus Wallenberg	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10k.	Discharge of Sara Öhrvall	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
11.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
12a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat	
12b.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	✓	
13a.	Approve directors' fees	DAFÜR	DAFÜR	✓	
13b.	Approve auditors' fees	DAFÜR	DAFÜR	✓	
14.	Composition of the board of directors				
14a.	Re-elect Mr. Gunnar Brock	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓
14b.	Re-elect Mr. Johan Forssell	DAFÜR	DAFÜR		✓
14c.	Re-elect Ms. Magdalena Gerger	DAFÜR	DAFÜR		✓
14d.	Re-elect Mr. Tom Johnstone	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
14e.	Re-elect Ms. Isabelle Kocher	DAFÜR	DAFÜR		✓
14f.	Re-elect Mr. Sven Nyman	DAFÜR	DAFÜR		✓
14g.	Re-elect Ms. Grace Reksten Skaugen	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓
14h.	Re-elect Mr. Hans Stråberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
14i.	Re-elect Mr. Jacob Wallenberg	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓
14j.	Re-elect Mr. Marcus Wallenberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
14k.	Re-elect Ms. Sara Öhrvall	DAFÜR	DAFÜR		✓
15.	Re-elect the chairman of the board of directors	DAFÜR	● DAGEGEN	His election is opposed as board member (ITEM 14i) we are therefore unable to support his re-appointment as chairman of the board.	✓
16.	Election of auditor	DAFÜR	DAFÜR		✓
17a.	Approve share-related incentive plan for employees in Investor AB	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.	✓
17b.	Approve share-related incentive plan for employees in subsidiary Patricia Industries	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.	✓
18a.	Authorisation to repurchase own shares	DAFÜR	DAFÜR		✓
18b.	Transfer of own shares in connection with the share-related incentive plan 2023	DAFÜR	DAFÜR		✓

No.	Traktanden	Board	Ethos	Resultat
1.	Amend articles of incorporation	DAFÜR	● DAGEGEN	The number proposed is not adequate for the size of the company. ✓
2.	Election of Directors (with 3-committees)			
2.1	Elect Mr. Yasushi Kinoshita	DAFÜR	DAFÜR	✓
2.2	Re-elect Mr. Hiromi Yamaji	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓
2.3	Re-elect Mr. Moriyuki Iwanaga	DAFÜR	DAFÜR	✓
2.4	Elect Mr. Ryusuke Yokoyama	DAFÜR	● DAGEGEN	Executive director and the board size is excessive. ✓
2.5	Re-elect Mr. Koichiro Miyahara	DAFÜR	DAFÜR	✓
2.6	Elect Mr. Yasuyuki Konuma	DAFÜR	● DAGEGEN	Executive director and the board size is excessive. ✓
2.7	Re-elect Mr. Nobuhiro Endo	DAFÜR	DAFÜR	✓
2.8	Re-elect Prof. Hiroko Ota	DAFÜR	DAFÜR	✓
2.9	Re-elect Mr. Hitoshi Ogita	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓
2.10	Elect Mr. Kazuaki Kama	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓
2.11	Re-elect Ms. Main Kohda	DAFÜR	DAFÜR	✓
2.12	Re-elect Mr. Eizo Kobayashi	DAFÜR	DAFÜR	✓
2.13	Re-elect Mr. Yasushi Suzuki	DAFÜR	DAFÜR	✓
2.14	Re-elect Mr. Yasuzo Takeno	DAFÜR	DAFÜR	✓
2.15	Elect Mr. Mitsuhiro Matsumoto	DAFÜR	DAFÜR	✓
2.16	Re-elect Mr. Kimitaka Mori	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the annual accounts	DAFÜR	DAFÜR	✓ 95.6%
2	Application of results	DAFÜR	DAFÜR	✓ 100.0%
3	Discharge the Board	DAFÜR	DAFÜR	✓ 99.8%
4	Resolve on the Company's Corporate Bodies remuneration policy	DAFÜR	● DAGEGEN Some important elements of best practice are missing from the structure of the executive remuneration.	✓ 71.0%
5	Elect the alternate statutory auditor for the remainder of the 2022-2024 period	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Anne DeSanto	DAFÜR	DAFÜR	✓ 95.6%
1b.	Re-elect Mr. Kevin DeNuccio	DAFÜR	DAFÜR	✓ 98.5%
1c.	Re-elect Mr. James Dolce	DAFÜR	DAFÜR	✓ 98.5%
1d.	Elect Mr. Steven Fernandez	DAFÜR	DAFÜR	✓ 98.6%
1e.	Re-elect Ms. Christine M. Gorjanc	DAFÜR	DAFÜR	✓ 99.3%
1f.	Re-elect Ms. Janet Haugen	DAFÜR	DAFÜR	✓ 97.1%
1g.	Re-elect Mr. Scott Kriens	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.9%
1h.	Re-elect Mr. Rahul Merchant	DAFÜR	DAFÜR	✓ 99.2%
1i.	Re-elect Mr. Rami Rahim	DAFÜR	DAFÜR	✓ 99.2%
1j.	Re-elect Mr. William R. Stensrud	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.8%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 92.3%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 92.5%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.8%
5.	To approve the amendment of the Omnibus Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 82.8%

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 99.7%
2	Final dividend	DAFÜR	● DAGEGEN	✓ 99.7% The proposed dividend is inconsistent with the company's financial situation.
Elections to the board of directors				
3(a)	Re-elect Mr. Jost Massenberg	DAFÜR	DAFÜR	✓ 88.9%
3(b)	Re-elect Mr. Gene M. Murtagh	DAFÜR	DAFÜR	✓ 95.5%
3(c)	Re-elect Mr. Geoff Doherty	DAFÜR	DAFÜR	✓ 95.2%
3(d)	Re-elect Mr. Russell Shiels	DAFÜR	● DAGEGEN	✓ 95.1% Executive director. The number of executives on the board exceeds market practice.
3(e)	Re-elect Mr. Gilbert McCarthy	DAFÜR	● DAGEGEN	✓ 94.6% Executive director. The number of executives on the board exceeds market practice.
3(f)	Re-elect Ms. Linda Hickey	DAFÜR	● DAGEGEN	✓ 97.0% Non independent lead director, which is not best practice.
3(g)	Re-elect Ms. Anne Heraty	DAFÜR	DAFÜR	✓ 99.6%
3(h)	Re-elect Ms. Éimear Moloney	DAFÜR	DAFÜR	✓ 98.4%
3(i)	Re-elect Mr. Paul Murtagh	DAFÜR	● DAGEGEN	✓ 95.0% Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.
3(j)	Elect Mr. Senan Murphy	DAFÜR	DAFÜR	✓ 98.6%
4	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
5	Advisory vote on directors' remuneration report	DAFÜR	DAFÜR	✓ 97.4%
6	Non-executive directors' fees	DAFÜR	● DAGEGEN	✓ 99.1% The proposed increase relative to the previous year is not justified.
7	Authority to allot shares	DAFÜR	DAFÜR	✓ 98.7%
8	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 99.5%
9	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 99.4%
10	Authority to purchase own shares	DAFÜR	● DAGEGEN	✓ 99.6% The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
11	Authority to reissue treasury shares	DAFÜR	DAFÜR	✓ 100.0%
12	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	✓ 94.3% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.9%
4	Approve Discharge of Supervisory Board	DAFÜR	● DAGEGEN	Concerns that the board did not address the low support of the 2021 remuneration report. ✓ 92.2%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.8%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	The information provided is insufficient. Concerns over the excessive sign-on bonus granted to the new CEO. ✓ 66.3%
7	Amend Articles: Virtual general meetings and virtual attendance of Supervisory Board members at virtual general meetings (Article 19 (6))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 86.0%
	Board main features			
8	Elections to the Supervisory Board: Dr. Nicolas Peter	DAFÜR	DAFÜR	✓ 98.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2a.	Explanation of the policy on reserves and dividends	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2b.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
2c.	Approve allocation of income	DAFÜR	DAFÜR	✓ 99.1%
2d.	Approve remuneration report	DAFÜR	DAFÜR	✓ 94.8%
2e.	Discharge of executive board	DAFÜR	● DAGEGEN	We strongly disagree with the management of the company's affairs. ✗ 23.6%
2f.	Discharge of supervisory board	DAFÜR	● DAGEGEN	We strongly disagree with the board's decisions. ✓ 94.8%
3.	Re-elect Mr. Abhijit Bhattacharya to the executive board	DAFÜR	DAFÜR	✓ 99.3%
4.	Composition of the supervisory board			
4a.	Re-elect Mr. David Pyott	DAFÜR	DAFÜR	✓ 94.2%
4b.	Re-elect Ms. Elizabeth Doherty	DAFÜR	DAFÜR	✓ 97.2%
5.	Election of auditor: Ernst & Young	DAFÜR	DAFÜR	✓ 99.9%
6.	Election of auditor: PricewaterhouseCoopers	DAFÜR	DAFÜR	✓ 99.9%
7a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 96.3%
7b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 95.7%
8.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company. ✓ 97.3%
9.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The company proposes to cancel shares despite its deteriorated performance. ✓ 99.3%
10.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1a.	Re-elect Ms. Nora A. Aufreiter	DAFÜR	DAFÜR	✓ 98.7%	
1b.	Re-elect Mr. Kevin M. Brown	DAFÜR	DAFÜR	✓ 98.9%	
1c.	Re-elect Ms. Elaine L. Chao	DAFÜR	DAFÜR	✓ 98.6%	
1d.	Re-elect Ms. Anne Gates	DAFÜR	DAFÜR	✓ 96.4%	
1e.	Re-elect Ms. Karen Hoguet	DAFÜR	DAFÜR	✓ 98.9%	
1f.	Re-elect Mr. W. Rodney McMullen	DAFÜR	● DAGEGEN	Combined chairman and CEO. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.8%
1g.	Re-elect Mr. Clyde R. Moore	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.3%
1h.	Re-elect Mr. Ronald L. Sargent	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.2%
1i.	Re-elect Ms. J. Amanda Sourry Knox	DAFÜR	DAFÜR		✓ 98.6%
1j.	Re-elect Mr. Mark S. Sutton	DAFÜR	DAFÜR		✓ 98.5%
1k.	Re-elect Mr. Ashok Vemuri	DAFÜR	DAFÜR		✓ 98.9%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 91.4%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 96.0%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 91.4%
5.	Shareholder resolution: Report on Public Health Costs from Sale of Tobacco Products	DAGEGEN	● DAFÜR	Enhanced disclosure on public health costs and associated risks with tobacco products.	✗ 12.7%
6.	Shareholder resolution: Listing of Charitable Contributions of \$10,000 or More	DAGEGEN	● DAFÜR	Enhanced disclosure of charitable contributions.	✗ 6.7%
7.	Shareholder resolution: Report on Recyclability of Packaging	DAGEGEN	● DAFÜR	We support corporate policies aiming to prevent environmental risks.	✗ 31.8%
8.	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	The proposal aims at promoting gender equality, ethnic diversity and at preventing discrimination.	✓ 51.9%
9.	Shareholder resolution: Report on EEO Policy Risks	DAGEGEN	DAGEGEN		✗ 1.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Kerrii B. Anderson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 87.1%</span>
1b.	Re-elect Mr. Jean-Luc Bélingard	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. <span style="float: right;">✔ 95.3%</span>  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1c.	Re-elect Mr. Jeffrey A. Davis	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.8%</span>
1d.	Re-elect Dr. D. Gary Gilliland	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.8%</span>
1e.	Elect Ms. Kirsten M. Kliphouse	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.9%</span>
1f.	Re-elect Dr. Garheng Kong	DAFÜR	DAFÜR	<span style="float: right;">✔ 87.5%</span>
1g.	Re-elect Mr. Peter M. Neupert	DAFÜR	DAFÜR	<span style="float: right;">✔ 97.7%</span>
1h.	Re-elect Ms. Richelle P. Parham	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. <span style="float: right;">✔ 97.8%</span>
1i.	Re-elect Mr. Adam H. Schechter	DAFÜR	● DAGEGEN	Combined chairman and CEO. <span style="float: right;">✔ 94.0%</span>
1j.	Re-elect Ms. Kathryn E. Wengel	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.0%</span>
1k.	Re-elect Prof. Dr. R. Sanders Williams	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. <span style="float: right;">✔ 96.7%</span>  The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. <span style="float: right;">✔ 92.1%</span>  An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	<span style="float: right;">✔ 96.8%</span>
4.	Re-election of the auditor	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.2%</span>
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board. <span style="float: right;">✘ 30.6%</span>
6.	Shareholder resolution: Report on transport of nonhuman primates within the U.S.	DAGEGEN	● DAFÜR	We support policies aiming to protect the welfare of animals and public health. <span style="float: right;">✘ 10.2%</span>
7.	Shareholder resolution: Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	DAGEGEN	● DAFÜR	Protecting customer privacy is crucial for maintaining a good reputation and building trust with customers. <span style="float: right;">✘ 15.0%</span>

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.01	Re-elect Ms. Janet K. Cooper	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float:right">✓ 95.7%</span>
1.02	Re-elect Mr. John W. Norris	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float:right">✓ 97.6%</span>
1.03	Re-elect Ms. Karen H. Quintos	DAFÜR	DAFÜR	<span style="float:right">✓ 99.0%</span>
1.04	Re-elect Mr. Shane D. Wall	DAFÜR	DAFÜR	<span style="float:right">✓ 98.4%</span>
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. <span style="float:right">✓ 91.3%</span>  An important part of the variable remuneration is based on continued employment only.  Concerns over the excessive sign-on bonus granted to the new CEO.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	<span style="float:right">✓ 98.8%</span>
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. <span style="float:right">✓ 97.4%</span>

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.7%
3	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.1%
4	Approve non-executive director fees	DAFÜR	● DAGEGEN	✓ 86.1%
	Board main features		The proposed remuneration for the chairman of the board is excessive.	
5a	Approve increase of the number of members elected by the shareholders on the Supervisory Board	DAFÜR	DAFÜR	✓ 99.9%
5b	Elections to the Supervisory Board: Mag. Gerhard Schwartz	DAFÜR	DAFÜR	✓ 86.9%
5c	Elections to the Supervisory Board: Nicole van der Elst Desai	DAFÜR	DAFÜR	✓ 100.0%
5d	Elections to the Supervisory Board: Mag. Helmut Bernkopf	DAFÜR	DAFÜR	✓ 90.3%
5e	Elections to the Supervisory Board: Dr. Christian Bruch	DAFÜR	DAFÜR	✓ 90.4%
5f	Elections to the Supervisory Board: Dr. Franz Gasselsberger	DAFÜR	● DAGEGEN	✓ 77.4%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	✓ 75.6%
7	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
8	Approve the creation of a new Authorised Capital, the cancellation of the existing Authorised Capital and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	✓ 75.2%
9a	Authorisation to issue convertible bonds and cancellation of existing authorisation to issue convertible bonds	DAFÜR	● DAGEGEN	✓ 75.2%
9b	Approve the creation a new Conditional Capital, the cancellation for the existing Conditional Capital and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	✓ 75.2%

No.	Traktanden	Board	Ethos	Resultat
Elections of directors				
1.	Re-elect Ms. Miranda Curtis	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. <span style="float: right;">✔ 70.9%</span>
2.	Re-elect Mr. J. David Wargo	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 88.3%</span>
3.	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions. <span style="float: right;">✔ 60.8%</span>
4.	Approve the remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.  The non-executive directors receive variable remuneration and options. <span style="float: right;">✔ 60.9%</span>
5.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. <span style="float: right;">✔ 58.2%</span>
6.	Re-election of KPMG LLP (US) as auditor	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.6%</span>
7.	Re-election of KPMG LLP (UK) as auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. <span style="float: right;">✔ 99.6%</span>
8.	Authorise Board to Fix Remuneration of Auditors	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.9%</span>
9.	Authority to allot shares	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights. <span style="float: right;">✔ 61.5%</span>
10.	Authority to waive pre-emptive rights	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.7%</span>
11.	Authorise UK political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines. <span style="float: right;">✔ 94.1%</span>
12.	Authorise purchase of own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital. <span style="float: right;">✔ 99.0%</span>
13.	Approve the amendment of the Liberty Global 2023 Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. <span style="float: right;">✔ 58.3%</span>

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 98.6%
4	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 97.5%
Elections to the board of directors				
5	Re-elect Mr. Dominic Blakemore	DAFÜR	DAFÜR	✓ 98.3%
6	Re-elect Mr. Martin Brand	DAFÜR	DAFÜR	✓ 97.7%
7	Re-elect Ms. Kathleen DeRose	DAFÜR	DAFÜR	✓ 99.1%
8	Re-elect Ms. Tsega Gebreyes	DAFÜR	DAFÜR	✓ 99.3%
9	Re-elect Baroness Cressida Hogg CBE	DAFÜR	DAFÜR	✓ 99.0%
10	Re-elect Ms. Anna Manz	DAFÜR	DAFÜR	✓ 99.5%
11	Re-elect Ms. Val Rahmani	DAFÜR	DAFÜR	✓ 97.2%
12	Re-elect Mr. Don Robert	DAFÜR	DAFÜR	✓ 98.2%
13	Re-elect Mr. David Schwimmer	DAFÜR	DAFÜR	✓ 99.6%
14	Re-elect Mr. Douglas M. Steenland	DAFÜR	DAFÜR	✓ 97.7%
15	Re-elect Mr. Ashok Vaswani	DAFÜR	DAFÜR	✓ 99.2%
16	Elect Mr. Scott Guthrie	DAFÜR	DAFÜR	✓ 98.3%
17	Elect Mr. William Vereker	DAFÜR	DAFÜR	✓ 100.0%
18	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.7%
19	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
20	Authority to allot shares	DAFÜR	DAFÜR	✓ 97.4%
21	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 99.1%
22	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 92.4%
23	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 91.8%
24	Authority to purchase own shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme. ✓ 99.6%
25	Off-market purchases of shares from the Consortium Shareholders	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital. ✓ 99.8%
26	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 97.4%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
4	Re-elect Ms. Sophie Bellon-Clamens	DAFÜR	DAFÜR	✓ 93.5%
5	Re-elect Ms. Fabienne Dulac	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 87.9%
6	Approval of the total maximum amount allotted to directors	DAFÜR	DAFÜR	✓ 99.7%
7	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 85.0%
8	Approve the 2022 remuneration of Mr. Jean-Paul Agon, Chairman	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 94.1%
9	Approve the 2022 remuneration of Mr. Nicolas Hieronimus, CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 97.2%
10	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.7%
11	Approve the remuneration policy of the Chairman	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 96.1%
12	Approve the remuneration policy of the CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 93.2%
13	Approve a treasury share buy-back and disposal program	DAFÜR	DAFÜR	✓ 99.2%
14	Delegation to increase capital by issuing shares with preferential subscription rights	DAFÜR	DAFÜR	✓ 96.5%
15	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 100.0%
16	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 99.5%
17	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.0%
18	Authorise capital increases related to an all-employee share ownership plan, reserved for employees of foreign subsidiaries	DAFÜR	DAFÜR	✓ 99.0%
19	Approval of the proposed partial contribution of assets subject to the demerger regime granted by the Company to its L'Oréal France subsidiary	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
20	Approval of the proposed partial contribution of assets subject to the demerger regime granted by the Company to its L'Oréal International Distribution subsidiary	DAFÜR	DAFÜR	✓ 100.0%
21	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Ralph (Raul) Alvarez	DAFÜR	DAFÜR	✓ 94.6%*
1.2	Re-elect Mr. David H. Batchelder	DAFÜR	DAFÜR	✓ 97.9%*
1.3	Elect Mr. Scott H. Baxter	DAFÜR	DAFÜR	✓ 98.7%*
1.4	Re-elect Ms. Sandra B. Cochran	DAFÜR	DAFÜR	✓ 99.1%*
1.5	Re-elect Ms. Laurie Z. Douglas	DAFÜR	DAFÜR	✓ 98.7%*
1.6	Re-elect Mr. Richard W. Dreiling	DAFÜR	DAFÜR	✓ 96.9%*
1.7	Re-elect Mr. Marvin R. Ellison	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO. ✓ 94.0%*
1.8	Re-elect Mr. Daniel J. Heinrich	DAFÜR	DAFÜR	✓ 98.6%*
1.9	Re-elect Mr. Brian C. Rogers	DAFÜR	DAFÜR	✓ 97.7%*
1.10	Re-elect Mr. Bertram L. Scott	DAFÜR	DAFÜR	✓ 96.8%*
1.11	Re-elect Ms. Colleen Taylor	DAFÜR	DAFÜR	✓ 99.1%*
1.12	Re-elect Ms. Mary Beth West	DAFÜR	DAFÜR	✓ 99.2%*
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.0%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.4%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.2%
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board. ✗ 23.9%

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Dan H. Arnold	DAFÜR	DAFÜR	✓ 99.1%
1.b	Re-elect Mr. Edward C. Bernard	DAFÜR	DAFÜR	✓ 99.4%
1.c	Re-elect Ms. H. Paulett Eberhart	DAFÜR	DAFÜR	✓ 95.9%
1.d	Re-elect Mr. William F. Glavin Jr.	DAFÜR	DAFÜR	✓ 98.2%
1.e	Elect Mr. Albert J. Ko	DAFÜR	DAFÜR	✓ 99.9%
1.f	Re-elect Ms. Allison H. Mnookin	DAFÜR	DAFÜR	✓ 97.8%
1.g	Re-elect Ms. Anne M. Mulcahy	DAFÜR	DAFÜR	✓ 97.9%
1.h	Re-elect Mr. James S. Putnam	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.3%
1.i	Re-elect Mr. Richard p. Schifter	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.5%
1.j	Re-elect Mr. Corey E. Thomas	DAFÜR	DAFÜR	✓ 98.0%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 97.1%  An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.9%

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓ 84.6%
	Elections to the board of directors				
5	Re-elect Ms. Delphine Arnault	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 99.2%
6	Re-elect Mr. Antonio Belloni	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 92.7%
7	Re-elect Ms. Marie-Josée Kravis	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 84.8%
8	Re-elect Ms. Marie-Laure Sauty de Chalon	DAFÜR	DAFÜR		✓ 98.5%
9	Re-elect Ms. Natacha Valla	DAFÜR	DAFÜR		✓ 95.3%
10	Elect Mr. Laurent Mignon	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 90.9%
11	Renewal of Lord Powell of Bayswater's term of office as Advisory Board member	DAFÜR	● DAGEGEN	The appointment of non-voting directors goes against best practice.	✓ 80.5%
12	Appointment of Diego Della Valle as Advisory Board member	DAFÜR	● DAGEGEN	The appointment of non-voting directors goes against best practice.	✓ 80.5%
13	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive fixed and variable remuneration.	✓ 82.5%
14	Approve the 2022 remuneration of Mr. Bernard Arnault, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 82.2%
15	Approve the 2022 remuneration of Mr. Antonio Belloni, Deputy CEO	DAFÜR	● DAGEGEN	Excessive fixed remuneration.	✓ 82.2%
16	Approve directors' fees	DAFÜR	DAFÜR		✓ 99.9%
17	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 80.5%
18	Approve the remuneration policy of the Deputy CEO	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 80.4%
19	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR		✓ 99.6%
20	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 100.0%
21	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
22	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	DAFÜR	DAFÜR	✓ 99.4%
23	Delegation to issue shares and capital securities by public offering	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 81.3%
24	Delegation to issue shares and capital securities by private placement	DAFÜR	● DAGEGEN	Pre-emptive rights are waived, a public offering is preferable rather than a private placement for issuing shares. ✓ 80.3%
25	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests. ✓ 80.4%
26	Delegation to issue shares and capital securities as consideration for any public exchange offer initiated by the company	DAFÜR	● DAGEGEN	An independent valuation and a special meeting serves the best interests of shareholders. ✓ 80.6%
27	Delegation to issue shares and capital securities as consideration for contributions in kind	DAFÜR	DAFÜR	✓ 96.5%
28	Approve distribution of performance shares	DAFÜR	● DAGEGEN	No individual caps are disclosed for the award of performance shares. ✓ 83.1%
29	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.6%
30	Determination of the overall limit for capital increases with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 96.6%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Richard M. McVey	DAFÜR	DAFÜR	✓ 97.6%
1.b	Re-elect Mr. Christopher R. Concannon	DAFÜR	DAFÜR	✓ 99.3%
1.c	Re-elect Ms. Nancy A. Altobello	DAFÜR	DAFÜR	✓ 96.2%
1.d	Re-elect Mr. Steven L. Begleiter	DAFÜR	DAFÜR	✓ 99.3%
1.e	Re-elect Mr. Stephen P. Casper	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.6%
1.f	Re-elect Ms. Jane Chwick	DAFÜR	DAFÜR	✓ 98.8%
1.g	Re-elect Mr. William F. Cruger	DAFÜR	DAFÜR	✓ 96.7%
1.h	Re-elect Ms. Kourtney Gibson	DAFÜR	DAFÜR	✓ 99.3%
1.i	Re-elect Mr. Richard G. Ketchum	DAFÜR	DAFÜR	✓ 99.3%
1.j	Re-elect Ms. Emily H. Portney	DAFÜR	DAFÜR	✓ 99.8%
1.k	Re-elect Mr. Richard L. Prager	DAFÜR	DAFÜR	✓ 95.6%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 91.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.4%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Dr. Merit E. Janow	DAFÜR	DAFÜR	✓ 98.1%
1b.	Re-elect Mr. Candido Bracher	DAFÜR	DAFÜR	✓ 99.5%
1c.	Re-elect Mr. Richard K. Davis	DAFÜR	DAFÜR	✓ 98.4%
1d.	Re-elect Mr. Julius M. Genachowski	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.4%
1e.	Re-elect Mr. Choon Phong Goh	DAFÜR	DAFÜR	✓ 94.5%
1f.	Re-elect Mr. Oki Matsumoto	DAFÜR	DAFÜR	✓ 98.7%
1g.	Re-elect Mr. Michael Miebach	DAFÜR	DAFÜR	✓ 99.8%
1h.	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR	✓ 98.8%
1i.	Re-elect Ms. Rima Qureshi	DAFÜR	DAFÜR	✓ 98.2%
1j.	Re-elect Ms. Gabrielle Sulzberger	DAFÜR	DAFÜR	✓ 98.0%
1k.	Re-elect Mr. Harit Talwar	DAFÜR	DAFÜR	✓ 99.4%
1l.	Re-elect Mr. Lance Uggla	DAFÜR	DAFÜR	✓ 99.0%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 95.6%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.1%
4.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 99.7%
5.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.2%
6.	Shareholder resolution: Report on ensuring respect for civil liberties	DAGEGEN	DAGEGEN	✗ 0.6%
7.	Shareholder resolution: Report on New Merchant Category Code for Gun and Ammunition Stores	DAGEGEN	● DAFÜR	Enhanced disclosure on risks attached to purchasing guns. ✗ 9.5%
8.	Shareholder resolution: Report on Lobbying Disclosure	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 28.3%
9.	Shareholder resolution: stockholders approve advance notice bylaw amendments	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance. ✗ 13.4%
10.	Shareholder resolution: Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	DAGEGEN	DAGEGEN	✗ 0.5%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 98.5%
	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Kiyotaka Shobuda	DAFÜR	DAFÜR	✓ 94.0%
2.2	Re-elect Mr. Mitsuru Ono	DAFÜR	DAFÜR	✓ 98.3%
2.3	Re-elect Mr. Masahiro Moro	DAFÜR	DAFÜR	✓ 97.0%
2.4	Re-elect Mr. Yasuhiro Aoyama	DAFÜR	DAFÜR	✓ 98.4%
2.5	Re-elect Mr. Ichiro Hirose	DAFÜR	DAFÜR	✓ 98.4%
2.6	Re-elect Mr. Takeshi Mukai	DAFÜR	DAFÜR	✓ 98.4%
2.7	Elect Mr. Jeffrey H. Guyton	DAFÜR	● DAGEGEN	Executive director and the board size is excessive. ✓ 98.2%
2.8	Elect Mr. Takeji Kojima	DAFÜR	● DAGEGEN	Executive director and the board size is excessive. ✓ 98.3%
2.9	Re-elect Mr. Kiyoshi Sato	DAFÜR	DAFÜR	✓ 99.3%
2.10	Re-elect Ms. Michiko Ogawa	DAFÜR	DAFÜR	✓ 98.7%
3.1	Re-elect Mr. Nobuhiko Watabe	DAFÜR	● DAGEGEN	The director has held executive functions in the company during the last three years and sits on the audit committee. ✓ 90.8%
3.2	Re-elect Mr. Akira Kitamura	DAFÜR	DAFÜR	✓ 80.8%
3.3	Re-elect Ms. Hiroko Shibasaki	DAFÜR	DAFÜR	✓ 99.7%
3.4	Re-elect Mr. Masato Sugimori	DAFÜR	DAFÜR	✓ 99.4%
3.5	Elect Mr. Hiroshi Inoue	DAFÜR	DAFÜR	✓ 99.6%
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 99.5%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.8%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.2%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 98.6%
5a	Appoint the Auditors for financial year 2023 including interim financial reports	DAFÜR	DAFÜR	✓ 93.0%
5b	Appoint the Auditors for interim financial reports for financial year 2024 until the AGM 2024	DAFÜR	DAFÜR	✓ 99.8%
5c	Appoint the Auditors for financial year 2024 including interim financial reports after the AGM 2024	DAFÜR	DAFÜR	✓ 99.9%
Board main features				
6	Elections to the Supervisory Board: Stefan Pierer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 82.4%
7	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	The chairman's remuneration is excessive. ✓ 98.2%
8	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 91.0%
9	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 86.2%
10	Approve the creation of a new Authorised Capital 2023, the cancellation of the existing Authorised Capital 2023 and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 92.2%
11	Amend Articles: Virtual general meetings (Article 11)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 90.6%
12	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 11a)	DAFÜR	DAFÜR	✓ 94.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Douglas M. Baker Jr.	DAFÜR	DAFÜR	✓ 98.2%
1.b	Re-elect Ms. Mary Ellen Coe	DAFÜR	DAFÜR	✓ 98.2%
1.c	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	✓ 97.9%
1.d	Re-elect Mr. Robert M. Davis	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 91.5%
1.e	Re-elect Mr. Thomas H. Glocer	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 92.6%
				Non independent lead director, which is not best practice.
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.f	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	✓ 97.4%
1.g	Re-elect Mr. Stephen L. Mayo	DAFÜR	DAFÜR	✓ 99.4%
1.h	Re-elect Mr. Paul B. Rothman	DAFÜR	DAFÜR	✓ 99.4%
1.i	Re-elect Ms. Patricia F. Russo	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 86.1%
				Non-independent director and the board size is excessive.
1.j	Re-elect Prof. Dr. Christine E. Seidman	DAFÜR	DAFÜR	✓ 99.3%
1.k	Re-elect Mr. Inge G. Thulin	DAFÜR	DAFÜR	✓ 97.0%
1.l	Re-elect Ms. Kathy J. Warden	DAFÜR	DAFÜR	✓ 97.8%
1.m	Re-elect Mr. Peter C. Wendell	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.3%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.5%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.3%
5	Shareholder resolution: Regarding Business Operations in China	DAGEGEN	DAGEGEN	✗ 3.8%
6	Shareholder resolution: Access to COVID-19 Products	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility. ✗ 31.2%
7	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations. ✗ 7.3%
8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility. ✗ 31.1%

No.	Traktanden	Board	Ethos	Resultat
9	Shareholder resolution: Congruency Report of Partnerships with Globalist Organisations	DAGEGEN	DAGEGEN	✘ 1.2%
10	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board. ✘ 32.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Robert F. Spoerry	DAFÜR	DAFÜR	✓ 92.7%
1.2	Elect Mr. Roland Diggelmann	DAFÜR	DAFÜR	✓ 99.3%
1.3	Re-elect Ms. Domitille Doat-Le Bigot	DAFÜR	DAFÜR	✓ 98.2%
1.4	Re-elect Ms. Elisha W. Finney	DAFÜR	DAFÜR	✓ 98.1%
1.5	Re-elect Mr. Richard David Francis	DAFÜR	DAFÜR	✓ 99.1%
1.6	Re-elect Mr. Michael A. Kelly	DAFÜR	DAFÜR	✓ 97.6%
1.7	Re-elect Mr. Thomas P. Salice	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 88.0%
1.8	Elect Ms. Ingrid Zhang	DAFÜR	DAFÜR	✓ 99.8%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.5%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 86.7%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.8%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
3.	Preparation and approval of the voting register	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
4.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
5.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
6.	Approval of the agenda	DAFÜR	DAFÜR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Address by the chairman of the board of directors	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9.	Address by the company CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
10.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
11.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
12.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
12a.	Discharge of Magnus Welander	DAFÜR	DAFÜR	✓
12b.	Discharge of Jonas Rahmn	DAFÜR	DAFÜR	✓
12c.	Discharge of Jenny Rosberg	DAFÜR	DAFÜR	✓
12d.	Discharge of Thomas Bräutigam	DAFÜR	DAFÜR	✓
12e.	Discharge of Anna Hällöv	DAFÜR	DAFÜR	✓
12f.	Discharge of Maria Hedengren	DAFÜR	DAFÜR	✓
12g.	Discharge of Pernilla Wiberg	DAFÜR	DAFÜR	✓
12h.	Discharge of company CEO (Max Strandwitz)	DAFÜR	DAFÜR	✓
13.	Approve remuneration report	DAFÜR	DAFÜR	✓
14.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
15a.	Approve directors' fees	DAFÜR	DAFÜR	✓
15b.	Approve auditors' fees	DAFÜR	DAFÜR	✓
16.	Composition of the board of directors			

No.	Traktanden	Board	Ethos	Resultat
16.1 (a)	Re-elect Mr. Magnus Welander	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
16.1 (b)	Re-elect Mr. Thomas Bräutigam	DAFÜR	DAFÜR	✓
16.1 (c)	Re-elect Ms. Maria Hedengren	DAFÜR	DAFÜR	✓
16.1 (d)	Re-elect Ms. Anna Hällöv	DAFÜR	DAFÜR	✓
16.1 (e)	Re-elect Mr. Jonas Rahmn	DAFÜR	DAFÜR	✓
16.1 (f)	Re-elect Ms. Jenny Rosberg	DAFÜR	DAFÜR	✓
16.2.	Re-elect the chairman of the board of directors	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
17.	Election of auditor	DAFÜR	DAFÜR	✓
18.	Approve share-related incentive plans 2023-26, 2024-27 and 2025-28	DAFÜR	DAFÜR	✓
19.	Authorisation to issue shares	DAFÜR	DAFÜR	✓
20.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
21.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Roger G. Eaton	DAFÜR	DAFÜR	✓ 96.2%*
1.2	Re-elect Mr. Charles M. Herington	DAFÜR	● ZURÜCK-BEHALTEN	✓ 95.5%*
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1.3	Re-elect Mr. H. Sanford Riley	DAFÜR	DAFÜR	✓ 68.9%*
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 95.9%
			Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Jorge A. Bermudez	DAFÜR	DAFÜR	✓ 94.9%
1b	Re-elect Ms. Thérèse Esperdy	DAFÜR	DAFÜR	✓ 98.7%
1c	Re-elect Mr. Robert Fauber	DAFÜR	DAFÜR	✓ 99.5%
1d	Re-elect Mr. Vincent A. Forlenza	DAFÜR	DAFÜR	✓ 95.9%
1e	Re-elect Ms. Kathryn M. Hill	DAFÜR	DAFÜR	✓ 97.1%
1f	Re-elect Mr. Lloyd W. Howell Jr.	DAFÜR	DAFÜR	✓ 97.9%
1g	Elect Mr. Jose M. Minaya	DAFÜR	DAFÜR	✓ 99.4%
1h	Re-elect Ms. Leslie F. Seidman	DAFÜR	DAFÜR	✓ 97.2%
1i	Re-elect Mr. Zig Serafin	DAFÜR	DAFÜR	✓ 98.6%
1j	Re-elect Mr. Bruce Van Saun	DAFÜR	DAFÜR	✓ 98.4%
2	To approve the amendment of the 2001 Employees' Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 93.2%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.2%
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.3%
5	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Gregory Q. Brown	DAFÜR	● DAGEGEN	Combined chairman and CEO.  93.9%
1b.	Re-elect Mr. Kenneth D. Denman	DAFÜR	DAFÜR	 79.9%
1c.	Re-elect Mr. Egon P. Durban	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.  61.6%
1d.	Re-elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR	 99.7%
1e.	Re-elect Mr. Clayton M. Jones	DAFÜR	DAFÜR	 99.4%
1f.	Re-elect Ms. Judy C. Lewent	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  95.9%
1g.	Re-elect Mr. Gregory K. Mondre	DAFÜR	DAFÜR	 74.3%
1h.	Re-elect Mr. Joseph M. Tucci	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  92.3%
2.	Re-election of the auditor	DAFÜR	DAFÜR	 99.7%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  94.3%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	 99.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
	Unannounced shareholder proposal made during the AGM: vote out the chair of the general meeting	DAGEGEN	● KEINE EMPFEHLUNG	The proposal was made during the AGM and shareholders voting by proxy could not vote on it. <b>✗</b> 0.1%
2	Approve the Dividend	DAFÜR	DAFÜR	<b>✓</b> 99.8%
3.1	Approve Discharge of Management Board member Dr. Joachim Wenning (CEO)	DAFÜR	DAFÜR	<b>✓</b> 99.6%
3.2	Approve Discharge of Management Board member Dr. Thomas Blunck	DAFÜR	DAFÜR	<b>✓</b> 99.8%
3.3	Approve Discharge of Management Board member Nicholas Gartside	DAFÜR	DAFÜR	<b>✓</b> 99.8%
3.4	Approve Discharge of Management Board member Stefan Golling	DAFÜR	DAFÜR	<b>✓</b> 99.8%
3.5	Approve Discharge of Management Board member Dr. Doris Höpke (member until 30 April 2022)	DAFÜR	DAFÜR	<b>✓</b> 99.8%
3.6	Approve Discharge of Management Board member Dr. Christoph Jurecka	DAFÜR	DAFÜR	<b>✓</b> 99.8%
3.7	Approve Discharge of Management Board member Dr. Torsten Jeworrek	DAFÜR	DAFÜR	<b>✓</b> 99.8%
3.8	Approve Discharge of Management Board member Dr. Achim Kassow	DAFÜR	DAFÜR	<b>✓</b> 99.8%
3.9	Approve Discharge of Management Board member Clarisse Kopff (member since 1 December 2022)	DAFÜR	DAFÜR	<b>✓</b> 99.8%
3.10	Approve Discharge of Management Board member Dr. Markus Rieß	DAFÜR	DAFÜR	<b>✓</b> 99.8%
4.1	Approve Discharge of Supervisory Board member Dr. Nikolaus von Bomhard (Chairman)	DAFÜR	DAFÜR	<b>✓</b> 90.4%
4.2	Approve Discharge of Supervisory Board member Dr. Anne Horstmann (Vice Chairwoman)	DAFÜR	DAFÜR	<b>✓</b> 97.5%
4.3	Approve Discharge of Supervisory Board member Prof. Dr. Dr. Ann-Kristin Achleitner	DAFÜR	DAFÜR	<b>✓</b> 97.2%
4.4	Approve Discharge of Supervisory Board member Clement B. Booth	DAFÜR	DAFÜR	<b>✓</b> 97.5%
4.5	Approve Discharge of Supervisory Board member Ruth Brown	DAFÜR	DAFÜR	<b>✓</b> 97.4%

No.	Traktanden	Board	Ethos	Resultat
4.6	Approve Discharge of Supervisory Board member Stephan Eberl	DAFÜR	DAFÜR	✓ 97.5%
4.7	Approve Discharge of Supervisory Board member Frank Fassin	DAFÜR	DAFÜR	✓ 97.5%
4.8	Approve Discharge of Supervisory Board member Prof. Dr. Ursula Gather	DAFÜR	DAFÜR	✓ 97.4%
4.9	Approve Discharge of Supervisory Board member Gerd Häusler	DAFÜR	DAFÜR	✓ 97.5%
4.10	Approve Discharge of Supervisory Board member Angelika Judith Herzog	DAFÜR	DAFÜR	✓ 97.4%
4.11	Approve Discharge of Supervisory Board member Renata Jungo Brüngger	DAFÜR	DAFÜR	✓ 97.4%
4.12	Approve Discharge of Supervisory Board member Stefan Kaindl	DAFÜR	DAFÜR	✓ 95.2%
4.13	Approve Discharge of Supervisory Board member Dr. Carinne Knoche-Brouillon	DAFÜR	DAFÜR	✓ 97.4%
4.14	Approve Discharge of Supervisory Board member Gabriele Mücke	DAFÜR	DAFÜR	✓ 97.4%
4.15	Approve Discharge of Supervisory Board member Ulrich Plottke	DAFÜR	DAFÜR	✓ 95.2%
4.16	Approve Discharge of Supervisory Board member Manfred Rassy	DAFÜR	DAFÜR	✓ 97.5%
4.17	Approve Discharge of Supervisory Board member Gabriele Sinz-Toporzysek (member until 31 January 2022)	DAFÜR	DAFÜR	✓ 97.4%
4.18	Approve Discharge of Supervisory Board member Carsten Spohr	DAFÜR	DAFÜR	✓ 97.4%
4.19	Approve Discharge of Supervisory Board member Karl-Heinz Streibich	DAFÜR	DAFÜR	✓ 97.5%
4.20	Approve Discharge of Supervisory Board member Markus Wagner (member since 1 February 2022)	DAFÜR	DAFÜR	✓ 97.5%
4.21	Approve Discharge of Supervisory Board member Dr. Maximilian Zimmerer	DAFÜR	DAFÜR	✓ 97.5%
5	Appoint the Auditors	DAFÜR	● DAGEGEN	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election. ✓ 96.2%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. ✓ 88.5%
7.1	Amend Articles: Virtual general meetings (Article 7 (2))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 78.6%

No.	Traktanden	Board	Ethos	Resultat
7.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 7 (3))	DAFÜR	● DAGEGEN	<p>The amendment allows the supervisory board members to virtually attend a general meeting without any adequate justification.</p> <p>✓ 93.6%</p>
7.3	Amend Articles: Editorial amendments (Article 8 (2) and (3))	DAFÜR	DAFÜR	<p>✓ 99.7%</p>
8	Amend Articles: Adaptation to a new law (Article 3 (4))	DAFÜR	DAFÜR	<p>✓ 99.9%</p>

No.	Traktanden	Board	Ethos		Resultat
1.	Opening of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG		
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR		✓
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR		✓
4.	Approval of the agenda	DAFÜR	DAFÜR		✓
5.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR		✓
6.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG		
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG		
8.	Adoption of the financial statements	DAFÜR	DAFÜR		✓
9.	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
10a.	Discharge of Håkan Buskhe	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10b.	Discharge of Helen Fasth Gillstedt	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10c.	Discharge of the company CEO (Klas Forsström)	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10d.	Discharge of Per Hallius	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10e.	Discharge of Simon Henriksson	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10f.	Discharge of Maria Håkansson	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10g.	Discharge of Tor Jansson	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10h.	Discharge of Magnus Lindquist	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10i.	Discharge of Anders Lindqvist	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10j.	Discharge of Magnus Nicolin	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10k.	Discharge of Lena Olving	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10l.	Discharge of Kristian Sildeby	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓
10m.	Discharge of Juan Vargues	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.	✓

No.	Traktanden	Board	Ethos	Resultat
10n.	Discharge of Robert Wahlgren	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
10o.	Discharge of Anna Westerberg	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed. ✓
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
12.	Approve directors' fees	DAFÜR	DAFÜR	✓
13.	Composition of the board of directors			
13a.	Re-elect Ms. Helen Fasth Gillstedt	DAFÜR	DAFÜR	✓
13b.	Re-elect Ms. Maria Håkansson	DAFÜR	DAFÜR	✓
13c.	Re-elect Mr. Anders Lindqvist	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
13d.	Re-elect Mr. Magnus Nicolin	DAFÜR	DAFÜR	✓
13e.	Re-elect Mr. Kristian Sildeby	DAFÜR	DAFÜR	✓
13f.	Re-elect Ms. Anna Westerberg	DAFÜR	DAFÜR	✓
13g.	Elect Ms. Sabine Simeon-Aissaoui	DAFÜR	DAFÜR	✓
14.	Re-elect the chairman of the board of directors	DAFÜR	DAFÜR	✓
15.	Approve auditors' fees	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓
16.	Approve executive remuneration policy	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough and there is a considerable overlap between the measures used in the STI and LTI. ✓
17.	Approve remuneration report	DAFÜR	DAFÜR	✓
18.	Authorisation to issue shares	DAFÜR	DAFÜR	✓
19.	Authorisation to transfer own shares in connection with company acquisitions	DAFÜR	DAFÜR	✓
20.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	2022 Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 97.3%
3	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the Board of Directors			
4	Re-elect Sir Howard Davies	DAFÜR	DAFÜR	✓ 99.2%
5	Re-elect Ms. Alison Rose-Slade	DAFÜR	DAFÜR	✓ 100.0%
6	Re-elect Ms. Katie Murray	DAFÜR	DAFÜR	✓ 99.8%
7	Re-elect Mr. Frank Dangeard	DAFÜR	DAFÜR	✓ 99.1%
8	Elect Ms. Roisin Donnelly	DAFÜR	DAFÜR	✓ 100.0%
9	Re-elect Mr. Patrick Flynn	DAFÜR	DAFÜR	✓ 98.9%
10	Re-elect Mr. Morten Friis	DAFÜR	DAFÜR	✓ 98.9%
11	Re-elect Ms. Yasmin Jetha	DAFÜR	DAFÜR	✓ 100.0%
12	Elect Mr. Stuart Lewis	DAFÜR	DAFÜR	✓ 100.0%
13	Re-elect Mr. Mark Seligman	DAFÜR	DAFÜR	✓ 98.9%
14	Re-elect Ms. Lena Wilson	DAFÜR	DAFÜR	✓ 98.0%
15	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.4%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
17	Authority to allot shares	DAFÜR	DAFÜR	✓ 98.5%
18	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 99.9%
19	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 99.2%
20	Renewal of Equity Convertible Notes authority	DAFÜR	DAFÜR	✓ 99.4%
21	Renewal of pre-emption rights disapplication in relation to Equity Convertible Notes	DAFÜR	● DAGEGEN Excessive potential capital increase without pre-emptive rights.	✓ 99.1%
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 97.6%
23	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 99.6%
24	Authority to purchase own shares	DAFÜR	● DAGEGEN Considering the current context for banks, it is prudent to delay any share buybacks.	✓ 99.3%
25	Renewal of authority to make off-market purchases of ordinary shares from HM Treasury	DAFÜR	● DAGEGEN The current financial uncertainty makes the timing of off-market share purchases unfavorable.	✓ 99.9%
26	Authority to purchase preference shares	DAFÜR	DAFÜR	✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
1	Amend Articles of Incorporation: Transition to 3-committee structure	DAFÜR	DAFÜR	✓ 99.9%
2	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Takashi Niino	DAFÜR	DAFÜR	✓ 95.2%
2.2	Re-elect Mr. Takayuki Morita	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 93.5%
2.3	Re-elect Mr. Osamu Fujikawa	DAFÜR	DAFÜR	✓ 99.4%
2.4	Re-elect Mr. Hajime Matsukura	DAFÜR	DAFÜR	✓ 99.5%
2.5	Elect Mr. Shinobu Obata	DAFÜR	● DAGEGEN	The director has held executive functions in the company during the last three years and sits on the audit committee. ✓ 95.5%
2.6	Re-elect Mr. Kuniharu Nakamura	DAFÜR	DAFÜR	✓ 98.1%
2.7	Re-elect Prof. Christina Ahmadjian	DAFÜR	DAFÜR	✓ 99.7%
2.8	Re-elect Mr. Masashi Oka	DAFÜR	DAFÜR	✓ 83.2%
2.9	Elect Ms. Kyoko Okada	DAFÜR	DAFÜR	✓ 99.8%
2.10	Elect Mr. Harufumi Mochizuki	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.2%
2.11	Elect Mr. Joji Okada	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.7%
2.12	Elect Mr. Yoshihito Yamada	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Dr. Kevin C. Gorman	DAFÜR	DAFÜR	✓ 97.2%*
1.2	Re-elect Mr. Gary A. Lyons	DAFÜR	● ZURÜCK-BEHALTEN	✓ 83.3%*
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1.3	Elect Ms. Johanna Mercier	DAFÜR	DAFÜR	✓ 90.1%*
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 93.1%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.0%
4	To approve the amendment of the 2020 Equity Incentive Plan	DAFÜR	● DAGEGEN	✓ 84.9%
			Excessive variable remuneration. The non-executive directors receive stock options.	
5	Re-election of the auditor	DAFÜR	● DAGEGEN	✓ 92.8%
			The auditor's long tenure raises independence concerns.	

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Patrick G. Awuah	DAFÜR	DAFÜR	✓ 99.6%
1.b	Re-elect Mr. Gregory H. Boyce	DAFÜR	DAFÜR	✓ 98.1%
1.c	Re-elect Mr. Bruce R. Brook	DAFÜR	DAFÜR	✓ 90.6%
1.d	Re-elect Ms. Maura J. Clark	DAFÜR	DAFÜR	✓ 98.1%
1.e	Re-elect Dr. Emma FitzGerald	DAFÜR	DAFÜR	✓ 99.2%
1.f	Re-elect Ms. Mary Laschinger	DAFÜR	DAFÜR	✓ 98.2%
1.g	Re-elect Mr. José Manuel Madero	DAFÜR	DAFÜR	✓ 99.7%
1.h	Re-elect Dr. oec. René Médori	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.2%
1.i	Re-elect Ms. Jane Nelson	DAFÜR	DAFÜR	✓ 96.5%
1.j	Re-elect Mr. Tom Palmer	DAFÜR	DAFÜR	✓ 99.7%
1.k	Re-elect Mr. Julio M. Quintana	DAFÜR	DAFÜR	✓ 97.3%
1.l	Re-elect Ms. Susan N. Story	DAFÜR	DAFÜR	✓ 99.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 93.9%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.2%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.2%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.8%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
4	Re-elect Mr. Jean Mouton	DAFÜR	DAFÜR	✓ 99.7%
5	Re-elect Mr. Bpifrance Participations	DAFÜR	DAFÜR	✓ 96.9%
6	Re-elect Mr. Oscar Hasbùn Martínez	DAFÜR	DAFÜR	✓ 89.0%
7	Re-elect Mr. Hubert Porte	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board size is excessive. ✓ 98.6%
8	Approve the remuneration report	DAFÜR	DAFÜR	✓ 98.5%
9	Approve the 2022 remuneration of Mr. Mouton, chairman	DAFÜR	DAFÜR	✓ 99.6%
10	Approve the 2022 remuneration of Mr. Guérin, CEO	DAFÜR	DAFÜR	✓ 96.9%
11	Approval of the maximum amount to be allocated to directors	DAFÜR	DAFÜR	✓ 98.9%
12	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.8%
13	Approve the remuneration policy of the chairman	DAFÜR	DAFÜR	✓ 99.7%
14	Approve the remuneration policy of the CEO	DAFÜR	DAFÜR	✓ 95.7%
15	Approval of a regulated commitment by Invexans Limited renewing its long-term partnership with the company	DAFÜR	● DAGEGEN	The agreement allows the overrepresentation of an important shareholder. ✓ 98.4%
16	Approval of a tax agreement between the company and Invexans SA	DAFÜR	DAFÜR	✓ 99.8%
17	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 99.9%
18	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 97.9%
19	Authorise the Board to increase capital by issuing shares or other securities with pre-emptive rights	DAFÜR	DAFÜR	✓ 95.2%
20	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.8%
21	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR	✓ 97.6%

No.	Traktanden	Board	Ethos	Resultat
22	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	DAFÜR	✓ 93.5%
23	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN Excessive potential capital increase without pre-emptive rights.	✓ 92.9%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 97.3%
25	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 98.5%
26	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR	✓ 98.6%
27	Approve distribution of performance shares for employees and corporate officers	DAFÜR	DAFÜR	✓ 96.3%
28	Approve distribution of shares to employees	DAFÜR	DAFÜR	✓ 95.3%
29	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%
30	Presentation of Nexans climate strategy and actions undertaken	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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OGV

No.	Traktanden	Board	Ethos	Resultat
1	2022/23 annual report and accounts	DAFÜR	DAFÜR	✓ 99.7%
2	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 84.0%
3	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Concerns over the pension allowance which exceeds guidelines. ✓ 94.8%
4	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
5	Elect Mr. Jeremy Stakol	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 99.1%
6	Re-elect Mr. Jonathan Bewes	DAFÜR	DAFÜR	✓ 97.0%
7	Re-elect Mr. Soumen Das	DAFÜR	DAFÜR	✓ 96.6%
8	Re-elect Mr. Thomas Hall	DAFÜR	DAFÜR	✓ 95.7%
9	Re-elect Ms. Tristia Harrison	DAFÜR	DAFÜR	✓ 97.0%
10	Re-elect Ms. Amanda James	DAFÜR	DAFÜR	✓ 98.1%
11	Re-elect Mr. Richard Papp	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 99.1%
12	Re-elect Mr. Michael J. Roney	DAFÜR	DAFÜR	✓ 79.2%
13	Re-elect Ms. Jane Shields	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 99.1%
14	Re-elect Dame Dianne Thompson	DAFÜR	DAFÜR	✓ 96.9%
15	Re-elect Lord Simon Wolfson	DAFÜR	DAFÜR	✓ 99.2%
16	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 98.9%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
18	Authority to allot shares	DAFÜR	DAFÜR	✓ 97.0%
19	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 93.7%
20	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 92.2%
21	On-market purchases of own shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme. ✓ 95.9%
22	Off-market purchases of own shares	DAFÜR	● DAGEGEN	The share repurchase is inconsistent with the long-term interests of shareholders. ✓ 98.8%
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 95.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Robert K. Burgess	DAFÜR	DAFÜR	✓ 96.7%
1b.	Re-elect Mr. Tench Coxe	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.7%
1c.	Re-elect Dr. John O. Dabiri	DAFÜR	DAFÜR	✓ 98.2%
1d.	Re-elect Dr. Persis S. Drell	DAFÜR	DAFÜR	✓ 96.5%
1e.	Re-elect Mr. Jen-Hsun Huang	DAFÜR	DAFÜR	✓ 98.0%
1f.	Re-elect Ms. Dawn Hudson	DAFÜR	DAFÜR	✓ 97.0%
1g.	Re-elect Mr. Harvey C. Jones	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 88.4%
1h.	Re-elect Mr. Michael G. McCaffery	DAFÜR	DAFÜR	✓ 99.1%
1i.	Re-elect Mr. Stephen C. Neal	DAFÜR	DAFÜR	✓ 89.2%
1j.	Re-elect Mr. Mark L. Perry	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 89.6%
1k.	Re-elect Mr. A. Brooke Seawell	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 90.9%
1l.	Re-elect Dr. Aarti Shah	DAFÜR	DAFÜR	✓ 99.7%
1m.	Re-elect Mr. Mark A. Stevens	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.9%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.7%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.9%
4.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.4%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Brian D. Chambers	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 90.1%
1b	Re-elect Mr. Eduardo E. Cordeiro	DAFÜR	DAFÜR	✓ 99.1%
1c	Re-elect Ms. Adrienne D. Elsner	DAFÜR	DAFÜR	✓ 99.6%
1d	Re-elect Mr. Alfred E. Festa	DAFÜR	DAFÜR	✓ 99.1%
1e	Re-elect Mr. Edward F. Lonergan	DAFÜR	DAFÜR	✓ 94.8%
1f	Re-elect Ms. Maryann T. Mannen	DAFÜR	DAFÜR	✓ 93.0%
1g	Re-elect Mr. Paul E. Martin	DAFÜR	DAFÜR	✓ 99.2%
1h	Re-elect Mr. W. Howard Morris	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.2%
1i	Re-elect Ms. Suzanne P. Nimocks	DAFÜR	DAFÜR	✓ 93.9%
1j	Re-elect Mr. John D. Williams	DAFÜR	DAFÜR	✓ 93.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 89.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 89.2%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 95.7%
5	To approve the amendment of the 2023 Stock Plan	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 89.0%
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	DAFÜR	✗ 71.6%
7	Amend Bylaws to Add Federal Forum Selection Provision	DAFÜR	DAFÜR	✓ 84.1%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Mark C. Pigott	DAFÜR	DAFÜR	✓ 95.4%
1.2	Re-elect Dame Alison J. Carnwath	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.7%
1.3	Re-elect Mr. Franklin L. Feder	DAFÜR	DAFÜR	✓ 98.5%
1.4	Re-elect Mr. R. Preston Feight	DAFÜR	DAFÜR	✓ 98.2%
1.5	Re-elect Mr. Kirk S. Hachigian	DAFÜR	DAFÜR	✓ 97.0%
1.6	Elect Ms. Barbara B. Hulit	DAFÜR	DAFÜR	✓ 99.0%
1.7	Re-elect Mr. Roderick C. McGeary	DAFÜR	DAFÜR	✓ 96.1%
1.8	Elect Ms. Cynthia A. Niekamp	DAFÜR	DAFÜR	✓ 99.0%
1.9	Re-elect Mr. John M. Pigott	DAFÜR	DAFÜR	✓ 96.8%
1.10	Re-elect Mr. Ganesh Ramaswamy	DAFÜR	DAFÜR	✓ 99.2%
1.11	Re-elect Mr. Mark A. Schulz	DAFÜR	● DAGEGEN	Chairman of the nomination committee (that oversees ESG issues) and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 84.0%
1.12	Re-elect Mr. Gregory Spierkel	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 92.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 93.0%
3	Advisory vote on say on pay frequency	DREI JAHRE	● EIN JAHR	Ethos support the right of shareholders to address pay-related concerns on an annual basis. ✓ 64.3%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.9%
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 47.6%
6	Shareholder resolution: Report on Climate-related policy engagement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 46.1%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Robert M. Bakish	DAFÜR	DAFÜR	✓ 99.5%
1.b	Re-elect Ms. Barbara M. Byrne	DAFÜR	DAFÜR	✓ 99.3%
1.c	Re-elect Ms. Linda M. Griego	DAFÜR	● DAGEGEN	<p>✓ 99.1%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.d	Re-elect Mr. Robert N. Klieger	DAFÜR	● DAGEGEN	<p>✓ 99.5%</p> <p>Representative of an important shareholder who is sufficiently represented on the board.</p>
1.e	Re-elect Ms. Judith A. McHale	DAFÜR	● DAGEGEN	<p>✓ 98.8%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1.f	Elect Ms. Dawn Ostroff	DAFÜR	DAFÜR	✓ 99.5%
1.g	Re-elect Mr. Charles E. Phillips Jr.	DAFÜR	● DAGEGEN	<p>✓ 99.7%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.h	Re-elect Ms. Shari E. Redstone	DAFÜR	DAFÜR	✓ 97.6%
1.i	Re-elect Ms. Susan Schuman	DAFÜR	DAFÜR	✓ 99.6%
1.j	Re-elect Ms. Nicole Seligman	DAFÜR	DAFÜR	✓ 99.4%
1.k	Re-elect Mr. Frederick O. Terrell	DAFÜR	DAFÜR	✓ 99.3%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>✓ 98.6%</p> <p>The auditor's long tenure raises independence concerns.</p>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>✓ 96.3%</p> <p>Excessive variable remuneration.</p>
4	Advisory vote on say on pay frequency	DREI JAHRE	● EIN JAHR	<p>✓ 96.2%</p> <p>Shareholders should have the right to address pay-related concerns on an annual basis.</p>
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	<p>✗ 2.9%</p> <p>The proposal aims at improving the company's corporate governance.</p>
6	Shareholder resolution: Disclose political contributions	ZURÜCK-GEZOGEN	● DAFÜR	<p>–</p> <p>The proponent withdrew the proposal prior to the AGM. Ethos initially recommended to vote FOR for the following reason:</p> <p>Enhanced disclosure on political donations.</p>

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Final dividend	DAFÜR	DAFÜR	✓ 98.6%
Elections to the board of directors				
3	Re-elect Mr. Andy Bird, CBE	DAFÜR	DAFÜR	✓ 100.0%
4	Re-elect Ms. Sherry Coutu, CBE	DAFÜR	DAFÜR	✓ 93.2%
5	Re-elect Ms. Sally Johnson	DAFÜR	DAFÜR	✓ 99.8%
6	Re-elect Mr. Omid Kordestani	DAFÜR	DAFÜR	✓ 100.0%
7	Re-elect Ms. Esther Lee	DAFÜR	DAFÜR	✓ 99.8%
8	Re-elect Mr. Graeme Pitkethly	DAFÜR	DAFÜR	✓ 99.9%
9	Re-elect Mr. Tim Score	DAFÜR	DAFÜR	✓ 97.7%
10	Re-elect Ms. Annette Thomas	DAFÜR	DAFÜR	✓ 99.5%
11	Re-elect Mr. Lincoln Wallen	DAFÜR	DAFÜR	✓ 100.0%
12	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 53.6%
13	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Concerns regarding the CEO's one-off co-investment award. ✓ 86.8%
14	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.4%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
16	Authority to allot shares	DAFÜR	DAFÜR	✓ 94.0%
17	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 98.0%
18	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 97.4%
19	Authority to purchase own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company. ✓ 99.3%
20	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 95.9%

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1a.	Re-elect Mr. Segun Agbaje	DAFÜR	DAFÜR	✓ 98.8%	
1b.	Elect Ms. Jennifer Bailey	DAFÜR	DAFÜR	✓ 99.6%	
1c.	Re-elect Mr. Cesar Conde	DAFÜR	● DAGEGEN	<p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p> <p>Concerns over the director's time commitments.</p>	✓ 97.8%
1d.	Re-elect Mr. Ian M. Cook	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.	✓ 95.4%
1e.	Re-elect Ms. Edith W. Cooper	DAFÜR	DAFÜR		✓ 99.2%
1f.	Elect Ms. Susan M. Diamond	DAFÜR	DAFÜR		✓ 99.6%
1g.	Re-elect Ms. Dina Dublon	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.8%
1h.	Re-elect Ms. Michelle Gass	DAFÜR	DAFÜR		✓ 98.3%
1i.	Re-elect Mr. Ramon L. Laguarta	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 93.2%
1j.	Re-elect Mr. Sir Dave Lewis	DAFÜR	DAFÜR		✓ 98.9%
1k.	Re-elect Prof. Dr. David C. Page	DAFÜR	DAFÜR		✓ 98.6%
1l.	Re-elect Mr. Robert C. Pohlrad	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 96.3%
1m.	Re-elect Dr. med. Daniel L. Vasella	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.9%
1n.	Re-elect Mr. Darren Walker	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 98.4%
1o.	Re-elect Mr. Alberto Weisser	DAFÜR	DAFÜR		✓ 96.5%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.5%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 89.1%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 97.8%
5.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN		✗ 25.1%
6.	Shareholder resolution: Global Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 18.5%
7.	Shareholder resolution: Report on Impacts of Reproductive Healthcare Legislation	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.	✗ 16.1%

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No.	Traktanden	Board	Ethos	Resultat
8.	Shareholder resolution: Congruency Report on Net-Zero Emissions Policies	DAGEGEN	DAGEGEN	✘ 2.0%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.1	Re-elect Mr. Ronald E. Blaylock	DAFÜR	DAFÜR		✓ 97.8%
1.2	Re-elect Dr. Albert Bourla	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 94.6%
1.3	Re-elect Dr. Susan D. Desmond-Hellmann	DAFÜR	DAFÜR		✓ 98.8%
1.4	Re-elect Mr. Joseph J. Echevarria	DAFÜR	● DAGEGEN	Non-independent chairman of the corporate governance committee. The independence of this committee is insufficient.	✓ 97.6%
1.5	Re-elect Dr. Scott Gottlieb	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.1%
1.6	Re-elect Prof. Dr. Helen H. Hobbs	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 97.7%
1.7	Re-elect Dr. Susan Hockfield	DAFÜR	DAFÜR		✓ 99.2%
1.8	Re-elect Dr. Dan R. Littman	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.6%
1.9	Re-elect Mr. Shantanu Narayen	DAFÜR	DAFÜR		✓ 99.0%
1.10	Re-elect Ms. Suzanne Nora Johnson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.1%
1.11	Re-elect Mr. James Quincey	DAFÜR	DAFÜR		✓ 97.9%
1.12	Re-elect Mr. James C. Smith	DAFÜR	DAFÜR		✓ 97.1%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 92.8%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 97.3%
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 9.9%
6	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.	✗ 34.7%
7	Shareholder resolution: Report on Transfer of Intellectual Property to Potential COVID-19 Manufacturers	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.	✗ 12.2%
8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	DAGEGEN	● DAFÜR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 30.2%
9	Shareholder resolution: Political Contributions Congruency Report	DAGEGEN	● DAFÜR	The company should align its public values and policies with its political expenditures and contributions.	✗ 14.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Jonathan S. Auerbach	DAFÜR	DAFÜR	✓ 99.1%
1b.	Re-elect Mr. Mary E. Beams	DAFÜR	DAFÜR	✓ 99.1%
1c.	Re-elect Ms. Jocelyn Carter-Miller	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 89.5%
1d.	Re-elect Mr. Scott M. Mills	DAFÜR	DAFÜR	✓ 98.1%
1e.	Re-elect Mr. Claudio N. Muruzabal	DAFÜR	DAFÜR	✓ 98.4%
1f.	Elect Ms. H. Elizabeth Mitchell	DAFÜR	DAFÜR	✓ 99.0%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 97.3%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.2%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Elect Ms. Danelle M. Barrett	DAFÜR	DAFÜR	✓ 99.9%
1b	Re-elect Mr. Philip Bleser	DAFÜR	DAFÜR	✓ 98.6%
1c	Re-elect Mr. Stuart B. Burgdoerfer	DAFÜR	DAFÜR	✓ 95.8%
1d	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	✓ 99.2%
1e	Re-elect Mr. Charles A. Davis	DAFÜR	● DAGEGEN	✓ 97.9% The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1f	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR	✓ 93.0%
1g	Re-elect Ms. Lawton Fitt	DAFÜR	● DAGEGEN	✓ 89.9% Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1h	Re-elect Ms. Susan Patricia Griffith	DAFÜR	DAFÜR	✓ 99.4%
1i	Re-elect Mr. Devin C. Johnson	DAFÜR	DAFÜR	✓ 99.8%
1j	Re-elect Mr. Jeffrey D. Kelly	DAFÜR	DAFÜR	✓ 98.1%
1k	Re-elect Ms. Barbara R. Snyder	DAFÜR	DAFÜR	✓ 98.9%
1l	Re-elect Ms. Kahina Van Dyke	DAFÜR	DAFÜR	✓ 99.5%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 94.6% Excessive variable remuneration.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.1%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	✓ 94.7% The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Gilbert F. Casellas	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.4%
1.2	Re-elect Mr. Robert M. Falzon	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 96.3%
1.3	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	✓ 94.8%
1.4	Re-elect Ms. Wendy E. Jones	DAFÜR	DAFÜR	✓ 98.3%
1.5	Re-elect Mr. Charles Lowrey	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 92.8%
1.6	Re-elect Ms. Sandra Pianalto	DAFÜR	DAFÜR	✓ 98.1%
1.7	Re-elect Ms. Christine A. Poon	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.9%
1.8	Re-elect Mr. Douglas A. Scovanner	DAFÜR	DAFÜR	✓ 98.7%
1.9	Re-elect Mr. Michael A. Todman	DAFÜR	DAFÜR	✓ 96.9%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.6%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.5%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 96.6%
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board. ✗ 35.0%

No.	Traktanden	Board	Ethos	Resultat
Ordinary Agenda				
O.1	Approve Financial Statements for the year ended 31 December 2022	DAFÜR	DAFÜR	✓ 99.5%
O.2	Allocation of net profit and dividend distribution	DAFÜR	DAFÜR	✓ 99.8%
O.3	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	✓ 99.0%
O.4	Long-term incentive plan 2023-2025	DAFÜR	DAFÜR	✓ 80.0%
O.5	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	The same performance criteria are used in the deferred bonus and performance share plan. ✓ 71.5%
O.6	Advisory vote on the remuneration paid in FY 2022	DAFÜR	DAFÜR	✓ 56.4%
Extraordinary Agenda				
E.1	Authorization to issue maximum 9.5 million shares in execution of the 2023-2025 long-term incentive plan	DAFÜR	DAFÜR	✓ 83.7%
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. -

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
5	Re-elect Ms. Suzan LeVine	DAFÜR	DAFÜR	✓ 97.9%
6	Re-elect Ms. Antonella Mei-Pochtler	DAFÜR	DAFÜR	✓ 96.5%
7	Elect KPMG as auditors	DAFÜR	DAFÜR	✓ 99.6%
8	Approve the remuneration policy of the chairman	DAFÜR	● DAGEGEN	Excessive remuneration compared to peers. ✓ 87.1%
9	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 98.2%
10	Approve the remuneration policy of the CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 74.3%
11	Approve the remuneration policy of members of the executive management	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.9%
12	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 93.7%
13	Approve the 2022 remuneration of Mr. Lévy, chairman	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 87.1%
14	Approve the 2022 remuneration of Mr. Sadoun, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 81.8%
15	Approve the 2022 remuneration of Ms. Heilbronner, member of the executive management	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.5%
16	Approve the 2022 remuneration of Mr. King, member of the executive management	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 93.6%
17	Approve the 2022 remuneration of Mr. Proch, member of the executive management	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.5%
18	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 99.1%
19	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
20	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 97.3%

No.	Traktanden	Board	Ethos	Resultat
21	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR	✓ 97.1%
22	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Elect Mr. James E. Davis	DAFÜR	● DAGEGEN	Combined chairman and CEO. <span style="color: green;">✔</span> 93.5%
1.2	Elect Dr. med. Luis A. Diaz	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 99.7%
1.3	Re-elect Ms. Tracey C. Doi	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 99.5%
1.4	Re-elect Ms. Vicky B. Gregg	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 96.2%
1.5	Re-elect Mr. Wright L. Lassiter III	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 99.5%
1.6	Re-elect Mr. Timothy L. Main	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 99.4%
1.7	Re-elect Ms. Denise M. Morrison	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 98.3%
1.8	Re-elect Mr. Gary M. Pfeiffer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="color: green;">✔</span> 92.3%
1.9	Re-elect Mr. Timothy M. Ring	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. <span style="color: green;">✔</span> 95.4%
1.10	Re-elect Dr. Gail R. Wilensky	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 94.7%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. <span style="color: green;">✔</span> 90.1%
				An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	<span style="color: green;">✔</span> 96.6%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. <span style="color: green;">✔</span> 94.1%
5.	Amend the Employee Share Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. <span style="color: green;">✔</span> 88.8%
				An important part of the variable remuneration is based on continued employment only.
6.	Shareholder resolution: Greenhouse Gas Reduction Targets	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. <span style="color: red;">✘</span> 48.0%

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 92.8%
3	Final dividend	DAFÜR	● DAGEGEN The proposed dividend is inconsistent with the company's financial situation.	✓ 99.7%
Elections to the board of directors				
4	Re-elect Mr. Andrew Bonfield	DAFÜR	DAFÜR	✓ 98.1%
5	Re-elect Mr. Olivier Bohuon	DAFÜR	DAFÜR	✓ 99.1%
6	Re-elect Mr. Jeff Carr	DAFÜR	DAFÜR	✓ 99.3%
7	Re-elect Ms. Margherita Della Valle	DAFÜR	DAFÜR	✓ 99.9%
8	Re-elect Mr. Nicandro Durante	DAFÜR	DAFÜR	✓ 97.8%
9	Re-elect Ms. Mary Harris	DAFÜR	DAFÜR	✓ 99.9%
10	Re-elect Mr. Mehmood Khan	DAFÜR	DAFÜR	✓ 99.7%
11	Re-elect Dr. Pamela Kirby	DAFÜR	DAFÜR	✓ 98.4%
12	Re-elect Mr. Christopher Sinclair	DAFÜR	DAFÜR	✓ 96.0%
13	Re-elect Ms. Elane Stock	DAFÜR	DAFÜR	✓ 99.9%
14	Re-elect Mr. Alan Stewart	DAFÜR	DAFÜR	✓ 96.0%
15	Elect Mr. Jeremy Darroch	DAFÜR	DAFÜR	✓ 99.7%
16	Elect Ms. Tamara Ingram, OBE	DAFÜR	DAFÜR	✓ 99.1%
17	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 99.4%
18	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.2%
19	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 99.0%
20	Authority to allot shares	DAFÜR	DAFÜR	✓ 91.6%
21	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 99.2%
22	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 98.6%
23	Authority to purchase own shares	DAFÜR	● DAGEGEN The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 98.4%
24	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 87.8%

## Recruit Holdings

26.06.2023

OGV

No.	Traktanden	Board	Ethos	Resultat
	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Masumi Minegishi	DAFÜR	DAFÜR	✓ 96.3%
1.2	Re-elect Mr. Hisayuki Idekoba	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 97.9%
1.3	Re-elect Ms. Ayano Senaha	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.3%
1.4	Re-elect Mr. Rony Kahan	DAFÜR	DAFÜR	✓ 99.3%
1.5	Re-elect Mr. Naoki Izumiya	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.3%
1.6	Re-elect Mr. Hiroki Totoki	DAFÜR	DAFÜR	✓ 99.3%
1.7	Re-elect Ms. Keiko Honda	DAFÜR	DAFÜR	✓ 99.5%
1.8	Elect Ms. Katrina Lake	DAFÜR	DAFÜR	✓ 99.6%
2	Elect Ms. Miho Tanaka as a Substitute Corporate Auditor	DAFÜR	DAFÜR	✓ 99.8%
3	Revision of Board fees	DAFÜR	● DAGEGEN	The board fees are considered excessive. ✓ 99.4%

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Dr. Joseph L. Goldstein	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 70.3%
1b.	Re-elect Ms. Christine A. Poon	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.  Non independent lead director, which is not best practice.	✓ 75.3%
1c.	Elect Dr. Craig B. Thompson	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.4%
1d.	Re-elect Dr. Huda Y. Zoghbi	DAFÜR	DAFÜR		✓ 96.3%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.3%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 87.1%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 98.9%
5.	Shareholder resolution: Report on impact of extended patent exclusivities on product access	DAGEGEN	● DAFÜR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 9.4%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 91.7%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 91.7%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.1%
4	Statutory auditors' report on the information used to determine the compensation for participating shares	DAFÜR	DAFÜR	✓ 91.9%
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	An agreement restricts the right of the company to exercise its voting rights.
	Elections to the board of directors			
6	Re-elect Mr. Jean-Dominique Senard	DAFÜR	DAFÜR	✓ 84.0%
7	Re-elect Ms. Annette Winkler	DAFÜR	DAFÜR	✓ 70.6%
8	Elect Mr. Luca De Meo	DAFÜR	● DAGEGEN	Executive director and the board size is excessive.
9	Approve the remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.
10	Approve the 2022 remuneration of Mr. Jean-Dominique Senard, chairman of the board of directors	DAFÜR	DAFÜR	✓ 91.8%
11	Approve the 2022 remuneration of Mr. Luca De Meo, CEO	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.
12	Approve the remuneration policy of Mr. Jean-Dominique Senard, chairman of the board of directors	DAFÜR	DAFÜR	✓ 91.7%
13	Approve the remuneration policy of Mr. Luca De Meo, CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
14	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 90.1%
15	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high.
16	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 92.8%
17	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 91.9%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
5	Approve the remuneration policy of the Chairman	DAFÜR	DAFÜR	✓ 99.8%
6	Approve directors' fees	DAFÜR	DAFÜR	✓ 98.7%
7	Approve the remuneration policy of the CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 91.6%
8	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 97.1%
9	Approve the 2022 remuneration of the Chairman	DAFÜR	DAFÜR	✓ 99.8%
10	Approve the 2022 remuneration of the CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.2%
Board main features				
11	Elect Ms. Marie-Christine Lombard	DAFÜR	DAFÜR	✓ 100.0%
12	Elect Mr. Steven Borges	DAFÜR	DAFÜR	✓ 100.0%
13	Re-elect Mr. Ian Meakins	DAFÜR	DAFÜR	✓ 97.0%
14	Approve authorisation to repurchase the company's own shares	DAFÜR	DAFÜR	✓ 99.9%
15	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
16	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights. ✓ 95.1%
17	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR	✓ 96.7%
18	Authorisation to increase capital by issuing shares without pre-emptive rights via a private placement	DAFÜR	DAFÜR	✓ 95.7%
19	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 92.0%
20	Authorisation to increase capital as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 98.2%
21	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 94.0%

No.	Traktanden	Board	Ethos	Resultat
22	Authorise capital increases related to an all-employee share ownership plan for non-french employees	DAFÜR	DAFÜR	✓ 94.1%
23	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.6%
24	Amend articles of association - increase age limit for the chairman of the board	DAFÜR	DAFÜR	✓ 99.5%
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos		Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR		✓
2.	Election of Directors with an Audit & Supervisory Committee				
2.1	Re-elect Mr. Isao Matsumoto	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓
2.2	Re-elect Mr. Katsumi Azuma	DAFÜR	DAFÜR		✓
2.3	Re-elect Mr. Kazuhide Ino	DAFÜR	DAFÜR		✓
2.4	Re-elect Mr. Tetsuo Tateishi	DAFÜR	DAFÜR		✓
2.5	Re-elect Mr. Koji Yamamoto	DAFÜR	DAFÜR		✓
2.6	Re-elect Mr. Tadanobu Nagumo	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓
2.7	Re-elect Mr. Peter Kenevan	DAFÜR	DAFÜR		✓
2.8	Re-elect Ms. Kuniko Muramatsu	DAFÜR	DAFÜR		✓
2.9	Elect Prof. Fukuko Inoue	DAFÜR	DAFÜR		✓
3.1	Re-elect Mr. Masahiko Yamazaki	DAFÜR	DAFÜR		✓
3.2	Re-elect Mr. Hidero Chimori	DAFÜR	DAFÜR		✓
3.3	Elect Mr. Keita Nakagawa	DAFÜR	DAFÜR		✓
3.4	Elect Mr. Tomoyuki Ono	DAFÜR	DAFÜR		✓
4.	Shareholder resolution: Approve Restricted Stock Plan	DAGEGEN	DAGEGEN		✗

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. K. Gunnar Bjorklund	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.3%
1.b	Re-elect Mr. Michael J. Bush	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.9%
1.c	Elect Mr. Edward G. Cannizzaro	DAFÜR	DAFÜR	✓ 99.6%
1.d	Re-elect Ms. Sharon D. Garrett	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.2%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Mr. Michael J. Hartshorn	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 97.4%
1.f	Re-elect Mr. Stephen Milligan	DAFÜR	DAFÜR	✓ 98.4%
1.g	Re-elect Ms. Patricia H. Mueller	DAFÜR	DAFÜR	✓ 98.2%
1.h	Re-elect Mr. George P. Orban	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 94.9%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.i	Re-elect Ms. Larree M. Renda	DAFÜR	DAFÜR	✓ 98.6%
1.j	Re-elect Ms. Barbara Rentler	DAFÜR	DAFÜR	✓ 98.8%
1.k	Re-elect Ms. Doniel N. Sutton	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.5%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 93.3%
				An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.9%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 97.2%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.1	Re-elect Mr. Marco Alverà	DAFÜR	DAFÜR	✓ 98.6%	
1.2	Re-elect Mr. Jacques Esculier	DAFÜR	DAFÜR	✓ 99.5%	
1.3	Re-elect Ms. Gay Huey Evans	DAFÜR	DAFÜR	✓ 99.3%	
1.4	Re-elect Mr. William D. Green	DAFÜR	DAFÜR	✓ 96.8%	
1.5	Re-elect Ms. Stephanie C. Hill	DAFÜR	DAFÜR	✓ 98.8%	
1.6	Re-elect Ms. Rebecca Jacoby	DAFÜR	DAFÜR	✓ 98.7%	
1.7	Re-elect Mr. Robert P. Kelly	DAFÜR	DAFÜR	✓ 97.5%	
1.8	Re-elect Mr. Ian Livingston	DAFÜR	DAFÜR	✓ 99.5%	
1.9	Re-elect Ms. Deborah D. McWhinney	DAFÜR	DAFÜR	✓ 99.4%	
1.10	Re-elect Ms. Maria R. Morris	DAFÜR	DAFÜR	✓ 98.9%	
1.11	Re-elect Mr. Douglas L. Peterson	DAFÜR	DAFÜR	✓ 99.6%	
1.12	Re-elect Mr. Richard E. Thornburgh	DAFÜR	DAFÜR	✓ 97.3%	
1.13	Re-elect Dr. Gregory Washington	DAFÜR	DAFÜR	✓ 99.2%	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 93.6%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.0%	
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.8%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%
	Elections to the board of directors			
4	Elect Mr. Frédéric Oudéa	DAFÜR	DAFÜR	✓ 96.6%
5	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 97.1%
6	Approve the 2022 remuneration of Mr. Weinberg, chairman	DAFÜR	DAFÜR	✓ 90.7%
7	Approve the 2022 remuneration of Mr. Hudson, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 92.9%
8	Approve the maximum amount to be allocated to directors	DAFÜR	DAFÜR	✓ 98.4%
9	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 97.6%
10	Approve the remuneration policy of the chairman	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 98.8%
11	Approve the remuneration policy of the CEO	DAFÜR	DAFÜR	✓ 93.3%
12	Re-elect PricewaterhouseCoopers as auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 85.4%
13	Ratification of transfer of registered office	DAFÜR	DAFÜR	✓ 99.9%
14	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 98.7%
15	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.9%
16	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 94.6%
17	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering or by exchange of shares	DAFÜR	DAFÜR	✓ 94.0%
18	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	DAFÜR	✓ 92.6%
19	Authorisation to issue debt instruments giving access to the share capital of subsidiaries of any other company	DAFÜR	DAFÜR	✓ 98.2%
20	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 89.4%

No.	Traktanden	Board	Ethos	Resultat
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 98.0%
22	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.8%
23	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 97.9%
24	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 98.9%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
5	Approve the remuneration report	DAFÜR	DAFÜR	✓ 75.9%
6	Approve the 2022 remuneration of Mr. Denis Kessler, Chairman	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 94.2%
7	Approve the 2022 remuneration of Mr. Laurent Rousseau, CEO	DAFÜR	DAFÜR	✓ 94.2%
8	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 98.4%
9	Approve the remuneration policy of the chairman	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 91.8%
10	Approve the remuneration policy of Mr. Laurent Rousseau (CEO from 1 January until 25 January 2023)	DAFÜR	DAFÜR	✓ 98.3%
11	Approve the remuneration policy of Mr. François de Varenne (CEO from 26 January until 30 April 2023)	DAFÜR	DAFÜR	✓ 94.8%
12	Approve the remuneration policy of Mr. Thierry Léger (CEO as of 1 May 2023)	DAFÜR	● DAGEGEN Excessive fixed and variable remuneration.	✓ 87.0%
Board main features				
13	Elect Mr. Thierry Léger	DAFÜR	● DAGEGEN Executive director and the board size is excessive.	✓ 98.1%
14	Approve co-optation of Ms. Martine Gerow as board member to replace Ms. Kory Sorenson	DAFÜR	DAFÜR	✓ 98.0%
15	Re-elect Mr. Augustin de Romanet	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 57.7%
16	Re-elect Mr. Adrien Couret	DAFÜR	DAFÜR	✓ 92.4%
17	Elect Ms. Martine Gerow	DAFÜR	DAFÜR	✓ 98.0%
18	Re-elect Holding Malakoff Humanis	DAFÜR	DAFÜR	✓ 92.6%
19	Re-elect Ms. Vanessa Marquette	DAFÜR	DAFÜR	✓ 93.1%
20	Re-elect Ms. Zhen Wang	DAFÜR	DAFÜR	✓ 97.9%
21	Re-elect Ms. Fields Wicker-Miurin	DAFÜR	DAFÜR	✓ 53.7%
22	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN The repurchase price is too high.	✓ 99.4%
23	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
24	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 96.8%
25	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR	✓ 95.1%
26	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	DAFÜR	✓ 94.1%
27	Authorise the Board to issue shares or other securities giving access to shares without pre-emptive rights	DAFÜR	DAFÜR	✓ 98.2%
28	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 98.4%
29	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 92.1%
30	Authorisation to issue stand-alone warrants ("Bons 2023 Contingents") without pre-emptive rights	DAFÜR	DAFÜR	✓ 95.2%
31	Authorisation to issue stand-alone warrants ("Bons 2023 AOF") without pre-emptive rights	DAFÜR	DAFÜR	✓ 95.2%
32	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
33	Authorise capital increases to allocate stock options	DAFÜR	DAFÜR	✓ 97.0%
34	Authorise capital increases to allocate free performance shares (corporate officers and employees)	DAFÜR	● DAGEGEN	The size of the authorisation is excessive for a limited eligibility plan. ✓ 94.7%
35	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 98.5%
36	Determination of the overall limit for capital increases with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 97.4%
37	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.a	Elect Mr. Ryan P. Hicke	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. <span style="float: right;">✔ 96.9%</span>
1.b	Re-elect Ms. Kathryn M. McCarthy	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 79.7%</span>  Non independent lead director, which is not best practice.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. <span style="float: right;">✔ 74.5%</span>
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	<span style="float: right;">✔ 97.4%</span>
4.	Re-election of the auditor	DAFÜR	DAFÜR	<span style="float: right;">✔ 99.1%</span>

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓
2	Amend the Articles of Incorporation	DAFÜR	DAFÜR	✓
3	Election of Directors with an Audit & Supervisory Committee			
3.1	Re-elect Mr. Minoru Usui	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓
3.2	Re-elect Mr. Yasunori Ogawa	DAFÜR	DAFÜR	✓
3.3	Re-elect Mr. Tatsuaki Seki	DAFÜR	DAFÜR	✓
3.4	Re-elect Ms. Mari Matsunaga	DAFÜR	DAFÜR	✓
3.5	Elect Mr. Tadashi Shimamoto	DAFÜR	DAFÜR	✓
3.6	Elect Mr. Masaki Yamauchi	DAFÜR	DAFÜR	✓
4	Approve annual bonus (excluding the audit and supervisory committee members)	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos		Resultat
	Energy transition plan and social and environmental responsibility	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
1	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 99.3%
2	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 99.3%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 98.5%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR		✓ 99.6%
5	Approve the remuneration policy of the chairman	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 93.7%
6	Approve the remuneration policy of the CEO and Deputy CEOs	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 78.7%
7	Approve the remuneration policy of directors	DAFÜR	DAFÜR		✓ 92.4%
8	Approve the remuneration report	DAFÜR	DAFÜR		✓ 95.1%
9	Approve the 2022 remuneration of Mr. Bini Smaghi, chairman	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 93.5%
10	Approve the 2022 remuneration of Mr. Oudéa, CEO	DAFÜR	DAFÜR		✓ 93.0%
11	Approve the 2022 remuneration of Mr. Aymerich, Deputy CEO	DAFÜR	DAFÜR		✓ 93.7%
12	Approve the 2022 remuneration of Ms. Lebot, Deputy CEO	DAFÜR	DAFÜR		✓ 93.3%
13	Consultative vote on the remuneration 2022 paid to the material key risk takers	DAFÜR	DAFÜR		✓ 97.8%
Elections to the board of directors					
14	Elect Mr. Salwomir Krupa	DAFÜR	● DAGEGEN	Executive director and the board size is excessive.	✓ 98.7%
15	Elect Ms. Béatrice Cossa-Dumurgier	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 88.6%
16	Elect Ms. Ulrika Ekman	DAFÜR	DAFÜR		✓ 98.9%
17	Elect Mr. Benoît de Ruffray	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 94.5%
18	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high.	✓ 99.9%
19	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 97.6%
20	Amendment of the Articles of Association: term of office of employee representatives	DAFÜR	DAFÜR		✓ 99.5%
21	Amendment of the Articles of Association: age limit of the chairman	DAFÜR	DAFÜR		✓ 96.8%

No.	Traktanden	Board	Ethos	Resultat
22	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
1	Amend the Articles of Incorporation: To issue Series 1 Bond-Type Class Shares	DAFÜR	● DAGEGEN	We do not support the creation of a new class of shares without voting rights. ✓ 99.8%
	Election of Directors			
2.1	Re-elect Mr. Ken Miyauchi	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 84.6%
2.2	Re-elect Mr. Junichi Miyakawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 77.7%
2.3	Re-elect Mr. Jun Shimba	DAFÜR	DAFÜR	✓ 83.8%
2.4	Re-elect Mr. Yasuyuki Imai	DAFÜR	DAFÜR	✓ 83.8%
2.5	Re-elect Mr. Kazuhiko Fujihara	DAFÜR	DAFÜR	✓ 93.0%
2.6	Re-elect Mr. Masayoshi Son	DAFÜR	DAFÜR	✓ 93.0%
2.7	Re-elect Mr. Atsushi Horiba	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.  The director is over 75 years old, which exceeds guidelines. ✓ 91.4%
2.8	Re-elect Mr. Takehiro Kamigama	DAFÜR	DAFÜR	✓ 93.8%
2.9	Re-elect Mr. Kazuaki Oki	DAFÜR	DAFÜR	✓ 93.8%
2.10	Re-elect Ms. Kyoko Uemura	DAFÜR	DAFÜR	✓ 94.0%
2.11	Re-elect Ms. Naomi Koshi	DAFÜR	DAFÜR	✓ 93.9%
	Election of 3 Corporate Auditors			
3.1	Re-elect Mr. Eiji Shimagami as a Corporate Auditor	DAFÜR	DAFÜR	✓ 97.4%
3.2	Elect Mr. Shuji Kojima as a Corporate Auditor	DAFÜR	DAFÜR	✓ 89.2%
3.3	Re-elect Ms. Kazuko Kimiwada as a Corporate Auditor	DAFÜR	DAFÜR	✓ 96.2%
4	Elect Yasuhiro Nakajima as a Substitute Corporate Auditor	DAFÜR	DAFÜR	✓ 97.2%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Marcel Gani	DAFÜR	DAFÜR	✓ 91.3%
1.b	Re-elect Ms. Tal Payne	DAFÜR	DAFÜR	✓ 93.2%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 97.6%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 85.7%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.8%
5	Declassify the Board of Directors	DAFÜR	DAFÜR	✓ 99.8%
6	Eliminate Supermajority Vote Requirement	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 97.6%
7	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	DAFÜR	DAFÜR	✓ 86.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
5	Re-elect Bpifrance Participations	DAFÜR	DAFÜR	✓ 99.0%
6	Re-elect Ms. Gabrielle Van Klaveren-Hessel	DAFÜR	DAFÜR	✓ 97.4%
7	Re-elect PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 98.1%
8	Approve the 2022 remuneration of Mr. Gauthier Louette, Chairman and CEO	DAFÜR	DAFÜR	✓ 96.0%
9	Approve the remuneration policy of the Chairman and CEO	DAFÜR	DAFÜR	✓ 95.0%
10	Approve the remuneration report	DAFÜR	DAFÜR	✓ 98.5%
11	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.6%
12	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 99.8%
13	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
14	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 97.4%
15	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR	✓ 97.4%
16	Approve distribution of shares to employees	DAFÜR	DAFÜR	✓ 96.3%
17	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat	
1	Report of the Managing Board on the Company's 2022 financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2	Report of the Supervisory Board on the Company's 2022 financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
3	Advisory vote on the Remuneration Report 2022	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 92.5%
4	Adoption of the Company's annual accounts for its 2022 financial year	DAFÜR	DAFÜR		✓ 99.7%
5	Adoption of a dividend	DAFÜR	● DAGEGEN	The proposed payout ratio is below market practice.	✓ 99.9%
6	Discharge of the sole member of the Managing Board	DAFÜR	DAFÜR		✓ 97.6%
7	Discharge of the members of the Supervisory Board	DAFÜR	DAFÜR		✓ 97.5%
8	Approval of the stock-based portion of the compensation of the President and CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 95.9%
	Composition of the Supervisory Board				
9	Re-appointment of Mr. Yann Delabrière as a member of the Supervisory Board for a 1-year term	DAFÜR	DAFÜR		✓ 99.4%
10	Re-appointment of Ms. Ana de Pro Gonzalo as a member of the Supervisory Board for a 2-year term	DAFÜR	DAFÜR		✓ 98.8%
11	Re-appointment of Mr. Frédéric Sanchez as a member of the Supervisory Board for a 3-year term	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 98.5%
12	Re-appointment of Mr. Maurizio Tamagnini as a member of the Supervisory Board for a 3-year term	DAFÜR	DAFÜR		✓ 95.7%
13	Appointment of Ms. Hélène Vletter-van Dort as a member of the Supervisory Board for a 2-year term	DAFÜR	DAFÜR		✓ 99.9%
14	Appointment of Mr. Paolo Visca as a member of the Supervisory Board for a 3-year term	DAFÜR	DAFÜR		✓ 99.8%
15	Authorization to repurchase shares	DAFÜR	DAFÜR		✓ 99.1%
16	Authorization to issue new common shares	DAFÜR	DAFÜR		✓ 98.3%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.3%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 96.5%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 90.6%
5	Appoint the Auditors	DAFÜR	● DAGEGEN	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election. ✓ 98.0%
6	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 89.9%
	Board main features			
7	Elections to the Supervisory Board: Jan Zijderveld	DAFÜR	DAFÜR	✓ 95.7%
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 97.6%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Brian D. Doubles	DAFÜR	DAFÜR	✓ 99.8%
1.b	Re-elect Mr. Fernando Aguirre	DAFÜR	DAFÜR	✓ 96.0%
1.c	Re-elect Mr. Paget L. Alves	DAFÜR	DAFÜR	✓ 97.8%
1.d	Re-elect Ms. Kamila Chytil	DAFÜR	DAFÜR	✓ 99.8%
1.e	Re-elect Mr. Arthur W. Coviello Jr.	DAFÜR	DAFÜR	✓ 99.8%
1.f	Re-elect Mr. Roy A. Guthrie	DAFÜR	DAFÜR	✓ 99.4%
1.g	Re-elect Mr. Jeffrey G. Naylor	DAFÜR	DAFÜR	✓ 97.5%
1.h	Re-elect Mr. P.W. (Bill) Parker	DAFÜR	DAFÜR	✓ 98.3%
1.i	Re-elect Ms. Laurel J. Richie	DAFÜR	DAFÜR	✓ 93.5%
1.j	Re-elect Ms. Ellen M. Zane	DAFÜR	DAFÜR	✓ 92.1%
2	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 93.2%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.3%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Glenn R. August	DAFÜR	DAFÜR	✓ 97.8%
1b.	Re-elect Mr. Mark S. Bartlett	DAFÜR	DAFÜR	✓ 90.3%
1c.	Re-elect Ms. Dina Dublon	DAFÜR	DAFÜR	✓ 98.3%
1d.	Re-elect Dr. Freeman A. Hrabowski III	DAFÜR	DAFÜR	✓ 92.3%
1e.	Re-elect Mr. Robert F. MacLellan	DAFÜR	DAFÜR	✓ 95.6%
1f.	Re-elect Ms. Eileen P. Rominger	DAFÜR	DAFÜR	✓ 98.4%
1g.	Re-elect Mr. Robert W. Sharps	DAFÜR	DAFÜR	✓ 99.0%
1h.	Re-elect Mr. Robert J. Stevens	DAFÜR	DAFÜR	✓ 95.8%
1i.	Re-elect Mr. William J. Stromberg	DAFÜR	DAFÜR	✓ 97.7%
1j.	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	✓ 90.6%
1k.	Re-elect Mr. Alan D. Wilson	DAFÜR	DAFÜR	✓ 96.5%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p> <p>✓ 85.5%</p>
3.	Amend 1986 Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 96.9%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.8%
5.	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p> <p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p> <p>✓ 96.7%</p>

No.	Traktanden	Board	Ethos	Resultat
1	Approve Allocation of Income and Dividend	DAFÜR	DAFÜR	✓ 98.8%
	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Christophe Weber	DAFÜR	DAFÜR	✓ 95.7%
2.2	Re-elect Dr. Andrew Plump	DAFÜR	● DAGEGEN	Executive director and the board size is excessive. ✓ 97.8%
2.3	Re-elect Mr. Constantine Saroukos	DAFÜR	DAFÜR	✓ 96.2%
2.4	Re-elect Mr. Masami Iijima	DAFÜR	● DAGEGEN	Non-executive director and the board size is excessive. ✓ 98.4%
2.5	Re-elect Mr. Olivier Bohuon	DAFÜR	DAFÜR	✓ 97.3%
2.6	Re-elect Mr. Jean-Luc Butel	DAFÜR	DAFÜR	✓ 97.8%
2.7	Re-elect Mr. Ian Clark	DAFÜR	DAFÜR	✓ 95.4%
2.8	Re-elect Dr. Steven Gillis	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.4%
2.9	Re-elect Mr. John Maraganore	DAFÜR	DAFÜR	✓ 96.1%
2.10	Re-elect Mr. Michel Orsinger	DAFÜR	DAFÜR	✓ 97.3%
2.11	Elect Ms. Miki Tsusaka	DAFÜR	DAFÜR	✓ 98.9%
3	Approve annual bonus payment for directors	DAFÜR	DAFÜR	✓ 97.9%

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No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. David P. Abney	DAFÜR	DAFÜR	✓ 98.7%
1b.	Re-elect Mr. Douglas M. Baker Jr.	DAFÜR	DAFÜR	✓ 96.5%
1c.	Re-elect Mr. George S. Barrett	DAFÜR	DAFÜR	✓ 96.3%
1d.	Re-elect Ms. Gail K. Boudreaux	DAFÜR	DAFÜR	✓ 98.9%
1e.	Re-elect Mr. Brian C. Cornell	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.7%
1f.	Re-elect Mr. Robert L. Edwards	DAFÜR	DAFÜR	✓ 98.3%
1g.	Re-elect Mr. Donald (Don) R. Knauss	DAFÜR	DAFÜR	✓ 97.6%
1h.	Re-elect Ms. Christine A. Leahy	DAFÜR	DAFÜR	✓ 96.9%
1i.	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	✓ 95.8%
1j.	Elect Ms. Grace Puma	DAFÜR	DAFÜR	✓ 99.0%
1k.	Re-elect Mr. Derica W. Rice	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.5%
1l.	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR	✓ 97.6%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.1%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.1%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.5%
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board. ✗ 32.1%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
5	Approve the remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 90.4%
6	Approve the 2022 remuneration of Mr. Daniel Julien, Chairman and CEO	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 74.6%
7	Approve the 2022 remuneration of Mr. Olivier Rigaudy, Deputy CEO	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 76.8%
8	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.7%
9	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 80.1%
10	Approve the remuneration policy of the Deputy CEO	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 80.1%
Elections to the board of directors				
11	Re-elect Ms. Christobel Selecky	DAFÜR	DAFÜR	✓ 98.7%
12	Re-elect Ms. Angela Maria Sierra-Moreno	DAFÜR	DAFÜR	✓ 98.7%
13	Re-elect Mr. Jean Guez	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 82.2%
14	Elect Mr. Varun Bery	DAFÜR	DAFÜR	✓ 99.9%
15	Elect Mr. Bhupender Singh	DAFÜR	● DAGEGEN Executive director and the board size is excessive.	✓ 99.7%
16	Appointment of PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 100.0%
17	Re-elect as Deloitte as auditors	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 84.7%
18	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN The repurchase price is too high.	✓ 98.5%
19	Autorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
20	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.9%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 96.4%
22	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Report and accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Directors' remuneration report (advisory vote)	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 92.4%
3	Final dividend	DAFÜR	DAFÜR	✓ 99.8%
Elections to the board of directors				
4	Elect Ms. Caroline Silver	DAFÜR	DAFÜR	✓ 95.3%
5	Re-elect Mr. John Allan	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	-
6	Re-elect Ms. Melissa Bethell	DAFÜR	DAFÜR	✓ 99.1%
7	Re-elect Mr. Bertrand Bodson	DAFÜR	DAFÜR	✓ 99.2%
8	Re-elect Mr. Thierry Garnier	DAFÜR	DAFÜR	✓ 98.8%
9	Re-elect Mr. Stewart Gilliland	DAFÜR	DAFÜR	✓ 95.7%
10	Re-elect Dr. Byron Grote	DAFÜR	DAFÜR	✓ 94.7%
11	Re-elect Mr. Ken Murphy	DAFÜR	DAFÜR	✓ 99.2%
12	Re-elect Mr. Imran Nawaz	DAFÜR	DAFÜR	✓ 98.0%
13	Re-elect Ms. Alison Platt	DAFÜR	DAFÜR	✓ 94.6%
14	Re-elect Ms. Karen Whitworth	DAFÜR	DAFÜR	✓ 99.1%
15	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 100.0%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
17	Political donations	DAFÜR	DAFÜR	✓ 97.0%
18	Authority to allot shares	DAFÜR	DAFÜR	✓ 88.1%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 92.6%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 90.8%
21	Purchase of own shares	DAFÜR	● DAGEGEN The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 98.5%
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.6%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Ms. Pamela M. Arway	DAFÜR	● ZURÜCK-BEHALTEN Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 98.9%*
1.2	Re-elect Ms. Michele G. Buck	DAFÜR	● ZURÜCK-BEHALTEN Combined chairman and CEO.	✓ 98.4%*
1.3	Re-elect Mr. Victor L. Crawford	DAFÜR	DAFÜR	✓ 97.9%*
1.4	Re-elect Mr. Robert M. Dutkowsky	DAFÜR	DAFÜR	✓ 56.6%*
1.5	Re-elect Ms. Mary Kay Haben	DAFÜR	DAFÜR	✓ 99.7%*
1.6	Re-elect Mr. James C. Katzman	DAFÜR	● ZURÜCK-BEHALTEN Concerns over the director's time commitments.	✓ 94.7%*
1.7	Re-elect Ms. M. Diane Koken	DAFÜR	DAFÜR	✓ 99.6%*
1.8	Elect Ms. Huong Maria T. Kraus	DAFÜR	DAFÜR	✓ 99.9%*
1.9	Re-elect Mr. Robert Malcolm	DAFÜR	DAFÜR	✓ 94.8%*
1.10	Re-elect Mr. Anthony J. Palmer	DAFÜR	● ZURÜCK-BEHALTEN Non independent lead director, which is not best practice.	✓ 94.7%*
1.11	Re-elect Mr. Juan R. Perez	DAFÜR	DAFÜR	✓ 93.6%*
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.9%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 98.8%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.7%
5.	Shareholder resolution: Report on plans to eradicate child labour in the company's cocoa supply chain by 2025	DAGEGEN	● DAFÜR Enhanced disclosure on human rights and eradicating child labour from cocoa supply chains.	✗ 3.6%

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
4.	Approval of the agenda	DAFÜR	DAFÜR	✓
5.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
7.	Address by the company CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Report on the work of the board of directors and its committees	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9a.	Presentation of the annual report and the auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9b.	Presentation of the consolidated annual report and the consolidated auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9c.	Presentation of the auditor's statement regarding whether the guidelines for remuneration to senior executives adopted on the previous AGM have been complied with	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9d.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
10a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
10b.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
10c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10c (i).	Discharge of Bengt Baron	DAFÜR	DAFÜR	✓
10c (ii).	Discharge of Hans Eckerström	DAFÜR	DAFÜR	✓
10c (iii).	Discharge of Mattias Ankarberg	DAFÜR	DAFÜR	✓
10c (iv).	Discharge of Sarah McPhee	DAFÜR	DAFÜR	✓
10c (v).	Discharge of Heléne Mellquist	DAFÜR	DAFÜR	✓
10c (vi).	Discharge of Therese Reuterswärd	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
10c (vii).	Discharge of Johan Westman	DAFÜR	DAFÜR	✓
10c (viii).	Discharge of Helene Willberg	DAFÜR	DAFÜR	✓
10c (ix).	Discharge of the company CEO (Magnus Welander)	DAFÜR	DAFÜR	✓
10d.	Approve remuneration report	DAFÜR	DAFÜR	✓
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
12.	Approve directors' fees	DAFÜR	DAFÜR	✓
13.	Composition of the board of directors			
13.1.	Re-elect Mr. Hans Eckerström	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓
13.2.	Re-elect Mr. Mattias Ankarberg	DAFÜR	DAFÜR	✓
13.3.	Re-elect Ms. Sarah McPhee	DAFÜR	DAFÜR	✓
13.4.	Re-elect Ms. Heléne Mellquist	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
13.5.	Re-elect Mr. Johan Westman	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
13.6.	Re-elect Ms. Helene Willberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
13.7.	Elect Mr. Anders Jensen	DAFÜR	DAFÜR	✓
13.8.	Re-elect the chairman of the board of directors	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓
14.	Approve auditors' fees	DAFÜR	DAFÜR	✓
15.	Election of auditor	DAFÜR	DAFÜR	✓
16.	Approve executive remuneration policy	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓
17.	Approve share-related incentive plan 2023	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. ✓
18.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Election of the Chairman of the Meeting	DAFÜR	DAFÜR	✓ 100.0%
3.	Approval of the notice and the agenda	DAFÜR	DAFÜR	✓ 100.0%
4.	Election of (a) person(s) to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓ 100.0%
5.	Report of the board of directors of the past financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	✓ 99.0%
7.	Approve executive remuneration policy	DAFÜR	DAFÜR	✓ 71.4%
8.	Approve remuneration report	DAFÜR	DAFÜR	✓ 93.4%
9.	Report on corporate governance	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
10.	Approve directors' fees	DAFÜR	DAFÜR	✓ 75.5%
11.	Approve nomination committee fees	DAFÜR	DAFÜR	✓ 99.3%
12.	Election of the board of directors	DAFÜR	DAFÜR	✓ 80.4%
13.	Election of the nomination committee	DAFÜR	● DAGEGEN	While Norwegian law allows for individual elections of directors, the company maintains grouped elections. ✓ 94.8%
14.	Approve auditors' fees	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 95.2%
15.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 98.9%
16.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.8%
17.	Removal of Article 5 of the Articles of Association	DAFÜR	DAFÜR	✓ 99.9%
18.	Approve nomination committee charter	DAFÜR	● DAGEGEN	While Norwegian law allows for individual elections of directors, the company maintains grouped elections. ✓ 100.0%
19.	Approve agreement with the employees on board representation	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Kirk E. Arnold	DAFÜR	DAFÜR	✓ 97.1%
1.b	Re-elect Ms. Ann C. Berzin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.4%
1.c	Re-elect Ms. April Miller Boise	DAFÜR	DAFÜR	✓ 97.2%
1.d	Re-elect Mr. Gary D. Forsee	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 89.5%
1.e	Elect Mr. Mark George	DAFÜR	DAFÜR	✓ 98.9%
1.f	Elect Mr. John A. Hayes	DAFÜR	DAFÜR	✓ 98.9%
1.g	Re-elect Ms. Linda P. Hudson	DAFÜR	DAFÜR	✓ 86.6%
1.h	Re-elect Mr. Myles P. Lee	DAFÜR	DAFÜR	✓ 97.2%
1.i	Re-elect Mr. David S. Regnery	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 89.9%
1.j	Elect Ms. Melissa N. Schaeffer	DAFÜR	DAFÜR	✓ 99.5%
1.k	Re-elect Mr. John P. Surma	DAFÜR	DAFÜR	✓ 90.3%
2	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 85.2%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.2%
4	Re-election of the auditor and fix their remuneration	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 88.4%
5	Renew the Directors' existing authority to issue shares	DAFÜR	DAFÜR	✓ 96.9%
6	Renew Directors' Authority to Issue Shares for Cash	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 93.3%
7	Determine the price range at which the Company can reissue shares	DAFÜR	DAFÜR	✓ 98.4%

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 99.5%
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✗ 42.0%
Elections to the board of directors				
3	Re-elect Mr. Nils Andersen	DAFÜR	DAFÜR	✓ 83.1%
4	Re-elect Dr. Judith Hartmann	DAFÜR	DAFÜR	✓ 99.9%
5	Re-elect Mr. Adrian Hennah	DAFÜR	DAFÜR	✓ 95.7%
6	Re-elect Mr. Alan Jope	DAFÜR	DAFÜR	✓ 98.9%
7	Re-elect Ms. Andrea Jung	DAFÜR	DAFÜR	✓ 84.7%
8	Re-elect Ms. Susan Kilsby	DAFÜR	DAFÜR	✓ 99.6%
9	Re-elect Ms. Ruby Lu	DAFÜR	DAFÜR	✓ 86.8%
10	Re-elect Mr. Strive Masiyiwa	DAFÜR	● DAGEGEN Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 99.5%
11	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR	✓ 99.7%
12	Re-elect Mr. Graeme Pitkethly	DAFÜR	DAFÜR	✓ 99.2%
13	Re-elect Mr. Feike Sijbesma	DAFÜR	DAFÜR	✓ 98.0%
14	Elect Mr. Nelson Peltz	DAFÜR	● DAGEGEN The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 96.2%
15	Elect Mr. Hein Schumacher	DAFÜR	DAFÜR	✓ 99.3%
16	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 99.4%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
18	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 98.0%
19	Authority to allot shares	DAFÜR	DAFÜR	✓ 96.7%
20	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 98.5%
21	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 97.8%
22	Authority to purchase own shares	DAFÜR	DAFÜR	✓ 98.8%
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.4%

No.	Traktanden	Board	Ethos	Resultat
Elections of directors				
1.a	Re-elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	✓ 97.6%
1.b	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR	✓ 93.5%
1.c	Re-elect Ms. Eva C. Boratto	DAFÜR	DAFÜR	✓ 97.4%
1.d	Re-elect Mr. Michael J. Burns	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.5%
1.e	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	✓ 97.5%
1.f	Re-elect Ms. Angela Hwang	DAFÜR	DAFÜR	✓ 97.3%
1.g	Re-elect Ms. Kate E. Johnson	DAFÜR	DAFÜR	✓ 88.7%
1.h	Re-elect Mr. William R. Johnson	DAFÜR	DAFÜR	✓ 87.0%
1.i	Re-elect Mr. Franck J. Moison	DAFÜR	DAFÜR	✓ 88.6%
1.j	Re-elect Ms. Christiana S. Shi	DAFÜR	DAFÜR	✓ 96.7%
1.k	Re-elect Mr. Russell Stokes	DAFÜR	DAFÜR	✓ 88.4%
1.l	Re-elect Mr. Kevin M. Warsh	DAFÜR	DAFÜR	✓ 87.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.5%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 88.1%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.5%
5	Shareholder resolution: Reduce the Voting Power of Class A Stock from 10 Votes Per Share to One Vote Per Share	DAGEGEN	● DAFÜR	Multiple share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity. ✗ 32.8%
6	Shareholder resolution: Greenhouse Gas Reduction Targets	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 19.8%
7	Shareholder resolution: Report on Integrating GHG Emissions Reductions Targets into Executive Remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 17.7%
8	Shareholder resolution: Report on Just Transition	DAGEGEN	● DAFÜR	Enhanced disclosure on how the company addresses the social and economic impacts linked to its climate change strategy. ✗ 23.6%
9	Shareholder resolution: Report on Risk Due to Restrictions on Reproductive Rights	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights. ✗ 8.7%
10	Shareholder resolution: Civil Rights Audit	DAGEGEN	DAGEGEN	✗ 5.6%
11	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	DAGEGEN	● DAFÜR	We support corporate policies aiming to promote gender equality and ethnic diversity. ✗ 24.5%

No.	Traktanden	Board	Ethos	Resultat	
Elections of directors					
1.a	Re-elect Mr. José B. Alvarez	DAFÜR	DAFÜR	✓ 85.9%	
1.b	Re-elect Mr. Marc A. Bruno	DAFÜR	DAFÜR	✓ 95.5%	
1.c	Re-elect Mr. Larry D. De Shon	DAFÜR	DAFÜR	✓ 95.6%	
1.d	Re-elect Mr. Matthew J. Flannery	DAFÜR	DAFÜR	✓ 99.1%	
1.e	Re-elect Mr. Bobby J. Griffin	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.  The director is 75 years old, which exceeds guidelines.	✓ 93.9%
1.f	Re-elect Ms. Kim Harris Jones	DAFÜR	DAFÜR	✓ 98.7%	
1.g	Re-elect Ms. Terri L. Kelly	DAFÜR	DAFÜR	✓ 96.2%	
1.h	Re-elect Mr. Michael J. Kneeland	DAFÜR	DAFÜR	✓ 97.6%	
1.i	Elect Mr. Francisco J. Lopez-Balboa	DAFÜR	DAFÜR	✓ 99.3%	
1.j	Re-elect Ms. Gracia C. Martore	DAFÜR	DAFÜR	✓ 98.0%	
1.k	Re-elect Mr. Shiv Singh	DAFÜR	DAFÜR	✓ 95.6%	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  We do not consider the performance period for the long-term incentive plan to be long enough.	✓ 93.4%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.5%	
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	DAFÜR	DAFÜR	✓ 97.6%	
6	Shareholder resolution: Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	DAGEGEN	● DAFÜR	Taking action by written consent in lieu of a meeting is a mechanism shareholders can use to raise important matters without convening an EGM.	✗ 33.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Calling the Meeting to order	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
4.	Recording the legality of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
5.	Recording the attendance at the Meeting and adoption of the list of votes	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
8.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	DAFÜR	✓
10.	Approve remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓
11.	Approve directors' fees	DAFÜR	DAFÜR	✓
12.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR	✓
13.	Election of the board of directors	DAFÜR	DAFÜR	✓
14.	Approve auditors' fees	DAFÜR	DAFÜR	✓
15.	Election of auditor: PricewaterhouseCoopers	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓
16.	Election of auditor: Ernst & Young	DAFÜR	DAFÜR	✓
17.	Authorisation to issue shares	DAFÜR	DAFÜR	✓
18.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
19.	Amendment of the Articles of Association: virtual meetings (article 10)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✗
20.	Authorisation to decide on donations	DAFÜR	DAFÜR	✓
21.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.6%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	Approval of non-deductible charges	DAFÜR	DAFÜR	✓ 99.6%
4	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 97.1%
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 98.8%
Elections to the board of directors				
6	Re-elect Ms. Maryse Aulagnon	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 93.2%
7	Elect Mr. Olivier Andriès	DAFÜR	● DAGEGEN	The board size is excessive. In this regard, Ethos will favor female directors in order to preserve the diversity of the board. ✓ 99.1%
8	Elect Ms. Veronique Bedague-Hamilius	DAFÜR	DAFÜR	✓ 97.3%
9	Elect Mr. Francisco Reynés Massanet	DAFÜR	DAFÜR	✓ 97.4%
10	Re-elect Ernst & Young as auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 71.8%
11	Approve the 2022 remuneration of Mr. Antoine Frérot, chairman and CEO until June 30,2022	DAFÜR	● DAGEGEN	The chairman/CEO is entitled to performance shares granted in the past that have not yet vested. ✓ 93.3%
12	Approve the 2022 remuneration of Mr. Antoine Frérot, chairman since July 1st, 2022	DAFÜR	DAFÜR	✓ 95.6%
13	Approve the 2022 remuneration of Ms. Estelle Brachlianoff, CEO since July 1st, 2022	DAFÜR	DAFÜR	✓ 92.6%
14	Approve the remuneration report	DAFÜR	DAFÜR	✓ 95.2%
15	Approve the remuneration policy of the chairman	DAFÜR	DAFÜR	✓ 93.0%
16	Approve the remuneration policy of the CEO	DAFÜR	DAFÜR	✓ 89.4%
17	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.4%
18	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 96.4%
19	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.8%
20	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR	✓ 99.8%
21	Approve distribution of performance shares	DAFÜR	DAFÜR	✓ 95.6%

No.	Traktanden	Board	Ethos	Resultat
22	Amend articles of association: Company purpose	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. -
23	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board				
5	Re-elect Mr. Michel Giannuzzi	DAFÜR	DAFÜR	✓ 94.8%
6	Re-elect Ms. Virginie Hélias	DAFÜR	DAFÜR	✓ 99.8%
7	Re-elect Mr. BWGI	DAFÜR	DAFÜR	✓ 93.9%
8	Re-elect Ms. Cécile Tandeau de Marsac	DAFÜR	DAFÜR	✓ 97.4%
9	Re-elect Ms. BWSA	DAFÜR	DAFÜR	✓ 93.6%
10	Re-elect Mr. Bpifrance Participations	DAFÜR	DAFÜR	✓ 96.3%
11	Re-elect Ms. Marie-José Donsion	DAFÜR	DAFÜR	✓ 99.4%
12	Re-elect Mr. Pierre Vareille	DAFÜR	DAFÜR	✓ 98.2%
13	Approve the remuneration policy of the Chairman	DAFÜR	DAFÜR	✓ 99.8%
14	Approve the remuneration policy of the CEO	DAFÜR	DAFÜR	✓ 98.6%
15	Approve directors' fees	DAFÜR	DAFÜR	✓ 100.0%
16	Approve the 2022 remuneration of Mr. Giannuzzi for his role of Chairman and CEO from 1st January to 11 May 2022	DAFÜR	● DAGEGEN	Despite the termination of his mandate, the chairman/CEO is still entitled to performance shares granted in the past that have not yet vested. ✓ 71.6%
17	Approve the 2022 remuneration of Mr. Giannuzzi for his role of Chairman of the board since 11 May 2022	DAFÜR	DAFÜR	✓ 99.8%
18	Approve the 2022 remuneration of Mr. Lucas for his role of Deputy CEO from 1 February to 11 May 2022	DAFÜR	DAFÜR	✓ 99.0%
19	Approve the 2022 remuneration of Mr. Lucas for his role of CEO since 11 May 2022	DAFÜR	DAFÜR	✓ 98.8%
20	Approve the remuneration report	DAFÜR	DAFÜR	✓ 97.7%
21	Approve Authorisation to buy-back shares	DAFÜR	DAFÜR	✓ 99.6%
22	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
23	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos		Resultat
24	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.	✓ 98.3%
25	Authorisation to increase capital by issuing shares without pre-emptive rights but with priority subscription period	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 97.6%
26	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR		✓ 97.0%
27	Authorisation to increase capital by issuing shares without pre-emptive rights via a private placement	DAFÜR	DAFÜR		✓ 96.2%
28	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	DAFÜR	● DAGEGEN	The discount on the issuance price is above market practice.	✓ 96.0%
29	"Green shoe" authorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 95.5%
30	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR		✓ 99.3%
31	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.8%
32	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR		✓ 99.8%
33	Approve distribution of performance shares	DAFÜR	DAFÜR		✓ 97.9%
34	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1.1	Re-elect Ms. Shellye L. Archambeau	DAFÜR	DAFÜR	✓ 95.9%	
1.2	Re-elect Ms. Roxanne S. Austin	DAFÜR	DAFÜR	✓ 96.9%	
1.3	Re-elect Mr. Mark T. Bertolini	DAFÜR	DAFÜR	✓ 97.9%	
1.4	Re-elect Mr. Vittorio A. Colao	DAFÜR	DAFÜR	✓ 98.3%	
1.5	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR	✓ 94.7%	
1.6	Re-elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	✓ 96.9%	
1.7	Re-elect Mr. Clarence Otis Jr.	DAFÜR	● DAGEGEN	<p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 93.2%
1.8	Re-elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	✓ 97.5%	
1.9	Re-elect Mr. Rodney E. Slater	DAFÜR	DAFÜR	✓ 94.8%	
1.10	Re-elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	✓ 98.4%	
1.11	Re-elect Mr. Hans Vestberg	DAFÜR	● DAGEGEN	<p>Combined chairman and CEO.</p>	✓ 90.7%
1.12	Re-elect Mr. Gregory G. Weaver	DAFÜR	DAFÜR	✓ 98.0%	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 90.8%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 96.5%	
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p>	✓ 95.4%
5.	Shareholder resolution: Report on Government Requests to Remove Content	DAGEGEN	DAGEGEN	✗ 2.7%	
6.	Shareholder resolution: Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	DAGEGEN	● DAFÜR	<p>Enhanced disclosure on political donations.</p>	✗ 6.3%
7.	Shareholder resolution: Amend Clawback Policy	DAGEGEN	● DAFÜR	<p>This proposal allows management accountability and is in the interest of shareholders.</p>	✗ 37.9%
8.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	<p>The proposal aims at improving the remuneration policy.</p>	✗ 11.6%
9.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	<p>The separation of functions allows an effective supervision of the management by the board.</p>	✗ 29.9%

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1.1	Re-elect Dr. Sangeeta N. Bhatia	DAFÜR	DAFÜR	✓ 98.9%	
1.2	Re-elect Mr. Lloyd A. Carney	DAFÜR	DAFÜR	✓ 93.1%	
1.3	Re-elect Dr. Alan Garber	DAFÜR	DAFÜR	✓ 99.0%	
1.4	Re-elect Mr. Terrence C. Kearney	DAFÜR	DAFÜR	✓ 94.6%	
1.5	Re-elect Dr. med. Reshma Kewalramani	DAFÜR	DAFÜR	✓ 99.3%	
1.6	Re-elect Dr. Jeffrey M. Leiden	DAFÜR	DAFÜR	✓ 96.5%	
1.7	Re-elect Ms. Diana L. McKenzie	DAFÜR	DAFÜR	✓ 98.9%	
1.8	Re-elect Mr. Bruce I. Sachs	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non independent lead director, which is not best practice.</p> <p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p>	✓ 90.8%
1.9	Re-elect Mr. Suketu Upadhyay	DAFÜR	DAFÜR	✓ 99.3%	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 96.7%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p>	✓ 89.5%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.2%	

No.	Traktanden	Board	Ethos	Resultat	
1	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%	
2	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%	
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%	
Elections to the board of directors					
4	Re-elect Ms. Caroline Grégoire Sainte Marie	DAFÜR	DAFÜR	✓ 99.7%	
5	Elect Mr. Carlos F. Aguilar	DAFÜR	DAFÜR	✓ 99.9%	
6	Elect Dr. phil. Annette Messemer	DAFÜR	DAFÜR	✓ 99.1%	
Election in statutory competition of the Employee representative					
7	Re-election of Ms. Dominique Muller Joly-Pottuz	DAFÜR	DAFÜR	✓ 98.6%	
8	Election of Ms. Agnès Daney de Marcillac	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 7 was approved by shareholders, ITEM 8 was not submitted to vote.	–
9	Election of Mr. Ronald Kouwenhoven	ZURÜCK-GEZOGEN	● DAGEGEN	As ITEM 7 was approved by shareholders, ITEM 9 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:  The number of employee representatives is sufficient.	–
10	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 98.9%	
11	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.9%	
12	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 88.4%
13	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 96.2%
14	Approve the 2022 remuneration of Mr. Xavier Huillard, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 86.2%
15	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.9%	
16	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.7%	
17	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	DAFÜR	DAFÜR	✓ 95.8%	
18	Delegation to issue shares and capital securities by public offering	DAFÜR	DAFÜR	✓ 94.5%	
19	Delegation to issue shares and capital securities by private placement	DAFÜR	● DAGEGEN	In case pre-emptive rights are excluded, the issuance of shares via a public offering should be preferred.	✓ 92.8%

No.	Traktanden	Board	Ethos	Resultat
20	"Green shoe" autorisation share issuances with or without pre-emptive rights.	DAFÜR	● DAGEGEN Excessive potential capital increase without pre-emptive rights.	✓ 91.3%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 97.4%
22	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.6%
23	Authorise capital increases related to an all-employee share ownership plan for non-french employees	DAFÜR	DAFÜR	✓ 99.4%
24	Approve distribution of performance shares	DAFÜR	● DAGEGEN No individual caps are disclosed.	✓ 93.8%
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
4	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 98.8%
5	Approve the remuneration report	DAFÜR	DAFÜR	✓ 95.0%
6	Approve the 2022 remuneration of Mr. Yannick Bolloré, Chairman	DAFÜR	● DAGEGEN	✓ 64.8% The chairman receives performance shares.
7	Approve the 2022 remuneration of Mr. Arnaud de Puyfontaine, CEO	DAFÜR	● DAGEGEN	✓ 95.5% The pay-for-performance connection is not demonstrated.  Excessive fixed remuneration.
8	Approve the 2022 remuneration of Mr. Gilles Alix, member of the executive management	DAFÜR	DAFÜR	✓ 97.3%
9	Approve the 2022 remuneration of Mr. Cédric de Bailliencourt, member of the executive management	DAFÜR	DAFÜR	✓ 97.3%
10	Approve the 2022 remuneration of Mr. Frédéric Crépin, member of the executive management	DAFÜR	DAFÜR	✓ 81.0%
11	Approve the 2022 remuneration of Mr. Simon Gillham, member of the executive management	DAFÜR	DAFÜR	✓ 97.2%
12	Approve the 2022 remuneration of Mr. Hervé Philippe, member of the executive management	DAFÜR	DAFÜR	✓ 97.2%
13	Approve the 2022 remuneration of Mr. Stéphane Roussel, member of the executive management	DAFÜR	DAFÜR	✓ 77.3%
14	Approve the 2022 remuneration of Mr. François Laroze, member of the executive management	DAFÜR	DAFÜR	✓ 77.3%
15	Approve the 2022 remuneration of Ms. Claire Léost, member of the executive management	DAFÜR	DAFÜR	✓ 77.3%
16	Approve the 2022 remuneration of Ms. Céline Merle-Béral, member of the executive management	DAFÜR	DAFÜR	✓ 77.3%
17	Approve the 2022 remuneration of Mr. Maxime Saada, member of the executive management	DAFÜR	DAFÜR	✓ 77.4%
18	Approve the remuneration policy for directors	DAFÜR	DAFÜR	✓ 66.6%

No.	Traktanden	Board	Ethos	Resultat	
19	Approve the remuneration policy of the CEO	DAFÜR	● DAGEGEN	Excessive fixed remuneration. The proportion of the annual bonus that depends on qualitative criteria is excessive	✓ 95.3%
20	Approve the remuneration policy of the members of the executive management Elections to the board of directors	DAFÜR	DAFÜR		✓ 77.8%
21	Re-elect Mr. Cyrille Bolloré	DAFÜR	DAFÜR		✓ 66.4%
22	Elect Mr. Sébastien Bolloré	DAFÜR	DAFÜR		✓ 92.0%
23	Re-elect Deloitte as auditors	DAFÜR	DAFÜR		✓ 99.9%
24	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high.	✓ 99.4%
25	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The purpose of the repurchase is incompatible with the long-term interests of minority shareholders or with those of the majority of the company's stakeholders.	✓ 98.0%
26	Authorisation to reduce capital by public offering and cancellation of own shares of up to 50% of the capital	DAFÜR	● DAGEGEN	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.	✓ 69.0%
27	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR		✓ 99.6%
28	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 99.9%
29	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR		✓ 98.2%
30	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 98.1%
31	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR		✓ 98.1%
32	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Samuel R. Allen	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.	✓ 84.9%
1.2	Re-elect Dr. Marc R. Bitzer	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 93.4%
1.3	Re-elect Mr. Greg Creed	DAFÜR	DAFÜR	✓ 97.3%
1.4	Re-elect Ms. Diane M. Dietz	DAFÜR	DAFÜR	✓ 97.9%
1.5	Re-elect Ms. Gerri T. Elliott	DAFÜR	DAFÜR	✓ 98.2%
1.6	Re-elect Ms. Jennifer A. LaClair	DAFÜR	DAFÜR	✓ 95.8%
1.7	Re-elect Mr. John D. Liu	DAFÜR	DAFÜR	✓ 96.6%
1.8	Re-elect Mr. James M. Loree	DAFÜR	DAFÜR	✓ 98.2%
1.9	Re-elect Mr. Harish Manwani	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 93.7%
1.10	Re-elect Ms. Patricia K. Poppe	DAFÜR	DAFÜR	✓ 95.8%
1.11	Re-elect Mr. Larry O. Spencer	DAFÜR	DAFÜR	✓ 95.8%
1.12	Re-elect Mr. Michael D. White	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 92.8%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 95.2%
4	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 96.4%
5	To approve the 2023 Omnibus Stock and Incentive Plan	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 91.7%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.9%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.9%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.2%
	Board main features			
6.1	Approve reduction of the number of members elected by the shareholders on the Supervisory Board	DAFÜR	DAFÜR	✓ 99.8%
6.2	Elections to the Supervisory Board: Dr. Myriam Meyer	DAFÜR	DAFÜR	✓ 99.0%
6.3	Elections to the Supervisory Board: Katrien Beuls	DAFÜR	DAFÜR	✓ 99.2%
6.4	Elections to the Supervisory Board: Effie Konstantine Datson	DAFÜR	DAFÜR	✓ 98.9%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	The remuneration of the chairman is excessive. ✓ 97.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a.	Report of the executive board for the financial year 2022	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Report of the supervisory board for the financial year 2022	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2c.	Approve remuneration report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. <span style="color: green;">✔</span> 93.7%
3a.	Adoption of the financial statements	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 100.0%
3b.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3c.	Approve allocation of income	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 100.0%
4a.	Discharge of executive board	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 98.7%
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 98.7%
	Composition of the supervisory board			
5.	Re-elect Mr. Chris Vogelzang	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 99.1%
6a.	Authorisation to issue shares	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 98.4%
6b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 96.3%
7.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme. <span style="color: green;">✔</span> 98.3%
8.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	Concerns regarding the share repurchase under ITEM 7, therefore we cannot approve the cancellation of the treasury shares. <span style="color: green;">✔</span> 99.8%
9.	Election of auditor	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 99.4%
10.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
11.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Approval of issuance of Xylem shares	DAFÜR	DAFÜR	✓ 99.6%
2	Approve the adjournment of the special meeting to solicit additional proxies	ZURÜCK-GEZOGEN	<p>● DAGEGEN</p> <p>As ITEM 1 was approved by shareholders, ITEM 2 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:</p> <p>When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.</p>	–

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Jeanne Beliveau-Dunn	DAFÜR	DAFÜR	✓ 97.9%
1.b	Re-elect Mr. Patrick Decker	DAFÜR	DAFÜR	✓ 98.8%
1.c	Elect Mr. Earl R. Ellis	DAFÜR	DAFÜR	✓ 99.4%
1.d	Re-elect Mr. Robert F. Friel	DAFÜR	DAFÜR	✓ 92.5%
1.e	Re-elect Ms. Victoria D. Harker	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 87.3%
1.f	Re-elect Mr. Steven R. Loranger	DAFÜR	DAFÜR	✓ 96.2%
1.g	Re-elect Mr. Mark D. Morelli	DAFÜR	DAFÜR	✓ 97.6%
1.h	Re-elect Mr. Jerome A. Peribere	DAFÜR	DAFÜR	✓ 93.7%
1.i	Re-elect Ms. Lila Tretikov	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 90.3%
1.j	Re-elect Mr. Uday Yadav	DAFÜR	DAFÜR	✓ 93.9%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 97.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 83.1%
4	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	✗ 38.8%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Paget L. Alves	DAFÜR	DAFÜR	✓ 98.5%
1b.	Re-elect Mr. Keith Barr	DAFÜR	DAFÜR	✓ 98.8%
1c.	Re-elect Mr. Christopher M. Connor	DAFÜR	DAFÜR	✓ 96.9%
1d.	Re-elect Mr. Brian C. Cornell	DAFÜR	DAFÜR	✓ 94.0%
1e.	Re-elect Ms. Tanya Domier	DAFÜR	DAFÜR	✓ 98.9%
1f.	Re-elect Mr. David Gibbs	DAFÜR	DAFÜR	✓ 99.0%
1g.	Re-elect Dr. Mirian M. Graddick-Weir	DAFÜR	DAFÜR	✓ 88.4%
1h.	Re-elect Mr. Thomas C. Nelson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.9%
1i.	Re-elect Mr. P. Justin Skala	DAFÜR	DAFÜR	✓ 98.9%
1j.	Re-elect Ms. Annie Young-Scriver	DAFÜR	DAFÜR	✓ 98.9%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.2%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 87.1%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.4%
5.	Shareholder resolution: Report on Efforts to Reduce Plastic Use	DAGEGEN	● DAFÜR	The report would be useful to evaluate opportunities for dramatically reducing the amount of plastics used in the company's packaging. ✗ 36.4%
6.	Shareholder resolution: Report on Lobbying Payments and Policy	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 41.4%
7.	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	ZURÜCK-GEZOGEN	● DAGEGEN	The proposal was not voted on because it was not properly presented at the meeting, as neither the shareholder proponent nor their designee was in attendance. -
8.	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	ZURÜCK-GEZOGEN	● DAFÜR	The proposal was withdrawn by the proponent prior to the AGM. Ethos initially recommended to vote FOR for the following reason: -  Mandatory equity ownership for executives promotes accountability and encourages them to create long-term value.
9.	Shareholder resolution: Report on Paid Sick Leave	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility. ✗ 20.2%

### Disclaimer

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