

2024

Ethos Fonds Generalversammlungen nicht- schweizerischer Unternehmen

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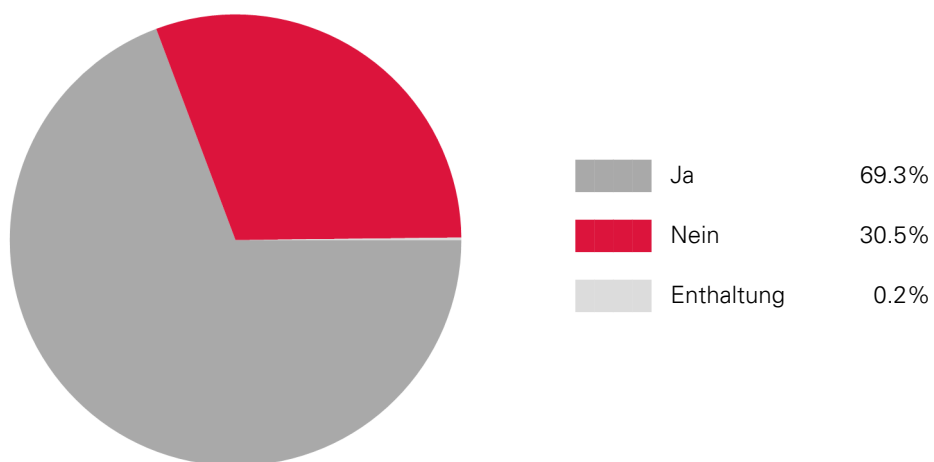
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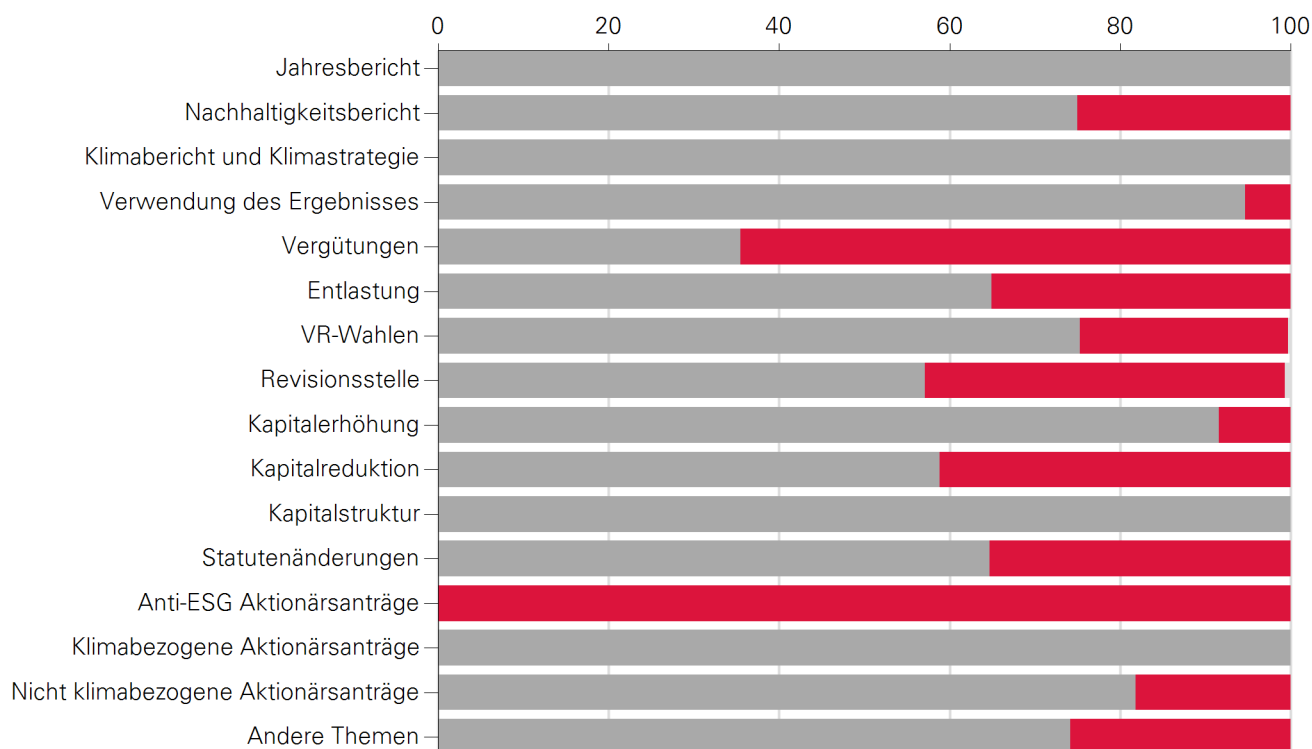
1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	124	1963	1349	610	4
Ausserordentliche Generalversammlungen	7	13	8	5	0
Ordentliche und ausserordentliche Generalversammlungen	11	215	161	54	0
Total	142	2191	1518	669	4

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	58	100.0%	0	0.0%	0	0.0%	58
Nachhaltigkeitsbericht	3	75.0%	1	25.0%	0	0.0%	4
Klimabericht und Klimastrategie	3	100.0%	0	0.0%	0	0.0%	3
Verwendung des Ergebnisses	53	94.6%	3	5.4%	0	0.0%	56
Vergütungen	93	35.5%	169	64.5%	0	0.0%	262
Entlastung	87	64.9%	47	35.1%	0	0.0%	134
VR-Wahlen	818	75.3%	266	24.5%	3	0.3%	1087
Revisionsstelle	80	57.1%	59	42.1%	1	0.7%	140
Kapitalerhöhung	98	91.6%	9	8.4%	0	0.0%	107
Kapitalreduktion	40	58.8%	28	41.2%	0	0.0%	68
Kapitalstruktur	2	100.0%	0	0.0%	0	0.0%	2
Statutenänderungen	22	64.7%	12	35.3%	0	0.0%	34
Anti-ESG Aktionärsanträge	0	0.0%	34	100.0%	0	0.0%	34
Klimabezogene Aktionärsanträge	14	100.0%	0	0.0%	0	0.0%	14
Nicht klimabezogene Aktionärsanträge	81	81.8%	18	18.2%	0	0.0%	99
Andere Themen	66	74.2%	23	25.8%	0	0.0%	89

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	Kapitalstruktur	Statutenänderungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Abbvie	03.05.2024	OGV					✗		◐	✓				✓			✓	
Accenture	31.01.2024	OGV					◐		◐	✗	✓							
Adobe	17.04.2024	OGV					✗		◐	✗								✓
Advanced Micro Devices	08.05.2024	OGV					✗		◐	✗								✓
Advantest	28.06.2024	OGV					◐		✓									✓
Adyen	16.05.2024	OGV	✓				✓	✓	✓	✓	✓	✗						
	23.10.2024	AGV																✓
Alfen	09.04.2024	OGV	✓				✓	✓	✓	✓	✓	✓		◐				
Amazon.com	22.05.2024	OGV					✗		◐	✗					✗	✓	✓	
American Express Company	06.05.2024	OGV					✗		◐	✓					✗	✓	✓	
Amgen	31.05.2024	OGV					✗		◐	✗								
Aon	21.06.2024	OGV					✗		◐	◐	◐							
Apple	28.02.2024	OGV					✗		◐	✓					✗			✓
Applied Materials	07.03.2024	OGV					✗		◐	✗								✓
Aquafil	23.04.2024	MIX	✓			✓	✓							✗			✗	◐
	10.10.2024	AGV							✓		◐							✗
Arcadis	08.05.2024	OGV	✓			✓	✓	✓	✓	✓	✓	✓						✓
ASML	24.04.2024	OGV	✓			✓	✗	✓	✓	✓	✓	✓						
AT&T	16.05.2024	OGV					✗		✓	✗					✗		◐	
Banco Santander	22.03.2024	OGV	✓	✓		✓	◐	✓	◐	✓	✓	✗						✓
BBVA	15.03.2024	OGV	✓	✓		✓	✗	✓	◐			✓						✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Becton Dickinson	23.01.2024	OGV					✗		🟡	✗								
Befesa	20.06.2024	OGV	✔			✔	🟡	✔	✔	✔								
BMW	15.05.2024	OGV				✔	✗	🟡	✔	✔								
BNP Paribas	14.05.2024	MIX	✔			✔	🟡		🟡	✔	✔	✗						✔
Booking Holdings	04.06.2024	OGV					✗		✔	✗							✔	
Brenntag	23.05.2024	OGV				✔	✔	✔		✔		✔						
Bristol-Myers Squibb	07.05.2024	OGV					✗		🟡	✔				✗			🟡	
Canon	28.03.2024	OGV				✔	✔		🟡									✔
Capital One Financial	02.05.2024	OGV					✗		🟡	✗	✔				✗	✔	✔	
Chipotle Mexican Grill	06.06.2024	OGV					✗		🟡	✗			✔	✗			✔	
Chugai Pharmaceutical	28.03.2024	OGV				✔	✗		🟡					✔				✔
Cigna	24.04.2024	OGV					✗		🟡	✗					✗		✔	
Cisco Systems	09.12.2024	OGV					✗		🟡	✗								
CME Group	09.05.2024	OGV					✗		🟡	✗								
Cognizant Technology Solutions	04.06.2024	OGV					✗		🟡	✗				✗			✔	
Colgate-Palmolive	10.05.2024	OGV					✗		🟡	✗							✔	
Compass Group	08.02.2024	OGV	✔			✔	✗		🟡	✔	✔	✔						🟡
Corticeira Amorim	22.04.2024	OGV	✔	✔		✔	✔	✔	✗	✔	✔	✔						🟡
	02.12.2024	AGV	✔			✔												
CVS Health	16.05.2024	OGV					✗		🟡	✔				✗		✔		
Dell Technologies	27.06.2024	OGV					✗		🟡	✗					✗		✔	
Deutsche Börse	14.05.2024	OGV				✔	🟡	✔	✔	✔	✗	✔						
Eli Lilly	06.05.2024	OGV					✗		🟡	✗				✔			✔	
ENGIE	30.04.2024	MIX	✔			✔	✔		✔	✔	🟡	🟡						✔
Fastenal	25.04.2024	OGV					✔		✔	✗				✗			✗	
Ford Motors	09.05.2024	OGV					🟡		🟡	✗					✗	✔	✔	
Fortinet	14.06.2024	OGV					✗		🟡	✗								
GEA Group	30.04.2024	OGV			✔	✔	✔	✔	✔	✔				✔				
General Motors	04.06.2024	OGV					✗		🟡	✔					✗		✔	
Gilead Sciences	08.05.2024	OGV					✗		🟡	✗				✗	✗		🟡	
GSK	08.05.2024	OGV	✔				✗		✔	✔	✔	✔						🟡
Hera	30.04.2024	MIX	✔		✔	🟡			✗		✔	✔	✔					

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Hermes International	30.04.2024	MIX	✓			✓	⊕	✓	⊕	✓		⊕						✓
Hitachi Ltd	21.06.2024	OGV							⊕									
Honda Motor	19.06.2024	OGV							⊕									
Hong Kong Exchange & Clearing	24.04.2024	OGV	✓						✓	✓	✓	✓						
HP	22.04.2024	OGV					✗		✓	✗				✗				✗
IBM	30.04.2024	OGV					✗		⊕	✗					✗	✓	✓	
Idexx Laboratories	06.05.2024	OGV					✗		✓	✗								✗
Illinois Tool Works	03.05.2024	OGV					✗		⊕	✗								✓
Inditex	09.07.2024	OGV	✓	✗		✓	✗	✓	⊕					⊕				⊕
Ingersoll-Rand	13.06.2024	OGV					✗		⊕	✗								
Intel	07.05.2024	OGV					✗		⊕	✗					✗			✓
Intesa Sanpaolo	24.04.2024	MIX	✓			✓	⊕					✓						
Intuit	18.01.2024	OGV					✗		⊕	✗						✓		
Investor AB	07.05.2024	OGV	✓			✓	⊕	✗	⊕	✓		✓						⊕
Jerónimo Martins, SGPS, S.A.	18.04.2024	OGV	✓			✓		✓						✓				
Keurig Dr Pepper	10.06.2024	OGV					✗		⊕	✓								✓
Kingspan Group	26.04.2024	OGV	✓			✗	✗		⊕	✓	✓	✗						✗
KION Group	29.05.2024	OGV				✓	✗	⊕		✓				✓				✓
Koninklijke Ahold Delhaize	10.04.2024	OGV	✓			✓	✗	✓	⊕	✓	✓	✓						
	10.07.2024	AGV																✓
Kroger	27.06.2024	OGV					✗		⊕	✗					✗			✓
Lenzing	18.04.2024	OGV					✗	⊕	⊕	✗		⊕		⊕				
	10.10.2024	AGV																⊕
Lloyds Banking Group	16.05.2024	OGV	✓			✓	✗		✓	✓	✓	⊕						✗
L'Oréal	23.04.2024	MIX	✓			✓	⊕		⊕	✓	✓	⊕						✓
Lowe's Companies	31.05.2024	OGV					✗		⊕	✗								
Lululemon Athletica	06.06.2024	OGV					✗		⊕	✓								✓
Mastercard	18.06.2024	OGV					✗		⊕	✗					✗			✓
Medtronic	17.10.2024	OGV					✗		⊕	✗	✓	✗						
Mercedes-Benz Group	08.05.2024	OGV				✓	✗	⊕	✓	✓								
Merck	28.05.2024	OGV					✗		⊕	✗					✗			✗

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Mettler Toledo International (MT)	09.05.2024	OGV					✗		🟡	✔️								
Micron Technology	18.01.2024	OGV					✗		🟡	✗								✔️
Microsoft	10.12.2024	OGV					✗		🟡	✗					✗	✔️	✔️	
MIPS	07.05.2024	OGV	✔️			✔️	✔️	✗	✔️	🟡	✔️	🟡						✔️
Munters Group	21.03.2024	OGV	✔️			✔️	✔️	✗	🟡	✗	✔️							✔️
National Grid	10.07.2024	OGV	✔️		✔️	✗	✗		✔️	✔️	✔️	✗						✗
Netapp	11.09.2024	OGV					✗		🟡	✗								
Newmont Corporation	24.04.2024	OGV					✗		🟡	✔️								
Novo Nordisk	21.03.2024	OGV	✔️			✔️	🟡		🟡	✗	✔️	✔️		✔️				
NTT Corp.	20.06.2024	OGV				✔️			🟡									✗
Nvidia	26.06.2024	OGV					✗		🟡	✗								✗
Oracle	14.11.2024	OGV					✗		🟡	✗						✔️		
Pearson	26.04.2024	OGV	✔️			✔️	✗		🟡	✔️	✔️	✗						✗
Pfizer	25.04.2024	OGV					✗		🟡	✗					✗		✔️	
Progressive Corp	10.05.2024	OGV					✗		🟡	✗					✗			
Prosus	21.08.2024	OGV	✔️			✔️	✗	✗	🟡	✔️	✔️	✗						
Prysmian	18.04.2024	OGV	✔️			✔️	🟡		✔️	✔️		✔️						
Qualcomm	05.03.2024	OGV					✗		🟡	✗				🟡				
Raiffeisen Bank International	04.04.2024	OGV				✔️	✔️	✔️	✗	✔️	✗	🟡						
Reckitt Benckiser	02.05.2024	OGV	✔️			✔️	✗		✔️	✔️	✔️	✗						🟡
Recordati	22.04.2024	OGV	✔️			✔️	🟡					✔️						
RELX	25.04.2024	OGV	✔️			✔️	✗		✔️	✔️	✔️	✔️						✗
Rockwell Automation	06.02.2024	OGV					✗		✔️	✗								
Salesforce.com	27.06.2024	OGV					✗		🟡	✗				✗	✗		🟡	
Sanofi	30.04.2024	MIX	✔️			✔️	✗		✔️	✔️	✔️	✗						✔️
SAP	15.05.2024	OGV				✔️	✗	✔️	🟡	✔️				✔️				
Schneider Electric	23.05.2024	MIX	✔️			✔️	🟡		✔️	✔️	✔️	✔️						✔️
Siemens	08.02.2024	OGV				✔️	✗	✔️		✔️	✔️							
Simon Property Group	08.05.2024	OGV					✗		🟡	✗								
Softbank Corp	20.06.2024	OGV							🟡				✔️					✔️
Soitec	23.07.2024	MIX	✔️			✔️	✔️		🟡	✔️	🟡	✔️						✔️
Starbucks	13.03.2024	OGV					✗		🟡	✗					✗		🟡	

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STMicroelectronics	22.05.2024	OGV	✓			✓	✗	✓	✓	✓	✓	✗		✓				
Stora Enso	20.03.2024	OGV	✓			✗	✓	✓	🟡	✓	✓	✓						
T Rowe Price Group	07.05.2024	OGV					✗		🟡	✗								
Takeda Pharmaceutical	26.06.2024	OGV				✓	✗		✓									
Tesco	14.06.2024	OGV	✓			✓	✗		✓	✓	✓	✗						🟡
Thule Group	26.04.2024	OGV	✓			✓	✓	✗	🟡	✓	✓							✓
Tokio Marine Holdings	24.06.2024	OGV				✓	✗		🟡									✓
Tokyo Electron	18.06.2024	OGV					✗		🟡									✓
Tomra Systems	25.04.2024	OGV	✓				✓		✓	✗	✓	✓						🟡
Toyota Motor	18.06.2024	OGV							🟡							✓		✓
Trane Technologies	06.06.2024	OGV					✗		🟡	✗	🟡							✓
Travelers Companies	15.05.2024	OGV					✗		🟡	✗						✓	✓	
UniCredit	12.04.2024	MIX	✓			✓	🟡		✓		✓	✗						✓
Unilever	01.05.2024	OGV	✓		✓		✗		🟡	✓	✓	✓		✓				🟡
United Overseas Bank	18.04.2024	OGV	✓			✓	✗		🟡	✓	🟡	✓						
United Parcel Service	02.05.2024	OGV					✗		🟡	✗					✗		✓	
Verizon Communications	09.05.2024	OGV					✗		🟡	✗					✗		✓	
Visa	23.01.2024	OGV					✗		🟡	✓				✓			✓	✗
Watches of Switzerland Group	03.09.2024	OGV	✓				✓		🟡	✓	✓	✗						✗
Westpac Banking	13.12.2024	OGV					✗		✓	✓						✓	✓	
Wienerberger	07.05.2024	OGV				✓	🟡	✓		✓	✓	🟡						
Wolters Kluwer	08.05.2024	OGV	✓			✓	🟡	✓	✓		✓	✗		✓				
	28.10.2024	AGV							✓									
Woolworths	31.10.2024	OGV				✓		✓									✓	✓
Yum! Brands	16.05.2024	OGV					✗		🟡	✗							🟡	

3 Ergebnisse der Abstimmungen

3.1 Durchschnittliche Ergebnisse nach Themen

Art der Anträge	Anzahl Anträge*	Verfügbare Ergebnisse*	Durchschnittliche Zustimmung*
Jahresbericht	58	52	99.7%
Nachhaltigkeitsbericht	4	3	99.8%
Klimabericht und Klimastrategie	3	3	98.3%
Verwendung des Ergebnisses	56	51	99.8%
Vergütungen	262	248	92.7%
Entlastung	134	92	98.4%
VR-Wahlen	1044	1002	96.1%
Revisionsstelle	139	130	97.0%
Kapitalerhöhung	107	102	95.6%
Kapitalreduktion	68	65	98.9%
Kapitalstruktur	2	2	99.6%
Statutenänderungen	34	34	89.3%
Anti-ESG Aktionärsanträge	34	34	3.4%
Klimabezogene Aktionärsanträge	14	13	16.2%
Nicht klimabezogene Aktionärsanträge	99	94	26.3%
Andere Themen	88	61	98.1%
Alle Themen	2146	1986	90.7%

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

3.2 Abgelehnte Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
BNP Paribas	14.05.2024	C	Elect Mr. Frédéric Mayrand	DAFÜR	2.2%
BNP Paribas	14.05.2024	B	Elect Mr. Thierry Schwob	DAFÜR	2.2%
BNP Paribas	14.05.2024	A	Elect Ms. Isabelle Coron	DAFÜR	2.2%
Aquafil	10.10.2024	E.1.1	Authorization to increase the share capital for a maximum amount of EUR 40 million, including any share premium, through a rights issue	DAFÜR	4.5%
Aquafil	23.04.2024	E.1.a	Amendments to the articles of association: virtual general meetings (extraordinary agenda)	DAGEGEN	4.5%
Alfen	09.04.2024	9b.	Amendment of articles of association: introduction of the option to hold a virtual only shareholders' meeting	DAGEGEN	19.2%
Salesforce.com	27.06.2024	5.	Advisory vote on executive remuneration	DAGEGEN	45.6%
Eli Lilly	06.05.2024	5	Eliminate Supermajority Vote Requirement	DAFÜR	77.7%
Eli Lilly	06.05.2024	4	Declassify the board of directors	DAFÜR	77.8%

3.3 Zurückgezogene Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos
Alfen	09.04.2024	7.	Elect Mr. Boudewijn Tans as member of the executive board	ZURÜCK-GEZOGEN
Pfizer	25.04.2024	7	Shareholder resolution: Amend Director Resignation Processes	ZURÜCK-GEZOGEN
Starbucks	13.03.2024	1.l	Elect Dissident Nominee Ms. Maria Echaveste	DAFÜR
Starbucks	13.03.2024	1.m	Elect Dissident Nominee Mr. Joshua Gotbaum	ZURÜCKBEHALTEN
Starbucks	13.03.2024	1.n	Elect Dissident Nominee Ms. Wilma B. Liebman	DAFÜR
Visa	23.01.2024	5	To approve the adjournment proposal	DAGEGEN
Westpac Banking	13.12.2024	6.b	Shareholder resolution: approve transition plan assessments	DAFÜR
Woolworths	31.10.2024	5	Approve conditional spill resolution	DAFÜR
Woolworths	31.10.2024	6.b	Shareholder resolution: farmed seafood reporting	DAFÜR
Woolworths	31.10.2024	6.c	Shareholder resolution: farmed salmon sourcing	DAFÜR

3.4 Die umstrittensten Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
General Motors	04.06.2024	3	Advisory vote on executive remuneration	DAGEGEN	57.7%
Travelers Companies	15.05.2024	3	Advisory vote on executive remuneration	DAGEGEN	59.6%
HP	22.04.2024	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAGEGEN	61.0%
Tomra Systems	25.04.2024	8.	Approve remuneration report (advisory vote)	DAFÜR	63.4%
CME Group	09.05.2024	1k	Re-elect Ms. Phyllis M. Lockett	DAFÜR	64.2%
Tomra Systems	25.04.2024	10.	Election of the board of directors	DAFÜR	64.9%
Simon Property Group	08.05.2024	1a	Re-elect Ms. Glyn F. Aeppel	DAFÜR	66.0%
Netapp	11.09.2024	4	To approve the amendment of the omnibus incentive plan	DAGEGEN	66.5%
KION Group	29.05.2024	6	Approve Remuneration Report	DAGEGEN	67.0%
Tokio Marine Holdings	24.06.2024	2.2	Re-elect Mr. Satoru Komiya	DAFÜR	67.1%

3.5 Aktionärsanträge

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Aquafil	23.04.2024	E.1.b	Unannounced shareholder proposal: amendments to the articles of association for virtual general meetings (extraordinary agenda)	DAGEGEN	100.0%
Aquafil	10.10.2024	E.1.2	Proposal submitted by the controlling shareholder Aquafin Holding to amend the authorization to increase the share capital	DAGEGEN	99.5%
Idexx Laboratories	06.05.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	90.6%
Nvidia	26.06.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	88.9%
Lenzing	10.10.2024	2.b	Shareholder resolution: elect Carlos Anibal de Almeida Junior	DAGEGEN	81.2%
Lenzing	10.10.2024	2.a	Shareholder resolution: elect Marcelo Feriozzi Bacci	DAGEGEN	81.2%
Lenzing	10.10.2024	1	Shareholder resolution: amend articles of association regarding elections to the Supervisory Board	DAFÜR	77.6%
Lenzing	10.10.2024	2.c	Shareholder resolution: elect Dr. Markus Fürst	DAGEGEN	77.4%
Abbvie	03.05.2024	6	Shareholder resolution: Introduce simple majority voting	DAFÜR	48.9%
Cigna	24.04.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	48.8%
Verizon Communications	09.05.2024	7	Shareholder resolution: Independent chair	DAFÜR	43.2%

IBM	30.04.2024	6	Shareholder resolution: Allow shareholders to act by written consent	DAFÜR	43.0%
Fastenal	25.04.2024	5	Shareholder resolution: Introduce simple majority voting	DAGEGEN	41.1%
Bristol-Myers Squibb	07.05.2024	6	Shareholder resolution: Executive Retention of Significant Stock	DAGEGEN	38.5%
Ford Motors	09.05.2024	5	Shareholder resolution: Give Each Share An Equal Vote	DAFÜR	38.3%
IBM	30.04.2024	4	Shareholder resolution: Public Report on Lobbying Activities	DAFÜR	37.7%
Apple	28.02.2024	7	Shareholder resolution: Report on Use of AI	DAFÜR	37.5%
United Parcel Service	02.05.2024	4	Shareholder resolution: Equal Voting Rights for Each Shareholder	DAFÜR	36.2%
Microsoft	10.12.2024	9	Shareholder resolution: report on AI data sourcing accountability	DAGEGEN	36.2%
Gilead Sciences	08.05.2024	7	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	35.8%
Advanced Micro Devices	08.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	35.7%
Pfizer	25.04.2024	5	Shareholder resolution: Independent chair	DAFÜR	34.9%
Merck	28.05.2024	4	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	34.7%
Verizon Communications	09.05.2024	5	Shareholder resolution: Transparency on Lobbying	DAFÜR	34.6%
Illinois Tool Works	03.05.2024	5	Shareholder resolution: Termination Pay	DAFÜR	34.3%
Colgate-Palmolive	10.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	33.8%
Verizon Communications	09.05.2024	6	Shareholder resolution: Amend clawback policy	DAFÜR	32.8%
Microsoft	10.12.2024	6	Shareholder resolution: report on risks of operating in countries with significant human rights concerns	DAFÜR	32.0%
Amazon.com	22.05.2024	12	Shareholder resolution: Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	DAFÜR	31.8%
IBM	30.04.2024	7	Shareholder resolution: Public Report on Climate Lobbying	DAFÜR	31.8%
Bristol-Myers Squibb	07.05.2024	5	Shareholder resolution: Independent Chair	DAFÜR	31.7%
Amazon.com	22.05.2024	17	Shareholder resolution: Commission a Third Party Audit on Working Conditions	DAFÜR	31.2%
American Express Company	06.05.2024	5	Shareholder resolution: Termination Pay	DAFÜR	31.2%
Apple	28.02.2024	6	Shareholder resolution: Racial and Gender Pay Gaps	DAFÜR	31.1%
IBM	30.04.2024	8	Shareholder resolution: Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	DAFÜR	30.8%
Booking Holdings	04.06.2024	4	Shareholder resolution: Amend Clawback Policy	DAFÜR	30.7%
Amazon.com	22.05.2024	7	Shareholder resolution: Transparency on Lobbying	DAFÜR	29.7%

Chipotle Mexican Grill	06.06.2024	6	Shareholder resolution: Commission a Third Party Audit on Working Conditions	DAFÜR	29.6%
Amazon.com	22.05.2024	8	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	29.4%
Amazon.com	22.05.2024	11	Shareholder resolution: Report on Efforts to Reduce Plastic Use	DAFÜR	28.6%
Abbvie	03.05.2024	7	Shareholder resolution: Disclose lobbying activities	DAFÜR	26.8%
Mastercard	18.06.2024	4	Shareholder resolution: Transparency on Lobbying	DAFÜR	25.5%
Eli Lilly	06.05.2024	6	Shareholder resolution: Report on Lobbying Payments and Policy	DAFÜR	25.5%
Abbvie	03.05.2024	8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	DAFÜR	24.7%
American Express Company	06.05.2024	6	Shareholder resolution: Report Climate Lobbying Alignment	DAFÜR	24.4%
Eli Lilly	06.05.2024	7	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	DAFÜR	23.8%
CVS Health	16.05.2024	5	Shareholder resolution: Third Party Worker Rights Assessment and Report	DAFÜR	23.4%
Amazon.com	22.05.2024	10	Shareholder resolution: Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	DAFÜR	23.4%
United Parcel Service	02.05.2024	6	Shareholder resolution: Report on Diversity, Equity and Inclusion	DAFÜR	22.3%
Salesforce.com	27.06.2024	6.	Shareholder resolution: Independent chair	DAGEGEN	21.6%
Applied Materials	07.03.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	21.1%
Adobe	17.04.2024	5	Shareholder resolution: Directors to be Elected by Majority Vote	DAFÜR	20.4%
AT&T	16.05.2024	4	Shareholder resolution: Independent chair	DAGEGEN	19.2%
Amazon.com	22.05.2024	14	Shareholder resolution: Third Party Study and Report on Risks Associated with Use of Rekognition	DAFÜR	19.1%
Microsoft	10.12.2024	8	Shareholder resolution: report on risks related to AI-generated misinformation and disinformation	DAFÜR	18.7%
CVS Health	16.05.2024	6	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAFÜR	18.5%
Chipotle Mexican Grill	06.06.2024	8	Shareholder resolution: Report on Adoption of Automation	DAFÜR	18.4%
Kroger	27.06.2024	7.	Shareholder resolution: Report on Just Transition	DAFÜR	17.7%
Verizon Communications	09.05.2024	10	Shareholder resolution: Political expenditures misalignment	DAFÜR	17.4%
Amazon.com	22.05.2024	6	Shareholder resolution: Report on Customer Due Diligence	DAFÜR	16.8%
Kroger	27.06.2024	6.	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	DAFÜR	16.6%
Applied Materials	07.03.2024	4	Shareholder resolution: Disclose lobbying contributions	DAFÜR	16.5%

Chipotle Mexican Grill	06.06.2024	9	Shareholder resolution: Report on Harassment and Discrimination Statistics	DAFÜR	16.5%
Travelers Companies	15.05.2024	6	Shareholder resolution: Report on Human Rights Risks in Underwriting	DAFÜR	15.4%
Travelers Companies	15.05.2024	4	Shareholder resolution: Report on Methane Emissions	DAFÜR	15.4%
Travelers Companies	15.05.2024	5	Shareholder resolution: Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	DAFÜR	15.3%
Microsoft	10.12.2024	4	Shareholder resolution: report on risks of weapons development	DAFÜR	15.3%
Amazon.com	22.05.2024	13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	DAFÜR	15.2%
Booking Holdings	04.06.2024	5	Shareholder resolution: Report on Reproductive Rights and Data	DAFÜR	14.8%
Verizon Communications	09.05.2024	9	Shareholder resolution: Lead-sheathed cable report	DAFÜR	14.6%
Pfizer	25.04.2024	6	Shareholder resolution: Political Contributions Congruency Report	DAFÜR	14.2%
Mastercard	18.06.2024	5	Shareholder resolution: Amend Director Election Resignation Bylaw	DAFÜR	14.0%
Adobe	17.04.2024	6	Shareholder resolution: Report on Hiring of Persons with Arrest or Incarceration Records	DAFÜR	13.9%
General Motors	04.06.2024	7	Shareholder resolution: Report on Sustainability Risk in the Company's Supply Chain	DAFÜR	13.6%
Intuit	18.01.2024	6	Shareholder resolution: Report on climate risk in retirement plan options	DAFÜR	13.2%
General Motors	04.06.2024	4	Shareholder resolution: Report on the Use of Child Labour in Connection with Electric Vehicles	DAGEGEN	12.6%
General Motors	04.06.2024	6	Shareholder resolution: Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	DAFÜR	12.5%
Yum! Brands	16.05.2024	4	Shareholder resolution: Policy on the Use of Medically Important Antimicrobials in Food-Producing Animals	DAFÜR	11.8%
Kroger	27.06.2024	4.	Shareholder resolution: Report on Public Health Costs from Sale of Tobacco Products	DAFÜR	11.4%
Capital One Financial	02.05.2024	7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAFÜR	10.2%
Capital One Financial	02.05.2024	5	Shareholder resolution: Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	DAFÜR	10.1%
Eli Lilly	06.05.2024	9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	DAFÜR	10.0%
Chipotle Mexican Grill	06.06.2024	7	Shareholder resolution: Adopt Policy to Not Interfere with Freedom of Association Rights	DAFÜR	9.9%
Travelers Companies	15.05.2024	7	Shareholder resolution: CEO Pay Ratio and Executive Compensation	DAFÜR	9.8%

Microsoft	10.12.2024	7	Shareholder resolution: report on risks of using artificial intelligence and machine learning tools for oil and gas development and production	DAFÜR	9.7%
Amazon.com	22.05.2024	16	Shareholder resolution: Establish a Board Committee on Artificial Intelligence	DAFÜR	9.7%
AT&T	16.05.2024	5	Shareholder resolution: Improve Clawback Policy	DAFÜR	9.7%
Toyota Motor	18.06.2024	4	Shareholder resolution: Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	DAFÜR	9.3%
Keurig Dr Pepper	10.06.2024	4	Shareholder resolution: Report on Efforts to Reduce Plastic Use	DAFÜR	8.9%
Eli Lilly	06.05.2024	8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	DAFÜR	8.9%
HP	22.04.2024	6	Shareholder resolution: Termination Pay	DAGEGEN	8.4%
United Parcel Service	02.05.2024	5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	DAGEGEN	7.9%
Lululemon Athletica	06.06.2024	4	Shareholder resolution: Report on Risks from Company's Use of Animal-Derived Materials	DAFÜR	7.5%
Micron Technology	18.01.2024	5	Shareholder resolution: Termination Pay	DAFÜR	7.5%
Intel	07.05.2024	6	Shareholder resolution: Termination Pay	DAFÜR	7.3%
Visa	23.01.2024	6	Shareholder resolution: Termination Pay	DAFÜR	7.1%
Amazon.com	22.05.2024	4	Shareholder resolution: Establish a Public Policy Committee	DAFÜR	6.6%
Ford Motors	09.05.2024	7	Shareholder resolution: Report on Sustainable Sourcing Policies	DAFÜR	6.6%
Westpac Banking	13.12.2024	6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	DAFÜR	6.6%
Verizon Communications	09.05.2024	4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	DAFÜR	6.4%
CVS Health	16.05.2024	7	Shareholder resolution: Termination Pay	DAFÜR	6.0%
Kroger	27.06.2024	5.	Shareholder resolution: Listing of Charitable Contributions of \$10,000 or More	DAGEGEN	6.0%
Gilead Sciences	08.05.2024	5	Shareholder resolution: Employee representation on board of directors	DAFÜR	5.9%
IBM	30.04.2024	5	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	DAGEGEN	5.6%
Ford Motors	09.05.2024	6	Shareholder resolution: Report on Reliance on Child Labour in Supply Chain	DAGEGEN	5.6%
NTT Corp.	20.06.2024	3	Shareholder resolution: Elect Mr. Tomoki Maeda to the Board of Directors	DAGEGEN	5.4%
Starbucks	13.03.2024	4	Shareholder resolution: Report on plant-based milk pricing	DAGEGEN	5.3%
Oracle	14.11.2024	4	Shareholder resolution: report on climate risks to retirement plan beneficiaries	DAFÜR	5.3%
Salesforce.com	27.06.2024	7.	Shareholder resolution: Termination Pay	DAFÜR	5.1%

Verizon Communications	09.05.2024	8	Shareholder resolution: Civil liberties in digital services	DAGEGEN	4.6%
Pfizer	25.04.2024	8	Shareholder resolution: Publish a Report on Corporate Contributions	DAGEGEN	3.8%
Woolworths	31.10.2024	6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	DAFÜR	3.2%
Dell Technologies	27.06.2024	5.	Shareholder resolution: Report on Effectiveness of Diversity, Equity and Inclusion Efforts	DAFÜR	2.9%
CVS Health	16.05.2024	8	Shareholder resolution: Adopt Policy to Require Director Allocation of Hours Disclosure	DAGEGEN	2.5%
AT&T	16.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	DAGEGEN	2.4%
Merck	28.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	DAGEGEN	2.0%
Apple	28.02.2024	5	Shareholder resolution: Report on Ensuring Respect for Civil Liberties	DAGEGEN	1.8%
Gilead Sciences	08.05.2024	6	Shareholder resolution: Report on Risks of Supporting Abortion	DAGEGEN	1.8%
Apple	28.02.2024	8	Shareholder resolution: Congruency Report on Privacy and Human Rights	DAGEGEN	1.6%
Starbucks	13.03.2024	6	Shareholder resolution: Report on human rights policies	DAGEGEN	1.6%
Cigna	24.04.2024	5	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	DAGEGEN	1.6%
Cognizant Technology Solutions	04.06.2024	5	Shareholder resolution: Fair treatment of shareholder nominees	DAFÜR	1.5%
Merck	28.05.2024	5	Shareholder resolution: Government Censorship Transparency Report	DAGEGEN	1.4%
Progressive Corp	10.05.2024	5	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	DAGEGEN	1.4%
Apple	28.02.2024	4	Shareholder resolution: EEO Policy Risk Report	DAGEGEN	1.3%
Intel	07.05.2024	4	Shareholder resolution: Establish a Corporate Financial Sustainability Board Committee	DAGEGEN	1.2%
Starbucks	13.03.2024	5	Shareholder resolution: Report on Direct and Systemic Discrimination	DAGEGEN	1.2%
Mastercard	18.06.2024	8	Shareholder resolution: Report on gender-based compensation and benefit gaps	DAGEGEN	1.2%
Mastercard	18.06.2024	6	Shareholder resolution: Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	DAGEGEN	1.1%
Amazon.com	22.05.2024	15	Shareholder resolution: Disclosure of Director Donations	DAGEGEN	1.0%
Capital One Financial	02.05.2024	6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN	0.9%
Intel	07.05.2024	5	Shareholder resolution: Report of Opposing State Abortion Regulation	DAGEGEN	0.8%

Salesforce.com	27.06.2024	8.	Shareholder resolution: Report on Viewpoint Discrimination	DAGEGEN	0.8%
American Express Company	06.05.2024	7	Shareholder resolution: Report on Company's Policy on Merchant Category Codes	DAGEGEN	0.8%
Mastercard	18.06.2024	7	Shareholder resolution: Report on Congruency of Political Spending with its Human Rights Statements	DAGEGEN	0.8%
Yum! Brands	16.05.2024	5	Shareholder resolution: Consideration of Proposed Capital Transactions Involving the Brands	DAGEGEN	0.8%
Amazon.com	22.05.2024	9	Shareholder resolution: Report on Viewpoint Restriction	DAGEGEN	0.8%
General Motors	04.06.2024	5	Shareholder resolution: Eliminate EV Targets from Incentive Compensation Programs	DAGEGEN	0.8%
Amazon.com	22.05.2024	5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	DAGEGEN	0.6%
Microsoft	10.12.2024	5	Shareholder resolution: assess and report on investing in bitcoin	DAGEGEN	0.5%
Dell Technologies	27.06.2024	4.	Shareholder resolution: Report on Charitable Contributions	DAGEGEN	0.2%

4 Stimmberichte pro Unternehmen

Abbvie

03.05.2024

OGV

No.	Traktanden	Board	Ethos		Resultat
1a	Elections of Class III directors				
1a	Re-elect Ms. Roxanne S. Austin	DAFÜR	DAFÜR		✓ 93.9%
1b	Re-elect Mr. Richard A. Gonzalez	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 92.5%
1c	Elect Ms. Susan E. Quaggin	DAFÜR	DAFÜR		✓ 99.3%
1d	Re-elect Ms. Rebecca B. Roberts	DAFÜR	DAFÜR		✓ 96.2%
1e	Re-elect Mr. Glenn F. Tilton	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 92.0%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 98.1%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 91.8%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 97.7%
5	Eliminate Supermajority Vote Requirement	DAFÜR	DAFÜR		✓ 98.0%
6	Shareholder resolution: Introduce simple majority voting	DAGEGEN	● DAFÜR	The introduction of simple majority voting for shareholder resolutions is in the interests of shareholders.	✗ 48.9%
7	Shareholder resolution: Disclose lobbying activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 26.8%
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.	✗ 24.7%

No.	Traktanden	Board	Ethos	Resultat
Elections to the board of directors				
1a.	Re-elect Mr. Jaime Ardila	DAFÜR	● DAGEGEN	Non independent director sitting on the audit committee, which is not line with Irish market practice. ✔ 99.2%
1b.	Elect Dr. Martin Bruder Müller	DAFÜR	DAFÜR	✔ 98.7%
1c.	Elect Mr. Alan Jope	DAFÜR	DAFÜR	✔ 99.8%
1d.	Re-elect Ms. Nancy McKinstry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✔ 78.3%
1e.	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	✔ 98.7%
1f.	Re-elect Mr. Gilles Pélisson	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✔ 97.0%
1g.	Re-elect Prof. Paula A. Price	DAFÜR	● DAGEGEN	Non independent director sitting on the audit committee, which is not line with Irish market practice. ✔ 95.3%
1h.	Re-elect Dr. Venkata Murthy Renduchintala	DAFÜR	DAFÜR	✔ 99.8%
1i.	Re-elect Mr. Arun Sarin	DAFÜR	● DAGEGEN	Non-independent chair of the nomination committee, the independence of this committee is insufficient, which is not line with Irish market practice. ✔ 98.2%
1j.	Re-elect Ms. Julie Sweet	DAFÜR	● DAGEGEN	Combined chair and CEO. ✔ 93.8%
1k.	Re-elect Ms. Tracey T. Travis	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✔ 91.8%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive total remuneration. ✔ 90.9% Excessive variable remuneration.
3	Approve the Amended and Restated Accenture plc 2010 Share Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✔ 95.7%
4	Approve the Amended and Restated Accenture plc 2010 Employee Share Purchase Plan	DAFÜR	DAFÜR	✔ 98.9%
5	Re-appoint KPMG as auditors (non-binding) and auditor's remuneration (binding)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✔ 94.2%
6	Authority to allot shares	DAFÜR	DAFÜR	✔ 97.4%
7	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✔ 93.4%
8	Determine the price range at which the Company can re-allot shares	DAFÜR	DAFÜR	✔ 99.4%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Elect Mr. Cristiano Amon	DAFÜR	DAFÜR	✓ 99.0%
1.b	Re-elect Dr. Amy L. Banse	DAFÜR	DAFÜR	✓ 90.9%
1.c	Re-elect Mr. Brett Biggs	DAFÜR	DAFÜR	✓ 99.4%
1.d	Re-elect Ms. Melanie Boulden	DAFÜR	DAFÜR	✓ 97.7%
1.e	Re-elect Mr. Frank A. Calderoni	DAFÜR	DAFÜR	✓ 94.7%
1.f	Re-elect Ms. Laura B. Desmond	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.4%
1.g	Re-elect Mr. Shantanu Narayen	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 92.5%
1.h	Re-elect Mr. Spencer Neumann	DAFÜR	DAFÜR	✓ 99.1%
1.i	Re-elect Ms. Kathleen Oberg	DAFÜR	DAFÜR	✓ 96.6%
1.j	Re-elect Mr. Dheeraj Pandey	DAFÜR	DAFÜR	✓ 99.4%
1.k	Re-elect Mr. David A. Ricks	DAFÜR	DAFÜR	✓ 97.4%
1.l	Re-elect Mr. Daniel L. Rosensweig	DAFÜR	DAFÜR	✓ 95.5%
2	To approve the amendment of the 2019 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 95.7%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 92.9%
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 84.9%
				An important part of the variable remuneration is based on continued employment only.
5	Shareholder resolution: Directors to be Elected by Majority Vote	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance. ✗ 20.4%
6	Shareholder resolution: Report on Hiring of Persons with Arrest or Incarceration Records	DAGEGEN	● DAFÜR	This resolution supports ex-prisoners to achieve reinsertion in society and the economy. ✗ 13.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Nora M. Denzel	DAFÜR	DAFÜR	✓ 98.1%
1b	Re-elect Mr. Mark Durcan	DAFÜR	DAFÜR	✓ 96.0%
1c	Re-elect Mr. Michael P. Gregoire	DAFÜR	DAFÜR	✓ 96.9%
1d	Re-elect Mr. Joseph A. Householder	DAFÜR	DAFÜR	✓ 97.7%
1e	Re-elect Mr. John W. Marren	DAFÜR	DAFÜR	✓ 99.7%
1f	Re-elect Mr. Jon A. Olson	DAFÜR	DAFÜR	✓ 98.7%
1g	Re-elect Dr. Lisa T. Su	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.7%
1h	Re-elect Mr. Abhijit Y. Talwalkar	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 88.6%
1i	Re-elect Ms. Elizabeth W. Vanderslice	DAFÜR	DAFÜR	✓ 97.0%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.8%
3	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.
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 35.7%

No.	Traktanden	Board	Ethos	Resultat
1	Election of Directors with an Audit & Supervisory Committee			
1.1	Re-elect Mr. Douglas Lefever	DAFÜR	DAFÜR	✓ 98.9%
1.2	Re-elect Mr. Koichi Tsukui	DAFÜR	DAFÜR	✓ 98.8%
1.3	Re-elect Mr. Yoshiaki Yoshida	DAFÜR	DAFÜR	✓ 96.9%
1.4	Re-elect Mr. Toshimitsu Urabe	DAFÜR	DAFÜR	✓ 98.9%
1.5	Re-elect Mr. Nicholas Benes	DAFÜR	DAFÜR	✓ 98.9%
1.6	Re-elect Mr. Naoto Nishida	DAFÜR	DAFÜR	✓ 98.9%
	Election of directors to the audit and supervisory committee			
2.	Re-elect Ms. Sayaka Sumida	DAFÜR	DAFÜR	✓ 99.0%
3	Elect Mr. Naoto Nishida as a substitute audit and supervisory committee member	DAFÜR	DAFÜR	✓ 99.1%
4	Approve maximum remuneration for the board of directors (excluding members of the audit and supervisory committee)	DAFÜR	DAFÜR	✓ 99.8%
5	Approve the revised restricted share plan	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 98.2%
6	Approve the performance share based plan	DAFÜR	DAFÜR	✓ 99.4%
7	Issuance of share-based remuneration to outside directors (excluding audit and supervisory committee members)	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 92.8%
8	Issuance of share-based remuneration to the audit and supervisory committee members	DAFÜR	DAFÜR	✓ 77.8%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a (i).	Report of the executive board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a (ii).	Report of the supervisory board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a (iii).	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a (iv).	Report of the external auditor	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 95.3%
2c.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.8%
2d.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Discharge of executive board	DAFÜR	DAFÜR	✓ 97.6%
4.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 97.6%
	Composition of the supervisory board			
5.	Elect Ms. Adine Grate Axén	DAFÜR	DAFÜR	✓ 98.2%
6.	Re-elect Mr. Piero Overmars	DAFÜR	DAFÜR	✓ 96.0%
7.	Re-elect Ms. Caoimhe Keogan	DAFÜR	DAFÜR	✓ 94.7%
8.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.6%
9.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 99.8%
10.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	✓ 99.8% The share repurchase replaces the dividend in cash.
11.	Election of auditor	DAFÜR	DAFÜR	✓ 99.2%
12.	Any other business and closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Elect Mr. Tom Adams as member of the executive board	DAFÜR	DAFÜR	✓ 99.3%
3.	Any other business and closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2a.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2b.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 87.8%
2c.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.3%
3.	Corporate governance update	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4a.	Explanation of the policy on reserves and dividends	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4b.	Explanation of reservation of profits of the past financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
5a.	Discharge of executive board	DAFÜR	DAFÜR	✓ 87.1%
5b.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 87.1%
6.	Approve remuneration policy (binding vote)	DAFÜR	DAFÜR	✓ 78.9%
7.	Elect Mr. Boudewijn Tans as member of the executive board	ZURÜCKGEZOGEN	ZURÜCKGEZOGEN	-
	Composition of the supervisory board			
8.	Re-elect Mr. Willem Ackermans	DAFÜR	DAFÜR	✓ 97.5%
9a.	Amendment of articles of association: application of the large company regime	DAFÜR	DAFÜR	✓ 100.0%
9b.	Amendment of articles of association: introduction of the option to hold a virtual only shareholders' meeting	DAFÜR	● DAGEGEN	✗ 19.2% The amendment allows the company to organise a virtual general meeting without any adequate justification.
10a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 97.5%
10b.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 100.0%
11.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
12.	Closing of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Opening of meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Notification of the intended appointment of Mr. Otto Krap as member of the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3	Closing of meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.a	Re-elect Mr. Jeffrey P. Bezos	DAFÜR	DAFÜR	✓ 94.8%	
1.b	Re-elect Mr. Andrew R. Jassy	DAFÜR	DAFÜR	✓ 98.6%	
1.c	Re-elect Mr. Keith B. Alexander	DAFÜR	DAFÜR	✓ 98.9%	
1.d	Re-elect Ms. Edith W. Cooper	DAFÜR	DAFÜR	✓ 94.0%	
1.e	Re-elect Ms. Jamie S. Gorelick	DAFÜR	DAFÜR	✓ 95.9%	
1.f	Re-elect Mr. Daniel P. Huttenlocher	DAFÜR	DAFÜR	✓ 97.4%	
1.g	Elect Mr. Andrew Y. Ng	DAFÜR	DAFÜR	✓ 99.4%	
1.h	Re-elect Ms. Indra K. Nooyi	DAFÜR	DAFÜR	✓ 98.5%	
1.i	Re-elect Mr. Jonathan J. Rubinstein	DAFÜR	● DAGEGEN	<p>Non independent lead director, which is not best practice.</p> <p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p>	✓ 88.9%
1.j	Elect Mr. Brad D. Smith	DAFÜR	DAFÜR	✓ 99.5%	
1.k	Re-elect Ms. Patricia Q. Stonesifer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.1%
1.l	Re-elect Mr. Wendell P. Weeks	DAFÜR	DAFÜR	✓ 98.6%	
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 variable remuneration.	✓ 77.7%
4	Shareholder resolution: Establish a Public Policy Committee	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.	✗ 6.6%
5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	DAGEGEN	DAGEGEN		✗ 0.6%
6	Shareholder resolution: Report on Customer Due Diligence	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 16.8%
7	Shareholder resolution: Transparency on Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying activities.	✗ 29.7%
8	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.	✗ 29.4%
9	Shareholder resolution: Report on Viewpoint Restriction	DAGEGEN	DAGEGEN		✗ 0.8%
10	Shareholder resolution: Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	DAGEGEN	● DAFÜR	Enhanced disclosure on how the company addresses the social and economic impacts linked to its climate change strategy.	✗ 23.4%
11	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.	✗ 28.6%

No.	Traktanden	Board	Ethos		Resultat
12	Shareholder resolution: Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✘ 31.8%
13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✘ 15.2%
14	Shareholder resolution: Third Party Study and Report on Risks Associated with Use of Rekognition	DAGEGEN	● DAFÜR	Enhanced disclosure on potential human rights violations linked to the company's facial recognition technology.	✘ 19.1%
15	Shareholder resolution: Disclosure of Director Donations	DAGEGEN	DAGEGEN		✘ 1.0%
16	Shareholder resolution: Establish a Board Committee on Artificial Intelligence	DAGEGEN	● DAFÜR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks.	✘ 9.7%
17	Shareholder resolution: Commission a Third Party Audit on Working Conditions	DAGEGEN	● DAFÜR	The proposal aims at improving safety in the workplace.	✘ 31.2%

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. ✓ 81.8%
1b.	Re-elect Mr. John J. Brennan	DAFÜR	DAFÜR	✓ 98.0%
1c.	Re-elect Dr. Walter J. Clayton III	DAFÜR	DAFÜR	✓ 98.3%
1d.	Re-elect Mr. Theodore J. Leonsis	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.0%
1e.	Re-elect Ms. Deborah P. Majoras	DAFÜR	DAFÜR	✓ 99.3%
1f.	Re-elect Ms. Karen L. Parkhill	DAFÜR	DAFÜR	✓ 99.9%
1g.	Re-elect Mr. Charles E. Phillips Jr.	DAFÜR	DAFÜR	✓ 97.8%
1h.	Re-elect Ms. Lynn A. Pike	DAFÜR	DAFÜR	✓ 99.4%
1i.	Re-elect Mr. Stephen J. Squeri	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 96.2%
1j.	Re-elect Dr. Daniel L. Vasella	DAFÜR	DAFÜR	✓ 97.2%
1k.	Re-elect Ms. Lisa W. Wardell	DAFÜR	DAFÜR	✓ 99.8%
1l.	Re-elect Mr. Christopher D. Young	DAFÜR	DAFÜR	✓ 98.4%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.1% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	To approve the amendment of the 2016 Incentive Compensation Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 96.5%
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 31.2%
6	Shareholder resolution: Report Climate Lobbying Alignment	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying activities. ✗ 24.4%
7	Shareholder resolution: Report on Company's Policy on Merchant Category Codes	DAGEGEN	DAGEGEN	✗ 0.8%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Dr. Wanda M. Austin	DAFÜR	DAFÜR	✓ 98.9%
1b	Re-elect Mr. Robert A. Bradway	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 93.8%
1c	Re-elect Dr. Michael V. Drake	DAFÜR	DAFÜR	✓ 98.3%
1d	Re-elect Dr. Brian J. Druker	DAFÜR	DAFÜR	✓ 99.2%
1e	Re-elect Mr. Robert A. Eckert	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 94.7%
1f	Re-elect Mr. Greg C. Garland	DAFÜR	DAFÜR	✓ 96.9%
1g	Re-elect Mr. Charles M. Holley Jr.	DAFÜR	DAFÜR	✓ 96.4%
1h	Re-elect Dr. S. Omar Ishrak	DAFÜR	DAFÜR	✓ 99.1%
1i	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓ 97.3%
1j	Elect Ms. Mary E. Klotman	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.7%
1k	Re-elect Ms. Ellen J. Kullman	DAFÜR	DAFÜR	✓ 97.9%
1l	Re-elect Ms. Amy E. Miles	DAFÜR	DAFÜR	✓ 97.2%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 93.4%
3	To approve the Second Amended and Restated 2009 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 94.6%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.7%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.1	Re-elect Mr. Lester B. Knight	DAFÜR	● DAGEGEN	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Non-independent chairman of the nomination 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>	✓ 88.9%
1.2	Re-elect Mr. Gregory C. Case	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 98.6%
1.3	Elect Mr. José Antonio Álvarez Álvarez	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.7%
1.4	Re-elect Mr. Jin-Yong Cai	DAFÜR	DAFÜR		✓ 98.1%
1.5	Re-elect Mr. Jeffrey C. Campbell	DAFÜR	DAFÜR		✓ 97.7%
1.6	Re-elect Mr. Fulvio Conti	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>	✓ 95.9%
1.7	Re-elect Ms. Cheryl A. Francis	DAFÜR	DAFÜR		✓ 95.4%
1.8	Re-elect Ms. Adriana Karaboutis	DAFÜR	DAFÜR		✓ 99.7%
1.9	Re-elect Mr. Richard C. Notebaert	DAFÜR	● DAGEGEN	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</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>	✓ 93.1%
1.10	Re-elect Ms. Gloria Santona	DAFÜR	● DAGEGEN	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 95.9%
1.11	Re-elect Ms. Sarah E. Smith	DAFÜR	DAFÜR		✓ 99.7%
1.12	Re-elect Mr. Byron O. Spruell	DAFÜR	DAFÜR		✓ 97.9%

No.	Traktanden	Board	Ethos		Resultat
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 68.8%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 92.9%
4	Re-election of Ernst & Young Chartered Accountants as auditors (Irish Law)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.5%
5	Authorize the Board to Fix Remuneration of Auditors (Irish Law)	DAFÜR	DAFÜR		✓ 98.8%
6	To approve a general authority to the directors to issue shares	DAFÜR	DAFÜR		✓ 98.3%
7	Authorisation for directors to allot shares without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 95.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Elect Dr. Wanda M. Austin	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.5%
1.b	Re-elect Mr. Timothy D. Cook	DAFÜR	DAFÜR	✓ 98.5%
1.c	Re-elect Mr. Alex Gorsky	DAFÜR	DAFÜR	✓ 98.2%
1.d	Re-elect Ms. Andrea Jung	DAFÜR	● DAGEGEN	Non-independent chair of the remuneration committee. The independence of this committee is insufficient and we have serious concerns over remuneration. ✓ 94.7%
1.e	Re-elect Dr. Arthur D. Levinson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.8%
1.f	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	✓ 99.2%
1.g	Re-elect Dr. Ronald D. Sugar	DAFÜR	● DAGEGEN	Non-independent chair of the audit committee. The independence of this committee is insufficient. ✓ 96.4%
1.h	Re-elect Ms. Susan L. Wagner	DAFÜR	● DAGEGEN	Chair of the nomination committee. The composition of the board is unsatisfactory. ✓ 98.3%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 92.3% Excessive variable remuneration.
4	Shareholder resolution: EEO Policy Risk Report	DAGEGEN	DAGEGEN	✗ 1.3%
5	Shareholder resolution: Report on Ensuring Respect for Civil Liberties	DAGEGEN	DAGEGEN	✗ 1.8%
6	Shareholder resolution: Racial and Gender Pay Gaps	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 31.1%
7	Shareholder resolution: Report on Use of AI	DAGEGEN	● DAFÜR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks. ✗ 37.5%
8	Shareholder resolution: Congruency Report on Privacy and Human Rights	DAGEGEN	DAGEGEN	✗ 1.6%












No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Rani Borkar	DAFÜR	DAFÜR	✓ 98.6%
1.b	Re-elect Ms. Judy Bruner	DAFÜR	DAFÜR	✓ 94.5%
1.c	Re-elect Dr. Xun (Eric) Chen	DAFÜR	DAFÜR	✓ 98.3%
1.d	Re-elect Dr. Aart J. de Geus	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.6%
1.e	Re-elect Mr. Gary E. Dickerson	DAFÜR	DAFÜR	✓ 98.4%
1.f	Re-elect Mr. Thomas J. Iannotti	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.4%
1.g	Re-elect Mr. Alexander A. Karsner	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.8%
1.h	Re-elect Mr. Kevin P. March	DAFÜR	DAFÜR	✓ 99.6%
1.i	Re-elect Ms. Yvonne McGill	DAFÜR	DAFÜR	✓ 98.0%
1.j	Re-elect Mr. Scott A. McGregor	DAFÜR	DAFÜR	✓ 99.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 91.2% Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.3%
4	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 16.5%
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	We support corporate policies to prevent discrimination. ✗ 21.1%

No.	Traktanden	Board	Ethos		Resultat
E.1.a	Amendments to the articles of association: virtual general meetings (extraordinary agenda)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✗ 4.5%
E.1.b	Unannounced shareholder proposal: amendments to the articles of association for virtual general meetings (extraordinary agenda)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 100.0%
1	Financial statements as at 31 December 2023	DAFÜR	DAFÜR		✓ 100.0%
2	Allocation of net loss	DAFÜR	DAFÜR		✓ 100.0%
3.a	Binding vote on the remuneration policy	DAFÜR	DAFÜR		✓ 96.2%
3.b	Advisory vote on the remuneration paid in 2023	DAFÜR	DAFÜR		✓ 99.6%
4.1	Appointment of the members of the board of statutory auditors				
4.1.1	Slate of nominees submitted by Aquafin Holding SpA	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	Concerns over the aggregate time commitments of one of the statutory auditors in this slate of nominees.	✓ 95.2%*
4.1.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● DAFÜR	No concerns regarding the appointment of the chair of statutory auditors.	✓ 4.8%*
4.2	Appointment of the chairperson of the board of statutory auditors	KEINE EMPFEHLUNG	● DAFÜR	No specific concerns have been identified over the reappointment of the chairman.	✓
4.3	Definition of the remuneration of the statutory auditors	DAFÜR	DAFÜR		✓ 99.6%
5	Amendments to the General Meetings' Regulations	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 99.6%

* 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
Ordinary Agenda				
O.1	Ratification of the appointment of Mr. Roberto Siagri as non-executive director	DAFÜR	DAFÜR	✓ 100.0%
Extraordinary Agenda				
E.1.1	Authorization to increase the share capital for a maximum amount of EUR 40 million, including any share premium, through a rights issue	DAFÜR	DAFÜR	✗ 4.5%
E.1.2	Proposal submitted by the controlling shareholder Aquafin Holding to amend the authorization to increase the share capital	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 99.5%
E.2	Authorization to increase the share capital for a maximum amount of EUR 40 million, including any share premium, without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 98.9%

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 executive board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Report of the supervisory board on 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	✓ 97.6%
5b.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 97.6%
6.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
7.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8a.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 97.7%
8b.	Approve remuneration report of the supervisory board (advisory vote)	DAFÜR	DAFÜR	✓ 99.7%
9a.	Approve remuneration policy (binding vote)	DAFÜR	DAFÜR	✓ 97.8%
9b.	Approve remuneration of the supervisory board	DAFÜR	DAFÜR	✓ 99.7%
10.	Re-elect Ms. Virginie Duperat-Vergne as CFO and member of the executive board	DAFÜR	DAFÜR	✓ 100.0%
11.	Composition of the supervisory board			
11a.	Re-elect Ms. Deanna Goodwin	DAFÜR	DAFÜR	✓ 99.1%
11b.	Announcement concerning vacancies in the supervisory board arising in 2024	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
12a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 98.0%
12b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 97.8%
13.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.6%
14.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
15.	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Report of the executive - and supervisory board on the past financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3a.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.  94.1%
3b.	Adoption of the financial statements	DAFÜR	DAFÜR	 99.9%
3c.	Report on corporate governance	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3d.	Explanation of the policy on reserves and dividends	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3e.	Verwendung des Bilanzgewinns	DAFÜR	DAFÜR	 100.0%
4a.	Discharge of executive board	DAFÜR	DAFÜR	 96.0%
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	 95.3%
5.	Approve the number of shares to be granted to members of the executive board under the LTI	DAFÜR	● DAGEGEN	Potential excessive awards.  97.5%
6.	Composition of the executive board			
6a.	Notification of the intended reappointment of Mr. Christophe Fouquet as CEO and member of the executive board	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6b.	Notification of the intended appointment of Mr. Jim Koonmen as Chief Customer Officer and member of the executive board	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Composition of the supervisory board			
7a.	Discussion of the updated profile of the supervisory board	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7b.	Wiederwahl von Frau Antoinette P. (Annet) Aris	DAFÜR	DAFÜR	 97.8%
7c.	Wiederwahl von Herrn Mark Durcan	DAFÜR	DAFÜR	 99.4%
7d.	Wiederwahl von Herrn Warren D.A. East	DAFÜR	DAFÜR	 96.6%
7e.	Announcement concerning vacancies in the supervisory board arising in 2025	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8a.	Authorisation to issue shares	DAFÜR	DAFÜR	 98.5%
8b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	 97.7%
9.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	 99.7%

No.	Traktanden	Board	Ethos	Resultat
10.	Kapitalherabsetzung durch Vernichtung von zurückgekauften Aktien	DAFÜR	DAFÜR	✓ 99.8%
11.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
12.	Closing of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Scott T. Ford	DAFÜR	DAFÜR	✓ 97.6%
1b	Re-elect Mr. Glenn H. Hutchins	DAFÜR	DAFÜR	✓ 93.3%
1c	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	✓ 97.4%
1d	Re-elect Mr. Stephen J. Luczo	DAFÜR	DAFÜR	✓ 98.7%
1e	Elect Ms. Marissa A. Mayer	DAFÜR	DAFÜR	✓ 98.6%
1f	Re-elect Mr. Michael B. McCallister	DAFÜR	DAFÜR	✓ 97.6%
1g	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	✓ 96.7%
1h	Re-elect Mr. Matthew K. Rose	DAFÜR	DAFÜR	✓ 97.7%
1i	Re-elect Mr. John T. Stankey	DAFÜR	DAFÜR	✓ 98.5%
1j	Re-elect Ms. Cynthia B. Taylor	DAFÜR	DAFÜR	✓ 98.5%
1k	Re-elect Mr. Luis A. Ubinas	DAFÜR	DAFÜR	✓ 97.3%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 90.3%
4	Shareholder resolution: Independent chair	DAGEGEN	DAGEGEN	✗ 19.2%
5	Shareholder resolution: Improve Clawback Policy	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 9.7%
6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	DAGEGEN	DAGEGEN	✗ 2.4%

No.	Traktanden	Board	Ethos	Resultat
1A	Approval of the individual and consolidated annual accounts	DAFÜR	DAFÜR	✓ 99.7%
1B	Approval of the non-financial information statement	DAFÜR	DAFÜR	✓ 99.7%
1C	Discharge the Board	DAFÜR	DAFÜR	✓ 99.4%
2	Application of results	DAFÜR	DAFÜR	✓ 99.7%
3	Elections to the Board of Directors			
3A	Setting the number of Directors at 15	DAFÜR	DAFÜR	✓ 99.6%
3B	Elect Mr. Carlos Barrabés	DAFÜR	DAFÜR	✓ 99.6%
3C	Elect Mr. Antonio Francesco Weiss	DAFÜR	DAFÜR	✓ 99.6%
3D	Re-elect Mr. Javier Botín-Sanz de Sautuola y O'Shea	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.8%
3E	Re-elect Mr. Germán de la Fuente	DAFÜR	DAFÜR	✓ 99.6%
3F	Re-elect Mr. Henrique De Castro	DAFÜR	DAFÜR	✓ 95.5%
3H	Re-elect Ms. Belén Romana Garcia	DAFÜR	DAFÜR	✓ 99.2%
3G	Re-elect Mr. José Antonio Álvarez Álvarez	DAFÜR	DAFÜR	✓ 97.7%
4	Re-elect PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.5%
5A	Share capital increase	DAFÜR	DAFÜR	✓ 95.2%
5B	Reduction of share capital through cancellation of own shares in relation to the share buyback programme	DAFÜR	● DAGEGEN	The share repurchase is inconsistent with the long-term interests of shareholders. ✓ 99.4%
5C	General authorisation to reduce the share capital through cancellation of own shares	DAFÜR	● DAGEGEN	The potential share capital reduction is excessive and inconsistent with the long-term interests of shareholders. ✓ 99.2%
6A	Directors' Remuneration Policy for the 2023-2025 period	DAFÜR	● DAGEGEN	The level of remuneration is excessive. ✓ 74.8%
6B	Setting of the maximum amount of annual remuneration to be paid to all directors	DAFÜR	● DAGEGEN	The level of remuneration is excessive. ✓ 97.4%
6C	Fix maximum variable compensation ratio (200% of the fixed)	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 98.8%
6D	Application of Deferred Multiyear Objectives Variable Remuneration Plan	DAFÜR	DAFÜR	✓ 95.6%
6E	Application of the Group's buy-out regulations	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 98.8%

No.	Traktanden	Board	Ethos	Resultat
6F	Advisory vote on the remuneration report	DAFÜR	<p>● DAGEGEN</p> <p>Excessive discretion of the remuneration committee in determining the performance criteria.</p> <p>Excessive total remuneration.</p> <p>Excessive fixed remuneration.</p>	<p>✓ 90.2%</p>
7	Delegation of powers	DAFÜR	DAFÜR	<p>✓ 99.5%</p>

No.	Traktanden	Board	Ethos	Resultat	
1.1	Approval of the annual accounts of BBVA and its consolidated group	DAFÜR	DAFÜR	✓ 99.9%	
1.2	Approval of the non-financial information statement	DAFÜR	DAFÜR	✓ 99.9%	
1.3	Allocation of results	DAFÜR	DAFÜR	✓ 99.7%	
1.4	Discharge the board	DAFÜR	DAFÜR	✓ 99.3%	
2	Elections to the board of directors				
2.1	Re-election of Mr. José Miguel Andrés Torrecillas	DAFÜR	● DAGEGEN	<p>Non independent director (high fees). The board is not sufficiently independent.</p> <p>Non-independent chair of the nomination committee. The independence of this committee is insufficient.</p>	✓ 98.8%
2.2	Re-election of Mr. Jaime Félix Caruana Lacorte	DAFÜR	● DAGEGEN	Non independent director (high fees). The board is not sufficiently independent.	✓ 99.1%
2.3	Re-election of Ms. Belén Garrijo López	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 94.6%
2.4	Re-election of Ms. Ana Peralta Moreno	DAFÜR	DAFÜR		✓ 97.5%
2.5	Re-election of Mr. Jan Paul Marie Francis Verplancke	DAFÜR	DAFÜR		✓ 99.3%
2.6	Election of Mr. Enrique Casanueva Nárdiz	DAFÜR	DAFÜR		✓ 99.6%
2.7	Election of Ms. Cristina de Parias Halcón	DAFÜR	● DAGEGEN	Non independent director (mandate within the group). The board is not sufficiently independent.	✓ 99.5%
3	Approve authorisation to reduce the share capital	DAFÜR	DAFÜR		✓ 99.7%
4	Approval of a maximum level of variable remuneration of up to 200% of the fixed component	DAFÜR	● DAGEGEN	The level of base salaries could lead to the payment of excessive variable remuneration.	✓ 98.9%
5	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 99.8%
6	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	<p>Excessive fixed and variable remuneration.</p> <p>Concerns over the pension allowance which exceeds guidelines.</p>	✓ 95.2%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. William M. Brown	DAFÜR	DAFÜR	✓ 97.4%
1.2	Re-elect Ms. Catherine M. Burzik	DAFÜR	DAFÜR	✓ 96.8%
1.3	Re-elect Ms. Carrie L. Byington	DAFÜR	DAFÜR	✓ 99.5%
1.4	Re-elect Mr. R. Andrew Eckert	DAFÜR	DAFÜR	✓ 97.2%
1.5	Re-elect Ms. Claire M. Fraser	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.9%
1.6	Re-elect Mr. Jeffrey W. Henderson	DAFÜR	● DAGEGEN	Non-independent chair of the audit committee. The independence of this committee is insufficient. ✓ 91.0%
1.7	Re-elect Mr. Christopher Jones	DAFÜR	DAFÜR	✓ 94.5%
1.8	Re-elect Mr. Thomas E. Polen	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 93.2%
1.9	Re-elect Mr. Timothy M. Ring	DAFÜR	DAFÜR	✓ 97.9%
1.10	Re-elect Mr. Bertram L. Scott	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 91.4%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.11	Elect Ms. Joanne Waldstreicher	DAFÜR	DAFÜR	✓ 99.8%
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. ✓ 92.6%

No.	Traktanden	Board	Ethos	Resultat
1.	Presentation of the board of directors' management report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.9%
3.	Adoption of the parent company's financial statements	DAFÜR	DAFÜR	✓ 99.9%
4.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
5.	Discharge of members of the board of directors	DAFÜR	DAFÜR	✓ 98.6%
6.	Approve directors' fees	DAFÜR	DAFÜR	✓ 96.3%
	Composition of the board of directors			
7.	Elect Ms. Soledad Luca de Tena	DAFÜR	DAFÜR	✓ 99.9%
8.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Concerns over the severance payments which are considered excessive. ✓ 85.4%
9.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%

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%
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chair)	DAFÜR	● DAGEGEN	Chair of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 97.9%
4.2	Approve Discharge of Supervisory Board member Dr. Martin Kimmich (member since 18 January 2023, Vice Chair since 23 January 2023)	DAFÜR	DAFÜR	✓ 99.0%
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chair)	DAFÜR	DAFÜR	✓ 98.9%
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chair)	DAFÜR	DAFÜR	✓ 98.9%
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chair)	DAFÜR	DAFÜR	✓ 99.3%
4.6	Approve Discharge of Supervisory Board member Christiane Benner	DAFÜR	DAFÜR	✓ 99.2%
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer	DAFÜR	DAFÜR	✓ 99.3%
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner	DAFÜR	DAFÜR	✓ 99.3%
4.9	Approve Discharge of Supervisory Board member Rachel Empey	DAFÜR	DAFÜR	✓ 99.3%
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	DAFÜR	DAFÜR	✓ 99.3%
4.11	Approve Discharge of Supervisory Board member Johann Horn	DAFÜR	DAFÜR	✓ 99.3%
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	DAFÜR	DAFÜR	✓ 99.0%
4.13	Approve Discharge of Supervisory Board member Jens Köhler	DAFÜR	DAFÜR	✓ 99.3%
4.14	Approve Discharge of Supervisory Board member Gerhard Kurz	DAFÜR	DAFÜR	✓ 99.3%
4.15	Approve Discharge of Supervisory Board member André Mandl	DAFÜR	DAFÜR	✓ 99.3%
4.16	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	DAFÜR	DAFÜR	✓ 98.9%
4.17	Approve Discharge of Supervisory Board member Anke Schäferkordt	DAFÜR	DAFÜR	✓ 99.3%

No.	Traktanden	Board	Ethos	Resultat
4.18	Approve Discharge of Supervisory Board member Prof. Dr. Christoph M. Schmidt	DAFÜR	DAFÜR	✓ 99.3%
4.19	Approve Discharge of Supervisory Board member Dr. Vishal Sikka	DAFÜR	DAFÜR	✓ 99.1%
4.20	Approve Discharge of Supervisory Board member Sibylle Wankel	DAFÜR	DAFÜR	✓ 99.3%
5	Appoint the Auditors Board main features	DAFÜR	DAFÜR	✓ 99.9%
6.1	Elections to the Supervisory Board: Susanne Klatten	DAFÜR	DAFÜR	✓ 87.6%
6.2	Elections to the Supervisory Board: Stefan Quandt	DAFÜR	DAFÜR	✓ 79.2%
6.3	Elections to the Supervisory Board: Dr. Vishal Sikka	DAFÜR	DAFÜR	✓ 96.6%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 95.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.7%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.7%
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	✓ 99.8%
5	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The authorisation is not in the long-term interest of shareholders. ✓ 98.6%
6	Ratify Deloitte as statutory auditors	DAFÜR	DAFÜR	✓ 92.2%
7	Elect Ernst & Young as auditors in charge of the consolidated statements and sustainability information	DAFÜR	DAFÜR	✓ 98.6%
Elections to the board of directors				
8	Re-elect Mr. Christian Noyer	DAFÜR	DAFÜR	✓ 98.5%
9	Elect Ms. Marie-Christine Lombard	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.2%
10	Elect Ms. Annemarie Straathof	DAFÜR	DAFÜR	✓ 99.8%
Elections in statutory competition of the employee shareholders' representative				
11	Re-elect Ms. Juliette Brisac	DAFÜR	DAFÜR	✓ 99.1%
A	Elect Ms. Isabelle Coron	DAGEGEN	● DAFÜR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative. ✗ 2.2%
B	Elect Mr. Thierry Schwob	DAGEGEN	● DAFÜR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative. ✗ 2.2%
C	Elect Mr. Frédéric Mayrand	DAGEGEN	● DAFÜR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative. ✗ 2.2%
12	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.3%
13	Approve the remuneration policy of Mr. Jean Lemierre, chair	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 96.8%
14	Approve the remuneration policy of Mr. Jean-Laurent Bonnafé, CEO	DAFÜR	DAFÜR	✓ 91.0%
15	Approve the remuneration policy of COOs	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 88.5%
16	Approve the remuneration report	DAFÜR	DAFÜR	✓ 95.7%
17	Approve the 2023 remuneration of Mr. Jean Lemierre, chair	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 96.1%
18	Approve the 2023 remuneration of Mr. Jean-Laurent Bonnafé, CEO	DAFÜR	DAFÜR	✓ 91.2%

No.	Traktanden	Board	Ethos	Resultat
19	Approve the 2023 remuneration of Mr. Yann Gérardin, COO	DAFÜR	DAFÜR	✓ 92.9%
20	Approve the 2023 remuneration of Mr. Thierry Laborde, COO	DAFÜR	DAFÜR	✓ 92.9%
21	Approve the maximum amount to be allocated to directors	DAFÜR	DAFÜR	✓ 98.2%
22	Consultative vote on the remuneration 2023 paid to the material key risk takers	DAFÜR	DAFÜR	✓ 99.8%
23	Setting the cap on the variable remuneration of the material key risk takers	DAFÜR	DAFÜR	✓ 99.6%
24	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 94.8%
25	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights	DAFÜR	DAFÜR	✓ 92.3%
26	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 94.8%
27	Determination of the overall limit for capital increases without pre-emptive rights	DAFÜR	DAFÜR	✓ 99.4%
28	Authorisation to increase the share capital through transfer of reserves	DAFÜR	DAFÜR	✓ 99.7%
29	Determination of the overall limit for capital increases with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 94.5%
30	Authorisation to issue shares reserved for employees (share ownership plan)	DAFÜR	DAFÜR	✓ 99.7%
31	Authorisation to increase the share capital through conversion of convertible bonds	DAFÜR	DAFÜR	✓ 96.6%
32	Authorisation to reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The authorisation is not in the long-term interest of shareholders. ✓ 99.8%
33	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. Glenn D. Fogel	DAFÜR	DAFÜR	✓ 99.6%	
1.2	Re-elect Dr. Mirian M. Graddick-Weir	DAFÜR	DAFÜR	✓ 96.7%	
1.3	Elect Ms. Kelly J. Grier	DAFÜR	DAFÜR	✓ 99.6%	
1.4	Re-elect Ms. Wei Hopeman	DAFÜR	DAFÜR	✓ 99.2%	
1.5	Re-elect Mr. Robert J. Mylod Jr.	DAFÜR	DAFÜR	✓ 97.9%	
1.6	Re-elect Mr. Charles H. Noski	DAFÜR	DAFÜR	✓ 91.8%	
1.7	Re-elect Mr. Joseph (Larry) Quinlan	DAFÜR	DAFÜR	✓ 99.6%	
1.8	Re-elect Mr. Nicholas J. Read	DAFÜR	DAFÜR	✓ 99.6%	
1.9	Re-elect Mr. Thomas E. Rothman	DAFÜR	DAFÜR	✓ 97.8%	
1.10	Re-elect Mr. Sumit Singh	DAFÜR	DAFÜR	✓ 98.7%	
1.11	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	✓ 98.3%	
1.12	Re-elect Ms. Vanessa A. Wittman	DAFÜR	DAFÜR	✓ 97.9%	
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.	✓ 90.3%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 90.9%
4	Shareholder resolution: Amend Clawback Policy	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 30.7%
5	Shareholder resolution: Report on Reproductive Rights and Data	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.	✗ 14.8%

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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	✓ 99.5%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 100.0%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 100.0%
6	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 93.6%
7	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 96.8%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Peter J. Arduini	DAFÜR	DAFÜR	✓ 93.1%
1b	Re-elect Prof. Dr. Deepak L. Bhatt	DAFÜR	DAFÜR	✓ 99.3%
1c	Elect Dr. Christopher Boerner	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 93.6%
1d	Re-elect Dr. Julia A. Haller	DAFÜR	DAFÜR	✓ 99.3%
1e	Re-elect Prof. Dr. Manuel Hidalgo Medina	DAFÜR	DAFÜR	✓ 99.4%
1f	Re-elect Prof. Paula A. Price	DAFÜR	DAFÜR	✓ 97.8%
1g	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	✓ 96.5%
1h	Re-elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR	✓ 95.9%
1i	Re-elect Dr. Karen H. Vousden	DAFÜR	DAFÜR	✓ 97.8%
1j	Re-elect Ms. Phyllis R. Yale	DAFÜR	DAFÜR	✓ 98.7%
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	Re-election of the auditor	DAFÜR	DAFÜR	✓ 97.2%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 84.4%
5	Shareholder resolution: Independent Chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management. ✗ 31.7%
6	Shareholder resolution: Executive Retention of Significant Stock	DAGEGEN	DAGEGEN	✗ 38.5%

No.	Traktanden	Board	Ethos	Resultat	
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.9%	
	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Fujio Mitarai	DAFÜR	● DAGEGEN	<p>Combined chair and CEO, who is 89 years old.</p> <p>Executive director sitting on the advisory nomination and remuneration committee, which is not best practice.</p>	✓ 91.4%
2.2	Re-elect Mr. Toshizo Tanaka	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>Executive director sitting on the advisory nomination and remuneration committee, which is not best practice.</p>	✓ 95.4%
2.3	Re-elect Mr. Toshio Homma	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines.	✓ 95.6%
2.4	Elect Mr. Kazuto Ogawa	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.3%
2.5	Elect Mr. Hiroaki Takeishi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.3%
2.6	Elect Mr. Minoru Asada	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.3%
2.7	Re-elect Mr. Yusuke Kawamura	DAFÜR	DAFÜR		✓ 98.7%
2.8	Elect Mr. Masayuki Ikegami	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 98.9%
2.9	Elect Mr. Masaki Suzuki	DAFÜR	DAFÜR		✓ 98.9%
2.10	Elect Ms. Akiko Ito	DAFÜR	DAFÜR		✓ 99.1%
3	Elect Mr. Chikahiro Okyama as a Corporate Auditor	DAFÜR	DAFÜR		✓ 95.9%
4	Approve bonus payment for directors	DAFÜR	DAFÜR		✓ 98.7%
5	Approve the restricted share plan	DAFÜR	DAFÜR		✓ 98.5%
















No.	Traktanden	Board	Ethos	Resultat
Elections of directors				
1a	Re-elect Mr. Richard D. Fairbank	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 96.7%
1b	Re-elect Mr. Ime Archibong	DAFÜR	DAFÜR	✓ 99.6%
1c	Re-elect Ms. Christine R. Detrick	DAFÜR	DAFÜR	✓ 96.6%
1d	Re-elect Ms. Ann Fritz Hackett	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 95.2%
<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>				
1e	Elect Ms. Suni P. Harford	DAFÜR	DAFÜR	✓ 99.9%
1f	Re-elect Mr. Peter Thomas Killalea	DAFÜR	DAFÜR	✓ 97.2%
1g	Re-elect Mr. Eli Leenaars	DAFÜR	DAFÜR	✓ 99.6%
1h	Re-elect Mr. François Locoh-Donou	DAFÜR	DAFÜR	✓ 96.7%
1i	Re-elect Mr. Peter E. Raskind	DAFÜR	DAFÜR	✓ 96.8%
1j	Re-elect Ms. Eileen Serra	DAFÜR	DAFÜR	✓ 99.4%
1k	Re-elect Mr. Mayo A. Shattuck III	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.2%
1l	Re-elect Mr. Craig Anthony Williams	DAFÜR	DAFÜR	✓ 99.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.1%
3	To approve the 2002 Associate Stock Purchase Plan	DAFÜR	DAFÜR	✓ 99.0%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.8%
5	Shareholder resolution: Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 10.1%
6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	✗ 0.9%
7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance. ✗ 10.2%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Albert S. Baldocchi	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.8%
1.2	Re-elect Mr. Matthew A. Carey	DAFÜR	DAFÜR	✓ 99.4%
1.3	Re-elect Mr. Greg L. Engles	DAFÜR	DAFÜR	✓ 99.6%
1.4	Re-elect Ms. Patricia D. Fili-Krushel	DAFÜR	DAFÜR	✓ 98.5%
1.5	Elect Ms. Laura Fuentes	DAFÜR	DAFÜR	✓ 99.9%
1.6	Re-elect Mr. Mauricio Gutierrez	DAFÜR	DAFÜR	✓ 99.8%
1.7	Re-elect Ms. Robin Hickenlooper	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.2%
1.8	Re-elect Mr. Scott Maw	DAFÜR	DAFÜR	✓ 98.8%
1.9	Re-elect Mr. Brian Niccol	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 96.1%
1.10	Re-elect Ms. Mary Winston	DAFÜR	DAFÜR	✓ 98.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.8% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.8%
4	Authorisation to increase the number of shares of the company's common stock	DAFÜR	DAFÜR	✓ 99.4%
5	Amend Certificate of Incorporation	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 99.6%
6	Shareholder resolution: Commission a Third Party Audit on Working Conditions	DAGEGEN	● DAFÜR	Enhanced disclosure on safety in the workplace. ✗ 29.6%
7	Shareholder resolution: Adopt Policy to Not Interfere with Freedom of Association Rights	DAGEGEN	● DAFÜR	The adoption of a non-interference policy would ensure employees can exercise their right to form or join a trade union. ✗ 9.9%
8	Shareholder resolution: Report on Adoption of Automation	DAGEGEN	● DAFÜR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks. ✗ 18.4%
9	Shareholder resolution: Report on Harassment and Discrimination Statistics	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues. ✗ 16.5%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.8%
2	Amend the articles of association to reduce the term of office for directors of the board	DAFÜR	DAFÜR	✓ 100.0%
3	Election of Directors on a Kansayaku board			
3.1	Re-elect Mr. Osamu Okuda	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 84.7%
3.2	Elect Mr. Iwaaki Taniguchi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 96.3%
3.3	Elect Mr. Hitoshi Iikura	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 95.6%
3.4	Re-elect Prof. Dr. Mariko Y. Momoi	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.9%
3.5	Re-elect Mr. Fumio Tateishi	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.7%
3.6	Re-elect Mr. Hideo Teramoto	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.9%
3.7	Re-elect Dr. rer. pol. Christoph Franz	DAFÜR	DAFÜR	✓ 96.3%
3.8	Re-elect Dr. James H. Sabry	DAFÜR	DAFÜR	✓ 94.8%
3.9	Re-elect Ms. Teresa A. Graham	DAFÜR	DAFÜR	✓ 94.9%
4	Election of 2 Corporate Auditors			
4.1	Elect Mr. Kenichi Masuda as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%
4.2	Elect Ms. Mami Yunoki as a Corporate Auditor	DAFÜR	DAFÜR	✓ 100.0%
5	Approve maximum remuneration for corporate auditors	DAFÜR	● DAGEGEN	The proposed 50% increase is excessive. ✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. David M. Cordani	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 94.5%
1b	Re-elect Mr. William J. DeLaney	DAFÜR	DAFÜR	✓ 98.2%
1c	Re-elect Mr. Eric J. Foss	DAFÜR	DAFÜR	✓ 96.4%
1d	Re-elect Dr. Elder Granger	DAFÜR	DAFÜR	✓ 98.2%
1e	Re-elect Ms. Neesha Hathi	DAFÜR	DAFÜR	✓ 99.8%
1f	Re-elect Mr. George Kurian	DAFÜR	DAFÜR	✓ 98.2%
1g	Re-elect Ms. Kathleen M. Mazarella	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.1%
1h	Re-elect Prof. Dr. Mark B. McClellan	DAFÜR	DAFÜR	✓ 98.2%
1i	Elect Dr. Philip O. Ozuah	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.2%
1j	Re-elect Ms. Kimberly A. Ross	DAFÜR	DAFÜR	✓ 98.8%
1k	Re-elect Mr. Eric C. Wiseman	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 98.2%
1l	Re-elect Ms. Donna F. Zarcone	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 83.4% 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. ✓ 92.6%
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 48.8%
5	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	DAGEGEN	DAGEGEN	✗ 1.6%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.a	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	✓ 95.8%	
1.b	Re-elect Mr. Michael D. Capellas	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>	✓ 91.6%
1.c	Re-elect Mr. Mark S. Garrett	DAFÜR	DAFÜR	✓ 95.8%	
1.d	Re-elect Mr. John D. Harris II	DAFÜR	DAFÜR	✓ 95.5%	
1.e	Re-elect Dr. Kristina M. Johnson	DAFÜR	DAFÜR	✓ 94.3%	
1.f	Re-elect Ms. Sarah Rae Murphy	DAFÜR	DAFÜR	✓ 99.7%	
1.g	Re-elect Mr. Charles H. Robbins	DAFÜR	● DAGEGEN	<p>Combined chair and CEO.</p>	✓ 91.6%
1.h	Re-elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	✓ 96.8%	
1.i	Re-elect Ms. Marianna Tessel	DAFÜR	DAFÜR	✓ 99.7%	
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>	✓ 77.1%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p>	✓ 92.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Terrence A. Duffy	DAFÜR	● DAGEGEN	Combined chairman and CEO.  91.7%
1b	Re-elect Ms. Kathryn Benesh	DAFÜR	DAFÜR	 98.8%
1c	Re-elect Mr. Timothy S. Bitsberger	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.  93.5%
1d	Re-elect Mr. Charles P. Carey	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.  86.5% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1e	Re-elect Mr. Bryan T. Durkin	DAFÜR	DAFÜR	 95.1%
1f	Re-elect Mr. Harold Ford Jr.	DAFÜR	DAFÜR	 98.8%
1g	Re-elect Mr. Martin J. Gepsman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.  84.6%
1h	Re-elect Mr. Larry G. Gerdes	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  89.2% 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 is over 75 years old, which exceeds guidelines.  85.5% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1j	Re-elect Mr. Daniel G. Kaye	DAFÜR	DAFÜR	 97.0%
1k	Re-elect Ms. Phyllis M. Lockett	DAFÜR	DAFÜR	 64.2%
1l	Re-elect Prof. Deborah J. Lucas	DAFÜR	DAFÜR	 98.7%
1m	Re-elect Ms. Terry L. Savage	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  90.5% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1n	Re-elect Ms. Rahael Seifu	DAFÜR	DAFÜR	 96.2%
1o	Re-elect Mr. William R. Shepard	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  91.5% The director has been sitting on the board for over 16 years, which exceeds guidelines.

No.	Traktanden	Board	Ethos	Resultat	
1p	Re-elect Mr. Howard J. Siegel	DAFÜR	● DAGEGEN	<p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 91.6%
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>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 83.4%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 92.1%
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>	✓ 87.1%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Zein Abdalla	DAFÜR	DAFÜR	✓ 85.1%
1b	Re-elect Ms. Vinita Bali	DAFÜR	DAFÜR	✓ 95.6%
1c	Re-elect Mr. Eric Branderiz	DAFÜR	DAFÜR	✓ 99.4%
1d	Re-elect Ms. Archana Deskus	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.4%
1e	Re-elect Mr. John M. Dineen	DAFÜR	DAFÜR	✓ 99.6%
1f	Re-elect Mr. Ravi Kumar	DAFÜR	DAFÜR	✓ 99.6%
1g	Re-elect Mr. Leo S. Mackay Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 88.1%
1h	Re-elect Mr. Michael Patsalos-Fox	DAFÜR	DAFÜR	✓ 96.1%
1i	Re-elect Mr. Stephen Rohleder	DAFÜR	DAFÜR	✓ 95.6%
1j	Re-elect Mr. Abraham (Bram) Schot	DAFÜR	DAFÜR	✓ 95.6%
1k	Re-elect Mr. Joseph M. Velli	DAFÜR	DAFÜR	✓ 98.2%
1l	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	✓ 96.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.2%
				An important part of the variable remuneration is based on continued employment only.
3	Adopt amended and restated certificate of incorporation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 85.1%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 92.2%
5	Shareholder resolution: Fair treatment of shareholder nominees	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights. ✗ 1.5%

No.	Traktanden	Board	Ethos	Resultat
	Ethos' ongoing engagement with Colgate-Palmolive			
1	Elections of directors			
1a	Re-elect Mr. John P. Bilbrey	DAFÜR	DAFÜR	✓ 89.0%
1b	Re-elect Mr. John T. Cahill	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.2%
1c	Re-elect Mr. Steve Cahillane	DAFÜR	DAFÜR	✓ 98.7%
1d	Re-elect Ms. Lisa M. Edwards	DAFÜR	DAFÜR	✓ 99.6%
1e	Re-elect Prof. Dr. C. Martin Harris	DAFÜR	DAFÜR	✓ 97.9%
1f	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	✓ 99.6%
1g	Re-elect Ms. Kimberly A. Nelson	DAFÜR	DAFÜR	✓ 99.2%
1h	Elect Mr. Brian Newman	DAFÜR	DAFÜR	✓ 99.7%
1i	Re-elect Ms. Lorrie M. Norrington	DAFÜR	DAFÜR	✓ 98.0%
1j	Re-elect Mr. Noel R. Wallace	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 92.8%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 92.5%
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	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management. ✗ 33.8%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.7%
3	Final dividend	DAFÜR	DAFÜR	✓ 99.9%
	Elections to the board of directors			
4	Elect Mr. Petros Parras	DAFÜR	DAFÜR	✓ 99.3%
5	Elect Ms. Leanne Wood	DAFÜR	DAFÜR	✓ 99.8%
6	Re-elect Mr. Ian Meakins	DAFÜR	● DAGEGEN	Chair of the nomination committee. The composition of the board is unsatisfactory. ✓ 97.7%
7	Re-elect Mr. Dominic Blakemore	DAFÜR	DAFÜR	✓ 98.8%
8	Re-elect Mr. Palmer Brown	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 99.3%
9	Re-elect Mr. Stefan Bomhard	DAFÜR	DAFÜR	✓ 98.0%
10	Re-elect Mr. John Bryant	DAFÜR	● DAGEGEN	Chair of the remuneration committee. We have serious concerns over remuneration. ✓ 90.1%
11	Re-elect Ms. Arlene Isaacs-Lowe	DAFÜR	DAFÜR	✓ 98.7%
12	Re-elect Ms. Anne-Francoise Nesmes	DAFÜR	DAFÜR	✓ 98.5%
13	Re-elect Mr. Sundar Raman	DAFÜR	DAFÜR	✓ 89.9%
14	Re-elect Mr. Nelson Silva	DAFÜR	● DAGEGEN	Non independent director sitting on the audit and remuneration committees, which is not line with UK market practice. ✓ 98.0%
15	Re-elect Ms. Ireena Vittal	DAFÜR	● DAGEGEN	Non independent director sitting on the audit and remuneration committees, which is not line with UK market practice. ✓ 97.9%
16	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 99.2%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
18	Political donations	DAFÜR	DAFÜR	✓ 99.0%
19	Authority to allot shares	DAFÜR	DAFÜR	✓ 91.9%
20	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 96.7%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 96.0%
22	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.5%
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 94.6%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the directors' report and the accounts	DAFÜR	DAFÜR	✓
2	Approval of the consolidated directors' report and the consolidated accounts	DAFÜR	DAFÜR	✓
3	Approval of the corporate governance report	DAFÜR	● DAGEGEN	✓ The report is not available in English prior to the AGM. The board composition is not satisfactory.
4	Approval of the non-financial information report	DAFÜR	DAFÜR	✓
5	Allocation of income	DAFÜR	DAFÜR	✓
6	Discharge of the Board	DAFÜR	DAFÜR	✓
7	Acquisition of own shares	DAFÜR	DAFÜR	✓ 100.0%
8	Sale by the Company of its own shares	DAFÜR	DAFÜR	✓
9	Approval of the 2024-2026 remuneration policy	DAFÜR	DAFÜR	✓
10.a	Election of the members of the governing bodies for the 2024-2026 triennium	DAFÜR	● DAGEGEN	✓ The overall independence of the board is not sufficient. The number of executives is excessive.
10.b	Election of Ernst & Young as statutory auditor for the 2024-2026 triennium	DAFÜR	DAFÜR	✓
11	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	✓
12	Election of the members of the Appointments, Evaluation and Remuneration Committee and approval of their respective remuneration	DAFÜR	● DAGEGEN	✓ The overall independence of the committee is not sufficient.

No.	Traktanden	Board	Ethos	Resultat
1	Approve the interim balance sheet as of 30 September 2024	DAFÜR	DAFÜR	✓ 100.0%
2	Approve the distribution of dividend	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Fernando Aguirre	DAFÜR	DAFÜR	✓ 98.2%
1b	Re-elect Mr. Ph.D Jeffrey R. Balser	DAFÜR	DAFÜR	✓ 99.3%
1c	Re-elect Mr. C. David Brown II	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.9%
1d	Re-elect Ms. Alecia A. DeCoudreaux	DAFÜR	DAFÜR	✓ 99.0%
1e	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR	✓ 98.4%
1f	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR	✓ 97.8%
1g	Re-elect Ms. Anne M. Finucane	DAFÜR	DAFÜR	✓ 96.2%
1h	Elect Mr. Scott J. Kirby	DAFÜR	DAFÜR	✓ 99.3%
1i	Re-elect Ms. Karen S. Lynch	DAFÜR	DAFÜR	✓ 98.9%
1j	Elect Mr. Michael F. Mahoney	DAFÜR	DAFÜR	✓ 99.1%
1k	Re-elect Mr. Jean-Pierre Millon	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.6%
1l	Re-elect Ms. Mary L. Schapiro	DAFÜR	DAFÜR	✓ 99.3%
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. ✓ 85.1%
4	To approve the amendment of the 2017 Incentive Remuneration Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 95.7%
5	Shareholder resolution: Third Party Worker Rights Assessment and Report	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights. ✗ 23.4%
6	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance. ✗ 18.5%
7	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	We strongly support the right of shareholders to address pay-related concerns. ✗ 6.0%
8	Shareholder resolution: Adopt Policy to Require Director Allocation of Hours Disclosure	DAGEGEN	DAGEGEN	✗ 2.5%

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1.1	Re-elect Mr. Michael S. Dell	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.	✓ 98.4%*
1.2	Re-elect Mr. David W. Dorman	DAFÜR	DAFÜR		✓ 98.4%*
1.3	Re-elect Mr. Egon P. Durban	DAFÜR	DAFÜR		✓ 99.6%*
1.4	Re-elect Mr. David J. Grain	DAFÜR	DAFÜR		✓ 99.8%*
1.5	Re-elect Mr. William D. Green	DAFÜR	DAFÜR		✓ 99.8%*
1.6	Elect Mr. Steven M. Mollenkopf	DAFÜR	DAFÜR		✓ 99.8%*
1.7	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR		✓ 99.9%*
1.8	Re-elect Ms. Ellen J. Kullman (representative of Class C shareholders)	DAFÜR	DAFÜR		✓ 62.7%*
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 99.5%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 99.1%
4.	Shareholder resolution: Report on Charitable Contributions	DAGEGEN	DAGEGEN		✗ 0.2%
5.	Shareholder resolution: Report on Effectiveness of Diversity, Equity and Inclusion Efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 2.9%

* 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	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 96.2%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.2%
5	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 96.3%
6	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 95.7%
7	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	✓ 95.2%
	Board main features			
8a	Elections to the Supervisory Board: Dr. Andreas Gottschling	DAFÜR	DAFÜR	✓ 99.7%
8b	Elections to the Supervisory Board: Martin Jetter	DAFÜR	DAFÜR	✓ 96.6%
8c	Elections to the Supervisory Board: Shannon Anastasia Johnston	DAFÜR	DAFÜR	✓ 99.7%
8d	Elections to the Supervisory Board: Sigrid Kozmiensky	DAFÜR	DAFÜR	✓ 99.9%
8e	Elections to the Supervisory Board: Barbara Lambert	DAFÜR	DAFÜR	✓ 93.0%
8f	Elections to the Supervisory Board: Charles G. T. Stonehill	DAFÜR	DAFÜR	✓ 99.7%
8g	Elections to the Supervisory Board: Clara-Christina Streit	DAFÜR	DAFÜR	✓ 93.9%
8h	Elections to the Supervisory Board: Chong Lee Tan	DAFÜR	DAFÜR	✓ 99.7%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 99.1%
10	Approve Remuneration Report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration. ✓ 91.8%
11a	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
11b	Appoint the Auditors for the sustainability reporting 2024	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Dr. Katherine Baicker	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 99.4%
1b	Re-elect Mr. J. Erik Fyrwald	DAFÜR	● DAGEGEN	<p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p> <p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Concerns over the director's time commitments.</p>	✓ 91.4%
1c	Re-elect Mr. Jamere Jackson	DAFÜR	DAFÜR		✓ 97.8%
1d	Re-elect Ms. Gabrielle Sulzberger	DAFÜR	DAFÜR		✓ 98.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 95.0%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.8%
4	Declassify the board of directors	DAFÜR	DAFÜR		✗ 77.8%
5	Eliminate Supermajority Vote Requirement	DAFÜR	DAFÜR		✗ 77.7%
6	Shareholder resolution: Report on Lobbying Payments and Policy	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 25.5%
7	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 23.8%
8	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.	✗ 8.9%
9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	DAGEGEN	● DAFÜR	The proposed policy would encourage social responsibility.	✗ 10.0%

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	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 96.5%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
5	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The potential maximal repurchase price is too high. ✓ 99.8%
Elections to the board of directors				
6	Re-elect Mr. Fabrice Brégier	DAFÜR	DAFÜR	✓ 98.5%
7	Elect Mr. Michel Giannuzzi	DAFÜR	DAFÜR	✓ 97.9%
8	Ratify Deloitte as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.9%
9	Ratify Ernst & Young as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 98.8%
10	Approve the remuneration report	DAFÜR	DAFÜR	✓ 97.8%
11	Approve the 2023 remuneration of Mr. Jean-Pierre Clamadieu, chair	DAFÜR	DAFÜR	✓ 99.9%
12	Approve the 2023 remuneration of Ms. Catherine MacGregor, CEO	DAFÜR	DAFÜR	✓ 94.6%
13	Approve the maximum amount to be allocated to directors	DAFÜR	DAFÜR	✓ 96.5%
14	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 97.1%
15	Approve the remuneration policy of Mr. Jean-Pierre Clamadieu, chair	DAFÜR	DAFÜR	✓ 99.9%
16	Approve the remuneration policy of Ms. Catherine MacGregor, CEO	DAFÜR	DAFÜR	✓ 94.6%
17	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 99.7%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	● DAGEGEN	The maximum potential discount is not clearly specified and might exceed market practice. ✓ 96.4%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	● DAGEGEN	The maximum potential discount is not clearly specified and might exceed market practice. ✓ 95.2%
20	"Green shoe" authorisation to issue shares with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 88.1%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 98.9%

No.	Traktanden	Board	Ethos	Resultat
22	Determination of the overall limit for capital increases with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 99.8%
23	Authorisation to increase the share capital through transfer of reserves	DAFÜR	DAFÜR	✓ 99.8%
24	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 97.1%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR	✓ 99.5%
26	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 99.5%
27	Approve distribution of performance shares to certain employees of group companies	DAFÜR	DAFÜR	✓ 98.9%
28	Approve distribution of performance shares to certain employees of the group	DAFÜR	DAFÜR	✓ 98.2%
29	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Scott A Satterlee	DAFÜR	DAFÜR	✓ 96.5%
1b	Re-elect Mr. Michael J Ancius	DAFÜR	DAFÜR	✓ 92.5%
1c	Re-elect Mr. Stephen L. Eastman	DAFÜR	DAFÜR	✓ 96.5%
1d	Re-elect Mr. Daniel L Florness	DAFÜR	DAFÜR	✓ 98.8%
1e	Re-elect Ms. Rita J. Heise	DAFÜR	DAFÜR	✓ 92.4%
1f	Re-elect Mr. Hsenghung Sam Hsu	DAFÜR	DAFÜR	✓ 98.6%
1g	Re-elect Mr. Daniel L. Johnson	DAFÜR	DAFÜR	✓ 98.0%
1h	Re-elect Mr. Nicholas J. Lundquist	DAFÜR	DAFÜR	✓ 98.0%
1i	Re-elect Ms. Sarah N. Nielsen	DAFÜR	DAFÜR	✓ 99.1%
1j	Elect Ms. Irene A. Quarshie	DAFÜR	DAFÜR	✓ 99.8%
1k	Re-elect Ms. Reyne K Wisecup	DAFÜR	DAFÜR	✓ 97.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.0%
3	Advisory vote on executive remuneration	DAFÜR	DAFÜR	✓ 92.7%
4	Eliminate supermajority voting requirement in connection with business transactions	DAFÜR	● DAGEGEN	The amendment can have a negative impact on the long-term interests of the company's shareholders. ✓ 99.5%
5	Shareholder resolution: Introduce simple majority voting	DAGEGEN	DAGEGEN	✗ 41.1%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Kimberly A. Casiano	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.0%
1b	Re-elect Ms. Alexandra Ford English	DAFÜR	DAFÜR	✓ 95.0%
1c	Re-elect Mr. James D. Farley Jr.	DAFÜR	DAFÜR	✓ 97.8%
1d	Re-elect Mr. Henry Ford III	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. ✓ 91.7%
1e	Re-elect Mr. William Clay Ford Jr.	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. ✓ 86.4%
1f	Re-elect Mr. William W. Helman IV	DAFÜR	DAFÜR	✓ 96.1%
1g	Re-elect Mr. Jon M. Huntsman Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 94.3%
1h	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	✓ 82.2%
1i	Re-elect Mr. John C. May	DAFÜR	DAFÜR	✓ 96.5%
1j	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	✓ 96.5%
1k	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	✓ 95.9%
1l	Re-elect Mr. John Lawson Thornton	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 94.9%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1m	Re-elect Mr. John B. Veihmeyer	DAFÜR	DAFÜR	✓ 96.4%
1n	Re-elect Mr. John S. Weinberg	DAFÜR	DAFÜR	✓ 96.4%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 97.8%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.9%
				An important part of the variable remuneration is based on continued employment only.
4	To approve the amendment of the 2024 Stock Plan for non-executive directors	DAFÜR	DAFÜR	✓ 96.5%
5	Shareholder resolution: Give Each Share An Equal Vote	DAGEGEN	● DAFÜR	The proposal to give each share an equal vote is in line with the principle of fair and equal treatment of all shareholders. ✗ 38.3%

No.	Traktanden	Board	Ethos	Resultat
6	Shareholder resolution: Report on Reliance on Child Labour in Supply Chain	DAGEGEN	DAGEGEN	✘ 5.6%
7	Shareholder resolution: Report on Sustainable Sourcing Policies	DAGEGEN	● DAFÜR The resolution aims to mitigate risks in Ford's supply chain by enhancing transparency and implementing Sustainable Sourcing Policies to address deforestation and greenhouse gas emissions concerns.	✘ 6.6%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Ken Xie	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✔ 93.7%
1b	Re-elect Mr. Michael Xie	DAFÜR	DAFÜR	✔ 99.5%
1c	Re-elect Mr. Kenneth A. Goldman	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✔ 96.8%
1d	Re-elect Mr. Ming Hsieh	DAFÜR	DAFÜR	✔ 98.4%
1e	Re-elect Dr. Jean Hu	DAFÜR	DAFÜR	✔ 99.8%
1f	Re-elect Mr. William H. Neukom	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✔ 97.8%
1g	Re-elect Ms. Judith Sim	DAFÜR	DAFÜR	✔ 96.9%
1h	Re-elect Dr. James Stavridis	DAFÜR	DAFÜR	✔ 94.6%
1i	Elect Ms. Mary Agnes Wildrotter	DAFÜR	DAFÜR	✔ 96.3%
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. ✔ 98.5% An important part of the variable remuneration is based on continued employment only.

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 Remuneration Report	DAFÜR	DAFÜR	✓ 91.6%
4	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.4%
5	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 98.9%
6	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
	Board main features			
7.1	Elections to the Supervisory Board: Andreas Renschler	DAFÜR	DAFÜR	✓ 99.5%
7.2	Elections to the Supervisory Board: Prof. Dr. Axel Stepken	DAFÜR	DAFÜR	✓ 99.8%
8.1	Amend Articles: Adjustment of record date (Section 17 (2) 3	DAFÜR	DAFÜR	✓ 100.0%
8.2	Amend Articles: Term of office of Supervisory Board members (Sections 10 (5) and 11 (1)	DAFÜR	DAFÜR	✓ 100.0%
9	Approve the Company's Climate Transition Plan 2040	DAFÜR	DAFÜR	✓ 98.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Mary T. Barra	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 94.6%
1b.	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	✓ 96.1%
1c.	Re-elect Ms. Joanne C. Crevoiserat	DAFÜR	DAFÜR	✓ 99.4%
1d.	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	✓ 99.7%
1e.	Re-elect Mr. Joseph Jimenez	DAFÜR	DAFÜR	✓ 97.0%
1f.	Re-elect Mr. Jonathan (Jon) McNeill	DAFÜR	DAFÜR	✓ 99.4%
1g.	Re-elect Ms. Judith A. Miscik	DAFÜR	DAFÜR	✓ 99.8%
1h.	Re-elect Ms. Patricia F. Russo	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.	✓ 98.9%
1i.	Re-elect Mr. Thomas M. Schoewe	DAFÜR	DAFÜR	✓ 97.1%
1j.	Re-elect Mr. Mark A. Tatum	DAFÜR	DAFÜR	✓ 99.9%
1k.	Re-elect Dr. Jan E. Tighe	DAFÜR	DAFÜR	✓ 99.8%
1l.	Re-elect Mr. Devin N. Wenig	DAFÜR	DAFÜR	✓ 97.2%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.1%
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.	✓ 57.7%
4	Shareholder resolution: Report on the Use of Child Labour in Connection with Electric Vehicles	DAGEGEN	DAGEGEN	✗ 12.6%
5	Shareholder resolution: Eliminate EV Targets from Incentive Compensation Programs	DAGEGEN	DAGEGEN	✗ 0.8%
6	Shareholder resolution: Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	DAGEGEN	● DAFÜR Enhanced disclosure on environmental issues.	✗ 12.5%
7	Shareholder resolution: Report on Sustainability Risk in the Company's Supply Chain	DAGEGEN	● DAFÜR Enhanced disclosure on environmental issues.	✗ 13.6%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Dr. Jacqueline K. Barton	DAFÜR	DAFÜR	✓ 98.8%
1b	Re-elect Dr. Jefferey A. Bluestone	DAFÜR	DAFÜR	✓ 99.3%
1c	Re-elect Dr. Sandra J. Horning	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 97.8%
1d	Re-elect Ms. Kelly A. Kramer	DAFÜR	DAFÜR	✓ 97.3%
1e	Elect Mr. Ted W. Love	DAFÜR	DAFÜR	✓ 99.5%
1f	Re-elect Mr. Harish Manwani	DAFÜR	DAFÜR	✓ 96.1%
1g	Re-elect Mr. Daniel O'Day	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.7%
1h	Re-elect Mr. Javier J. Rodriguez	DAFÜR	DAFÜR	✓ 99.3%
1i	Re-elect Mr. Anthony Welters	DAFÜR	DAFÜR	✓ 92.5%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.2%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.0% An important part of the variable remuneration is based on continued employment only.
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 81.2%
5	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance. ✗ 5.9%
6	Shareholder resolution: Report on Risks of Supporting Abortion	DAGEGEN	DAGEGEN	✗ 1.8%
7	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	DAGEGEN	✗ 35.8%

No.	Traktanden	Board	Ethos	Resultat	
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%	
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. Concerns over the excessive sign-on bonus granted to the new CFO.	✓ 92.7%
Elections to the board of directors					
3	Elect Ms. Wendy Becker	DAFÜR	DAFÜR	✓ 95.9%	
4	Elect Dr Jeannie Lee	DAFÜR	DAFÜR	✓ 99.9%	
5	Re-elect Sir Jonathan Symonds, CBE	DAFÜR	DAFÜR	✓ 99.5%	
6	Re-elect Dame Emma Walmsley	DAFÜR	DAFÜR	✓ 99.8%	
7	Re-elect Ms. Julie Brown	DAFÜR	DAFÜR	✓ 99.7%	
8	Re-elect Ms. Elizabeth McKee Anderson	DAFÜR	DAFÜR	✓ 97.6%	
9	Re-elect Mr. Charles A. Bancroft	DAFÜR	DAFÜR	✓ 99.5%	
10	Re-elect Dr. Hal Barron	DAFÜR	DAFÜR	✓ 99.6%	
11	Re-elect Dr. Anne Beal	DAFÜR	DAFÜR	✓ 99.6%	
12	Re-elect Dr. Harry C. Dietz	DAFÜR	DAFÜR	✓ 99.8%	
13	Re-elect Dr. Jesse Goodman	DAFÜR	DAFÜR	✓ 99.8%	
14	Re-elect Dr. Vishal Sikka	DAFÜR	DAFÜR	✓ 94.6%	
15	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 99.9%	
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%	
17	Political donations	DAFÜR	DAFÜR	✓ 98.8%	
18	General authority to allot shares	DAFÜR	DAFÜR	✓ 95.7%	
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 97.7%	
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 96.9%	
21	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.2%	
22	Exemption from statement of the name of the senior statutory auditor in published copies of the auditor's reports (ordinary resolution)	DAFÜR	DAFÜR	✓ 99.7%	
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.8%

No.	Traktanden	Board	Ethos	Resultat
1	Amendment to the articles of association concerning the powers of the board of directors (extraordinary agenda)	DAFÜR	DAFÜR	✓ 100.0%
2	Financial statements as at 31 December 2023	DAFÜR	DAFÜR	✓ 99.8%
3	Allocation of net results and dividend distribution	DAFÜR	DAFÜR	✓ 99.9%
4	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. ✓ 90.6%
5	Advisory vote on the remuneration paid in 2023	DAFÜR	DAFÜR	✓ 92.0%
6	Appointment of a member of the board of directors – shareholder proposal	KEINE EMPFEHLUNG	● DAGEGEN	Insufficient information is provided concerning the nominees. ✓ 71.1%
7	Appointment of the vice chair of the board of directors – shareholder proposal	KEINE EMPFEHLUNG	● DAGEGEN	Insufficient information is provided concerning the nominees. ✓ 71.1%
8	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	✓ 99.9%

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	Executive management discharge	DAFÜR	DAFÜR	✓ 99.6%
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	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	✓ 94.4% The authorisation allows for share repurchase during a period of public offer and can potentially be used as an anti-takeover device.
7	Approve the remuneration report	DAFÜR	● DAGEGEN	✓ 91.8% The information provided is insufficient. Excessive fixed remuneration.
8	Approve the 2023 remuneration of Mr. Axel Dumas, CEO	DAFÜR	● DAGEGEN	✓ 91.7% The information provided is insufficient. Excessive fixed remuneration.
9	Approve the 2023 remuneration attributable to Emile Hermès SAS, active partner of the company	DAFÜR	● DAGEGEN	✓ 92.0% The information provided is insufficient. Excessive total remuneration.
10	Approve the 2023 remuneration of Mr. Eric de Seynes, chair	DAFÜR	DAFÜR	✓ 100.0%
11	Approve the remuneration policy of members of the executive management	DAFÜR	DAFÜR	✓ 91.4%
12	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
13	Re-elect Mr. Matthieu Dumas	DAFÜR	● DAGEGEN	✓ 94.1% Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Representative of an important shareholder who is sufficiently represented on the board.
14	Re-elect Mr. Blaise Guerrand	DAFÜR	● DAGEGEN	✓ 96.0% Executive director. The board is not sufficiently independent. Representative of an important shareholder who is sufficiently represented on the board.

No.	Traktanden	Board	Ethos	Resultat	
15	Re-elect Ms. Olympia Guerrand	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. Representative of an important shareholder who is sufficiently represented on the board.	✓ 96.0%
16	Re-elect Mr. Alexandre Viros	DAFÜR	DAFÜR		✓ 99.8%
17	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 99.9%
18	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.8%
19	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 92.7%
20	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Katsumi Ihara	DAFÜR	DAFÜR	✓ 96.8%
1.2	Re-elect Mr. Ravi Venkatesan	DAFÜR	DAFÜR	✓ 99.8%
1.3	Re-elect Mr. Ikuro Sugawara	DAFÜR	DAFÜR	✓ 99.7%
1.4	Elect Ms. Isabelle Deschamps	DAFÜR	DAFÜR	✓ 99.9%
1.5	Re-elect Mr. Joe Harlan	DAFÜR	DAFÜR	✓ 99.8%
1.6	Re-elect Ms. Louise Pentland	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.8%
1.7	Re-elect Mr. Takatoshi Yamamoto	DAFÜR	DAFÜR	✓ 99.6%
1.8	Re-elect Mr. Hiroaki Yoshihara	DAFÜR	DAFÜR	✓ 94.8%
1.9	Re-elect Prof. Helmuth Ludwig	DAFÜR	DAFÜR	✓ 99.7%
1.10	Re-elect Mr. Keiji Kojima	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 95.5%
1.11	Re-elect Mr. Mitsuaki Nishiyama	DAFÜR	DAFÜR	✓ 96.4%
1.12	Re-elect Mr. Toshiaki Higashihara	DAFÜR	● DAGEGEN	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 96.9%

No.	Traktanden	Board	Ethos	Resultat	
	Ethos' ongoing engagement with Honda Motor				
1.	Election of Directors (with 3-committees)				
1.1	Re-elect Mr. Toshihiro Mibe	DAFÜR	● DAGEGEN	Combined chairman and CEO. Chairman of the company which does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 92.3%
1.2	Re-elect Mr. Shinji Aoyama	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.6%
1.3	Re-elect Mr. Noriya Kaihara	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.6%
1.4	Elect Mr. Eiji Fujimura	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.	✓ 95.5%
1.5	Re-elect Ms. Asako Suzuki	DAFÜR	● DAGEGEN	Non independent director (former executive). The board is not sufficiently independent.	✓ 95.0%
1.6	Elect Mr. Jiro Morisawa	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 95.3%
1.7	Re-elect Mr. Kunihiko Sakai	DAFÜR	DAFÜR		✓ 97.7%
1.8	Re-elect Mr. Fumiya Kokubu	DAFÜR	DAFÜR		✓ 94.8%
1.9	Re-elect Mr. Yoichiro Ogawa	DAFÜR	DAFÜR		✓ 98.8%
1.10	Re-elect Mr. Kazuhiro Higashi	DAFÜR	DAFÜR		✓ 97.3%
1.11	Re-elect Ms. Ryoko Nagata	DAFÜR	DAFÜR		✓ 99.4%
1.12	Elect Ms. Miga Agatsuma	DAFÜR	DAFÜR		✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
1	To receive the audited consolidated financial statements of the company	DAFÜR	DAFÜR	✓ 99.6%
2	Elections of directors			
a	Re-elect Mr. Nicholas Charles Allen	DAFÜR	DAFÜR	✓ 98.8%
b	Re-elect Ms. Anna Ming Ming Cheung	DAFÜR	DAFÜR	✓ 99.8%
c	Re-elect Mr. Yichen Zhang	DAFÜR	DAFÜR	✓ 95.0%
3	Re-elect the auditor and fix their remuneration	DAFÜR	DAFÜR	✓ 93.9%
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	✓ 91.7%

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. Robert R. Bennett	DAFÜR	DAFÜR	✓ 99.1%
1.c	Re-elect Mr. Charles V. Bergh	DAFÜR	DAFÜR	✓ 99.0%
1.d	Re-elect Mr. Bruce D. Broussard	DAFÜR	DAFÜR	✓ 99.0%
1.e	Re-elect Ms. Stacy Brown-Philpot	DAFÜR	DAFÜR	✓ 99.3%
1.f	Re-elect Dr. Stephanie A. Burns	DAFÜR	DAFÜR	✓ 98.9%
1.g	Re-elect Ms. Mary Anne Citrino	DAFÜR	DAFÜR	✓ 99.3%
1.h	Re-elect Mr. Richard L. Clemmer	DAFÜR	DAFÜR	✓ 99.6%
1.i	Re-elect Mr. Enrique Lores	DAFÜR	DAFÜR	✓ 99.7%
1.j	Re-elect Mr. David Meline	DAFÜR	DAFÜR	✓ 99.7%
1.k	Re-elect Ms. Judith A. Miscik	DAFÜR	DAFÜR	✓ 99.3%
1.l	Re-elect Ms. Kim K.W. Rucker	DAFÜR	DAFÜR	✓ 99.1%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 92.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.7%
4	Approve the Fourth Amended and Restated HP 2004 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 93.7%
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 61.0%
6	Shareholder resolution: Termination Pay	DAGEGEN	DAGEGEN	✗ 8.4%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Elect Ms. Marianne C. Brown	DAFÜR	DAFÜR	✓ 98.6%
1b	Re-elect Mr. Thomas Buberl	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.4%
1c	Re-elect Mr. David N. Farr	DAFÜR	DAFÜR	✓ 96.7%
1d	Re-elect Mr. Alex Gorsky	DAFÜR	DAFÜR	✓ 98.6%
1e	Re-elect Prof. Michelle J. Howard	DAFÜR	DAFÜR	✓ 98.8%
1f	Re-elect Dr. Arvind Krishna	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.7%
1g	Re-elect Mr. Andrew N. Liveris	DAFÜR	DAFÜR	✓ 78.9%
1h	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR	✓ 98.6%
1i	Elect Mr. Michael Miebach	DAFÜR	DAFÜR	✓ 98.3%
1j	Re-elect Dr. Martha E. Pollack	DAFÜR	DAFÜR	✓ 97.6%
1k	Re-elect Mr. Peter R. Voser	DAFÜR	DAFÜR	✓ 96.7%
1l	Re-elect Mr. Frederick H. Waddell	DAFÜR	DAFÜR	✓ 95.7%
1m	Re-elect Mr. Alfred W. Zollar	DAFÜR	DAFÜR	✓ 94.5%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.2%
				An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Public Report on Lobbying Activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 37.7%
5	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	DAGEGEN	DAGEGEN	✗ 5.6%
6	Shareholder resolution: Allow shareholders to act by written consent	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. ✗ 43.0%
7	Shareholder resolution: Public Report on Climate Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on the alignment between the company's emissions goals and lobbying. ✗ 31.8%
8	Shareholder resolution: Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 30.8%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Elect Ms. Irene Chang Britt	DAFÜR	DAFÜR	✓ 99.8%
1.b	Re-elect Mr. Bruce L. Clafin	DAFÜR	DAFÜR	✓ 93.6%
1.c	Re-elect Dr. Asha S. Collins	DAFÜR	DAFÜR	✓ 97.3%
1.d	Re-elect Mr. Sam Samad	DAFÜR	DAFÜR	✓ 94.6%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.8%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 93.6%
4	Shareholder resolution: Introduce simple majority voting	KEINE EMPFEHLUNG	● DAGEGEN	The information provided is insufficient. ✓ 90.6%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Daniel J. Brutto	DAFÜR	DAFÜR	✓ 97.2%
1.b	Re-elect Ms. Susan Crown	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 95.1%</p>
1.c	Re-elect Mr. Darrell L. Ford	DAFÜR	DAFÜR	✓ 96.0%
1.d	Re-elect Ms. Kelly J. Grier	DAFÜR	DAFÜR	✓ 99.6%
1.e	Re-elect Mr. James W. Griffith	DAFÜR	DAFÜR	✓ 95.2%
1.f	Re-elect Mr. Jay L. Henderson	DAFÜR	DAFÜR	✓ 97.7%
1.g	Elect Mr. Jaime Irick	DAFÜR	DAFÜR	✓ 99.3%
1.h	Re-elect Mr. Richard H. Lenny	DAFÜR	DAFÜR	✓ 94.5%
1.i	Elect Mr. Christopher A. O'Herlihy	DAFÜR	● DAGEGEN	<p>Executive director. The board is not sufficiently independent.</p> <p>✓ 98.3%</p>
1.j	Re-elect Mr. E. Scott Santi	DAFÜR	● DAGEGEN	<p>Non independent director (former executive). The board is not sufficiently independent.</p> <p>✓ 96.8%</p>
1.k	Re-elect Mr. David B. Smith Jr.	DAFÜR	DAFÜR	✓ 96.9%
1.l	Re-elect Ms. Pamela B. Strobel	DAFÜR	● DAGEGEN	<p>Non-independent chair of the nomination 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> <p>✓ 90.5%</p>
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> <p>✓ 93.2%</p>
3	To approve the 2024 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	<p>The potential variable remuneration exceeds Ethos' guidelines.</p> <p>✓ 94.6%</p>
4	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p> <p>✓ 96.5%</p>
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	<p>The proposal aims at improving the remuneration policy.</p> <p>✗ 34.3%</p>

No.	Traktanden	Board	Ethos	Resultat
1.a	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
1.b	Discharge board members	DAFÜR	DAFÜR	✓ 99.1%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve sustainability report	DAFÜR	● DAGEGEN	<p>✓ 100.0%</p> <p>The reporting is insufficient given the company's size and exposure.</p> <p>Some material topics such as forced labour are not adequately covered.</p>
4	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
5	Amend articles of association			
5.a	Amend articles of association: transfer of shares	DAFÜR	DAFÜR	✓ 100.0%
5.b	Amend articles of association: general meetings	DAFÜR	● DAGEGEN	<p>✓ 99.1%</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>
5.c	Amend articles of association: board of directors	DAFÜR	DAFÜR	✓ 100.0%
5.d	Amend articles of association: approval of accounts	DAFÜR	DAFÜR	✓ 99.9%
5.e	Amend articles of association: liquidation	DAFÜR	DAFÜR	✓ 100.0%
6	Amend company regulations regarding general meetings	DAFÜR	● DAGEGEN	<p>✓ 99.6%</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>
7	Elections to the board of directors			
7.a	Elect Ms. Flora Pérez Marcote	DAFÜR	DAFÜR	✓ 98.5%
7.b	Elect Ms. Belén Romana Garcia	DAFÜR	DAFÜR	✓ 100.0%
7.c	Re-elect Baroness Denise Patricia Kingsmill	DAFÜR	● DAGEGEN	<p>✓ 98.7%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
8	Consultative vote on the remuneration report	DAFÜR	● DAGEGEN	<p>✓ 98.3%</p> <p>The information provided on the performance targets is insufficient.</p> <p>The remuneration of the CEO and chair are excessive compared to peers.</p>

No.	Traktanden	Board	Ethos	Resultat
9	Authorization to reduce the notice period for calling extraordinary general meetings	DAFÜR	• DAGEGEN	A 15-day notice is insufficient for shareholders to vote in an informed manner. ✓ 95.4%
10	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. Vicente Reynal	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 95.0%
1.2	Re-elect Mr. William P. Donnelly	DAFÜR	DAFÜR	✓ 98.9%
1.3	Re-elect Ms. Kirk E. Arnold	DAFÜR	DAFÜR	✓ 95.2%
1.4	Re-elect Mr. Gary D. Forsee	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 99.8%
1.5	Re-elect Ms. Jennifer Hartsock	DAFÜR	DAFÜR	✓ 99.7%
1.6	Re-elect Mr. John Humphrey	DAFÜR	DAFÜR	✓ 98.8%
1.7	Re-elect Mr. Marc E. Jones	DAFÜR	DAFÜR	✓ 98.9%
1.8	Re-elect Ms. Julie A. Schertell	DAFÜR	DAFÜR	✓ 99.8%
1.9	Re-elect Ms. JoAnna L. Sohovich	DAFÜR	DAFÜR	✓ 100.0%
1.10	Re-elect Mr. Mark P. Stevenson	DAFÜR	DAFÜR	✓ 99.5%
2	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.	✓ 98.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 94.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Patrick P. Gelsinger	DAFÜR	DAFÜR	✓ 97.7%
1b	Re-elect Mr. James J. Goetz	DAFÜR	DAFÜR	✓ 97.1%
1c	Re-elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	✓ 98.5%
1d	Re-elect Ms. Alyssa H. Henry	DAFÜR	DAFÜR	✓ 97.6%
1e	Re-elect Dr. S. Omar Ishrak	DAFÜR	DAFÜR	✓ 96.2%
1f	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	✓ 90.2%
1g	Re-elect Dr. Tsu-Jae King Liu	DAFÜR	DAFÜR	✓ 96.3%
1h	Re-elect Ms. Barbara G. Novick	DAFÜR	DAFÜR	✓ 96.4%
1i	Re-elect Mr. Gregory D. Smith	DAFÜR	DAFÜR	✓ 98.1%
1j	Elect Mr. Stacy J. Smith	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.2%
1k	Re-elect Mr. Lip-Bu Tan	DAFÜR	DAFÜR	✓ 98.4%
1l	Re-elect Mr. Dion J. Weisler	DAFÜR	DAFÜR	✓ 96.1%
1m	Re-elect Mr. Frank D. Yeary	DAFÜR	DAFÜR	✓ 95.0%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 88.9% An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Establish a Corporate Financial Sustainability Board Committee	DAGEGEN	DAGEGEN	✗ 1.2%
5	Shareholder resolution: Report of Opposing State Abortion Regulation	DAGEGEN	DAGEGEN	✗ 0.8%
6	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 7.3%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the 2023 financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	Allocation of net result and distribution of dividend	DAFÜR	DAFÜR	✓ 99.8%
3	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN Excessive fixed remuneration.	✓ 88.6%
4	Advisory vote on remuneration paid in 2023	DAFÜR	● DAGEGEN Excessive fixed remuneration.	✓ 93.0%
5	2024 Annual Incentive Plan based on financial instruments	DAFÜR	DAFÜR	✓ 98.0%
6	Authorization to purchase own shares for annulment with no reduction of the share capital	DAFÜR	DAFÜR	✓ 99.8%
7	Authorization to purchase and dispose of own shares to serve incentive plans	DAFÜR	DAFÜR	✓ 99.1%
8	Authorization to purchase and dispose of own shares for trading purposes	DAFÜR	DAFÜR	✓ 99.6%
9	Cancellation of own shares with no reduction of the share capital (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.3%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Eve Burton	DAFÜR	DAFÜR	✓ 98.3%
1.b	Re-elect Mr. Scott D. Cook	DAFÜR	DAFÜR	✓ 99.8%
1.c	Re-elect Mr. Richard L. Dalzell	DAFÜR	DAFÜR	✓ 99.7%
1.d	Re-elect Mr. Sasan k. Goodarzi	DAFÜR	DAFÜR	✓ 99.9%
1.e	Re-elect Ms. Deborah Liu	DAFÜR	DAFÜR	✓ 99.4%
1.f	Re-elect Ms. Tekedra Mawakana	DAFÜR	DAFÜR	✓ 98.6%
1.g	Re-elect Ms. Suzanne Nora Johnson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.3%
1.h	Elect Mr. Ryan Roslansky	DAFÜR	DAFÜR	✓ 99.3%
1.i	Re-elect Mr. Thomas Szkutak	DAFÜR	DAFÜR	✓ 98.5%
1.j	Re-elect Mr. Raul Vazquez	DAFÜR	DAFÜR	✓ 99.5%
1.k	Elect Mr. Eric S. Yuan	DAFÜR	DAFÜR	✓ 98.2%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.5%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 99.3%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.4%
5	To approve the Amended and Restated 2005 Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 92.2%
6	Shareholder resolution: Report on climate risk in retirement plan options	DAGEGEN	● DAFÜR	Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation. ✗ 13.2%

No.	Traktanden	Board	Ethos		Resultat
1.	Election of the chair 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	DAFÜR	DAFÜR		✓
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 CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
8.	Adoption of the financial statements	DAFÜR	DAFÜR		✓
9.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR		✓
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	Voting results of the 2023 AGM are not disclosed.	✓
10b.	Discharge of Johan Forssell	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed.	✓
10c.	Discharge of Magdalena Gerger	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed.	✓
10d.	Discharge of Tom Johnstone	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed.	✓
10e.	Discharge of Isabelle Kocher	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed.	✓
10f.	Discharge of Sven Nyman	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed.	✓
10g.	Discharge of Grace Reksten Skaugen	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed.	✓
10h.	Discharge of Hans Stråberg	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed.	✓
10i.	Discharge of Jacob Wallenberg	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed.	✓
10j.	Discharge of Marcus Wallenberg	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed.	✓
10k.	Discharge of Sara Öhrvall	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM 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 Ms. Magdalena Gerger	DAFÜR	DAFÜR	✓
14c.	Re-elect Mr. Tom Johnstone	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓
				Concerns over the director's time commitments.
14d.	Re-elect Ms. Isabelle Kocher	DAFÜR	● DAGEGEN	Concerns over the director's attendance rate, which was below 75% during the year under review. ✓
14e.	Re-elect Mr. Sven Nyman	DAFÜR	DAFÜR	✓
14f.	Re-elect Ms. Grace Reksten Skaugen	DAFÜR	● DAGEGEN	Non-independent chair of the audit committee. The independence of this committee is insufficient. ✓
14g.	Re-elect Mr. Hans Stråberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
14h.	Re-elect Mr. Jacob Wallenberg	DAFÜR	● DAGEGEN	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. ✓
				Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
14i.	Re-elect Mr. Marcus Wallenberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
14j.	Re-elect Ms. Sara Öhrvall	DAFÜR	DAFÜR	✓
14k.	Elect Ms. Katarina Berg	DAFÜR	DAFÜR	✓
14l.	Elect Mr. Christian Cederholm	DAFÜR	DAFÜR	✓
14m.	Elect Mr. Mats Rahmström	DAFÜR	DAFÜR	✓
15.	Re-elect the chair of the board of directors	DAFÜR	● DAGEGEN	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. ✓
				Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.

No.	Traktanden	Board	Ethos		Resultat
16.	Election of auditor	DAFÜR	DAFÜR		✓
17.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The information provided on the performance targets is insufficient. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓
18a.	Approve share-related incentive plan for employees within the parent company (Investor AB)	DAFÜR	● DAGEGEN	Potential excessive awards. Performance targets are not sufficiently challenging.	✓
18b.	Approve share-related incentive plan for employees within subsidiary Patricia Industries	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.	✓
19a.	Authorisation to repurchase own shares	DAFÜR	DAFÜR		✓
19b.	Authorisation to transfer own shares in connection with the share-related incentive plan 2024	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.	✓
20.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the annual accounts	DAFÜR	DAFÜR	✓ 95.9%
2	Application of results	DAFÜR	DAFÜR	✓ 100.0%
3	Discharge the Board	DAFÜR	DAFÜR	✓ 99.9%
4	Amendment of the articles of association	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Elect Mr. Timothy Cofer	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 98.5%
1.2	Re-elect Mr. Robert Gamgort	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent. ✓ 95.0%
1.3	Re-elect Mr. Oray Boston Jr.	DAFÜR	DAFÜR	✓ 98.4%
1.4	Elect Mr. Joachim Creus	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board. ✓ 95.1%
1.5	Re-elect Mr. Olivier Goudet	DAFÜR	DAFÜR	✓ 94.3%
1.6	Re-elect Ms. Juliette Hickman	DAFÜR	DAFÜR	✓ 99.6%
1.7	Re-elect Mr. Paul S. Michaels	DAFÜR	DAFÜR	✓ 90.1%
1.8	Re-elect Ms. Pamela H. Patsley	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.7%
1.9	Re-elect Ms. Lubomira Rochet	DAFÜR	DAFÜR	✓ 95.1%
1.10	Re-elect Ms. Debra A. Sandler	DAFÜR	DAFÜR	✓ 97.8%
1.11	Re-elect Mr. Robert Singer	DAFÜR	DAFÜR	✓ 99.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 84.9% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.8%
4	Shareholder resolution: Report on Efforts to Reduce Plastic Use	DAGEGEN	● DAFÜR	The report would be useful to evaluate opportunities to shift the company's business model from virgin to recycled plastics. ✗ 8.9%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.8%
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	● DAGEGEN	✓ 86.7% Chairman of the nomination committee. The composition of the board is unsatisfactory.
3 (b)	Re-elect Mr. Gene Murtagh	DAFÜR	DAFÜR	✓ 95.8%
3 (c)	Re-elect Mr. Geoff Doherty	DAFÜR	DAFÜR	✓ 95.0%
3 (d)	Re-elect Mr. Russell Shiels	DAFÜR	● DAGEGEN	✓ 95.2% Executive director. The board is not sufficiently independent.
3 (e)	Re-elect Mr. Gilbert McCarthy	DAFÜR	● DAGEGEN	✓ 95.2% Executive director. The board is not sufficiently independent.
3 (f)	Re-elect Ms. Linda Hickey	DAFÜR	● DAGEGEN	✓ 94.8% Non independent lead director, which is not best practice.
3 (g)	Re-elect Ms. Anne Heraty	DAFÜR	DAFÜR	✓ 96.8%
3 (h)	Re-elect Ms. Éimear Moloney	DAFÜR	DAFÜR	✓ 98.0%
3 (i)	Re-elect Mr. Paul Murtagh	DAFÜR	● DAGEGEN	✓ 94.4% 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)	Re-elect Mr. Senan Murphy	DAFÜR	DAFÜR	✓ 98.2%
3 (k)	Elect Ms. Louise Phelan	DAFÜR	DAFÜR	✓ 99.5%
4	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.5%
5	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	✓ 98.6% Excessive variable remuneration.
6	General authority to allot shares	DAFÜR	DAFÜR	✓ 98.3%
7	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 89.6%
8	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 78.9%
9	Purchase of own shares	DAFÜR	● DAGEGEN	✓ 99.7% The share repurchase replaces part of the dividend in cash.
The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.				
10	Re-issue of Treasury shares	DAFÜR	DAFÜR	✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
11	Authority to call general meetings on short notice	DAFÜR	<ul style="list-style-type: none"> ● DAGEGEN 	14-days is insufficient for shareholders to vote in an informed manner. ✓ 94.7%

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	✓ 97.7%	
4	Approve Discharge of Supervisory Board	DAFÜR	● DAGEGEN	<p>Concerns regarding the law attendace of the Supervisory Board.</p> <p>Concerns that the board did not address the low support of the 2021 and 2022 remuneration report.</p>	✓ 89.9%
5.1	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.5%	
5.2	Appoint the Auditors for the audit of the sustainability report	DAFÜR	DAFÜR	✓ 99.7%	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	<p>The information provided is insufficient.</p> <p>Concerns over the excessive sign-on bonus granted.</p>	✓ 67.0%
7	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	<p>The information provided is insufficient.</p> <p>Potential excessive awards.</p>	✓ 95.7%
8	Amend Articles: Adjustment of record date (Section 20 (2) 3	DAFÜR	DAFÜR	✓ 100.0%	
9	Approve an inter-company agreement	DAFÜR	DAFÜR	✓ 100.0%	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.1.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.2.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.3.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.4.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.9%
2.5.	Approve allocation of income	DAFÜR	DAFÜR	✓ 99.9%
3.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.0%
4.1.	Discharge of executive board	DAFÜR	DAFÜR	✓ 98.3%
4.2.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 98.0%
5.	Composition of the supervisory board			
5.1.	Re-elect Mr. William Gerard (Bill) McEwan	DAFÜR	DAFÜR	✓ 97.2%
5.2.	Re-elect Ms. Helen Weir	DAFÜR	DAFÜR	✓ 96.4%
5.3.	Re-elect Mr. Frank van Zanten	DAFÜR	DAFÜR	✓ 97.9%
5.4.	Elect Mr. Robert Jan van de Kraats	DAFÜR	DAFÜR	✓ 99.8%
5.5.	Elect Ms. Laura Miller	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 86.8%
6.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
7.1.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 98.3%
7.2.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 96.4%
7.3.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 98.7%
7.4.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.4%
8.	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Elect Mr. Claude Sarrailh as member of the executive board	DAFÜR	DAFÜR	✓ 100.0%
3.	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Ms. Nora A. Aufreiter	DAFÜR	DAFÜR	✓ 97.9%
1.2	Re-elect Mr. Kevin M. Brown	DAFÜR	DAFÜR	✓ 98.0%
1.3	Re-elect Ms. Elaine L. Chao	DAFÜR	DAFÜR	✓ 97.7%
1.4	Re-elect Ms. Anne Gates	DAFÜR	DAFÜR	✓ 96.2%
1.5	Re-elect Ms. Karen Hoguet	DAFÜR	DAFÜR	✓ 98.9%
1.6	Re-elect Mr. W. Rodney McMullen	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 92.3%
1.7	Re-elect Mr. Clyde R. Moore	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.0%
1.8	Re-elect Mr. Ronald L. Sargent	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 93.1%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Re-elect Ms. J. Amanda Sourry Knox	DAFÜR	DAFÜR	✓ 98.6%
1.10	Re-elect Mr. Mark S. Sutton	DAFÜR	DAFÜR	✓ 98.4%
1.11	Re-elect Mr. Ashok Vemuri	DAFÜR	DAFÜR	✓ 98.8%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.3%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 89.5%
4.	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. ✗ 11.4%
5.	Shareholder resolution: Listing of Charitable Contributions of \$10,000 or More	DAGEGEN	DAGEGEN	✗ 6.0%
6.	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility. ✗ 16.6%
7.	Shareholder resolution: Report on Just Transition	DAGEGEN	● DAFÜR	We support corporate policies aiming at improving safety in the workplace. ✗ 17.7%
				Enhanced disclosure on environmental issues.

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.6%
3	Approve Discharge of Supervisory Board	DAFÜR	● DAGEGEN	✓ 93.1% We have serious concerns over remuneration that have not been addressed by the company.
4	Approve non-executive director fees	DAFÜR	● DAGEGEN	✓ 99.8% The proposed increase relative to the previous year is excessive.
	Board main features			
5.1	Elections to the Supervisory Board: Melody Harris-Jensbach	DAFÜR	DAFÜR	✓ 85.3%
5.2	Elections to the Supervisory Board: Dr. Cornelius Baur	DAFÜR	● DAGEGEN	✓ 77.4% Concerns over the director's time commitments.
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	✓ 79.1% The information provided on the performance targets is insufficient.
7i	Appoint the Auditors for the annual and consolidated financial statements	DAFÜR	● DAGEGEN	✓ 94.1% During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
7ii	Appoint the Auditors for the sustainability reporting	DAFÜR	● DAGEGEN	✓ 95.0% The fees paid to the audit firm for non-audit services exceed audit fees, during the year under review and on a 3-year basis.
8	Amend Articles: Publications of the Company and communication (Section 3 (1))	DAFÜR	DAFÜR	✓ 100.0%
9	Amend Articles: General Meeting, convocation (Section 14 (5) to (14))	DAFÜR	● DAGEGEN	✓ 99.6% The amendment allows the company to organise a virtual general meeting without any adequate justification.
10a	Authorise Share Repurchase	DAFÜR	● DAGEGEN	✓ 99.9% The amount to be repurchased exceeds 10% of the share capital.
10b	Authorise Sale of Repurchased Shares	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Shareholder resolution: amend articles of association regarding elections to the Supervisory Board	KEINE EMPFEHLUNG	● DAFÜR	The proposal aims at improving the company's corporate governance. ✓ 77.6%
2	Elections to the Supervisory Board			
2.a	Shareholder resolution: elect Marcelo Feriozzi Bacci	KEINE EMPFEHLUNG	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent. Concerns over the director's time commitments. ✓ 81.2%
2.b	Shareholder resolution: elect Carlos Aníbal de Almeida Junior	KEINE EMPFEHLUNG	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 81.2%
2.c	Shareholder resolution: elect Dr. Markus Fürst	KEINE EMPFEHLUNG	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 77.4%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
2	Re-elect Mr. Robin Budenberg CBE	DAFÜR	DAFÜR	✓ 99.5%
3	Re-elect Mr. Charlie Nunn	DAFÜR	DAFÜR	✓ 99.8%
4	Re-elect Mr. William Chalmers	DAFÜR	DAFÜR	✓ 99.4%
5	Re-elect Ms. Sarah Legg	DAFÜR	DAFÜR	✓ 99.8%
6	Re-elect Ms. Amanda Mackenzie OBE	DAFÜR	DAFÜR	✓ 99.8%
7	Re-elect Ms. Harmeen Mehta	DAFÜR	DAFÜR	✓ 99.8%
8	Re-elect Ms. Catherine Turner	DAFÜR	DAFÜR	✓ 99.7%
9	Re-elect Mr. Scott Whewey	DAFÜR	DAFÜR	✓ 99.8%
10	Re-elect Ms. Catherine Woods	DAFÜR	DAFÜR	✓ 99.1%
11	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Amounts excessive due to introduction of pay allowance to circumvent the banking bonus cap introduced in 2014 in the European Union. ✓ 96.4%
12	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
13	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 99.9%
14	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
15	Variable component of remuneration for Material Risk Takers	DAFÜR	● DAGEGEN	Potential excessive awards and risk taking. ✓ 99.6%
16	Political donations	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds Ethos' guidelines. ✓ 97.0%
17	General authority to allot shares	DAFÜR	DAFÜR	✓ 94.3%
18	Authority to allot shares in relation to issue Regulatory Capital Convertible Instruments	DAFÜR	DAFÜR	✓ 97.8%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.2%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 97.7%
21	Disapplication of pre-emption rights in relation to issuances of Regulatory Capital Convertible Instruments	DAFÜR	DAFÜR	✓ 97.7%
22	Purchase of ordinary shares	DAFÜR	● DAGEGEN	The share repurchase replaces part of the dividend in cash. ✓ 99.1%
23	Purchase of preference shares	DAFÜR	DAFÜR	✓ 99.6%
24	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 93.6%

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. Jacques Ripoll	DAFÜR	DAFÜR	✓ 99.4%
5	Re-elect Ms. Béatrice Guillaume-Grabisch	DAFÜR	DAFÜR	✓ 93.7%
6	Re-elect Ms. Ilham Kadri	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 88.4%
7	Re-elect Mr. Jean-Victor Meyers	DAFÜR	DAFÜR	✓ 96.2%
8	Re-elect Mr. Nicolas Meyers	DAFÜR	DAFÜR	✓ 93.5%
9	Elect Deloitte as auditor in charge of the certification of sustainability reporting	DAFÜR	DAFÜR	✓ 99.4%
10	Elect Ernst & Young as auditor in charge of the certification of sustainability reporting	DAFÜR	DAFÜR	✓ 99.7%
11	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. Excessive fixed remuneration. ✓ 96.7%
12	Approve the 2023 remuneration of Mr. Jean-Paul Agon, chair	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 95.4%
13	Approve the 2023 remuneration of Mr. Nicolas Hieronimus, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 95.7%
14	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
15	Approve the remuneration policy of Mr. Jean-Paul Agon, chair	DAFÜR	DAFÜR	✓ 97.9%
16	Approve the remuneration policy of Mr. Nicolas Hieronimus, CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 93.1%
17	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 99.3%
18	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.5%
19	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The part of the plan attributable to the executive management is excessive. ✓ 97.4%
20	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR	✓ 99.8%
21	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 99.8%
22	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	✓ 92.9%*
1.2	Re-elect Mr. David H. Batchelder	DAFÜR	● ZURÜCK-BEHALTEN The director is over 75 years old, which exceeds guidelines.	✓ 98.2%*
1.3	Re-elect Mr. Scott H. Baxter	DAFÜR	DAFÜR	✓ 98.7%*
1.4	Re-elect Ms. Sandra B. Cochran	DAFÜR	DAFÜR	✓ 99.5%*
1.5	Re-elect Ms. Laurie Z. Douglas	DAFÜR	DAFÜR	✓ 98.5%*
1.6	Re-elect Mr. Richard W. Dreiling	DAFÜR	● ZURÜCK-BEHALTEN Non independent lead director, which is not best practice.	✓ 95.8%*
1.7	Re-elect Mr. Marvin R. Ellison	DAFÜR	● ZURÜCK-BEHALTEN Combined chairman and CEO.	✓ 93.4%*
1.8	Elect Mr. Navdeep Gupta	DAFÜR	DAFÜR	✓ 99.5%*
1.9	Re-elect Mr. Brian C. Rogers	DAFÜR	DAFÜR	✓ 95.6%*
1.10	Re-elect Mr. Bertram L. Scott	DAFÜR	DAFÜR	✓ 91.6%*
1.11	Elect Mr. Lawrence Simkins	DAFÜR	DAFÜR	✓ 99.5%*
1.12	Re-elect Ms. Colleen Taylor	DAFÜR	DAFÜR	✓ 99.6%*
1.13	Re-elect Ms. Mary Beth West	DAFÜR	DAFÜR	✓ 99.6%*
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 91.8%
3	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 94.3%

* 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. Calvin R. McDonald	DAFÜR	DAFÜR	✓ 99.2%
1b.	Re-elect Ms. Isabel Mahe	DAFÜR	DAFÜR	✓ 97.2%
1c.	Re-elect Ms. Martha Morfitt	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 81.5%
1d.	Re-elect Ms. Emily White	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 78.2%
1e.	Elect Mr. Shane Grant	DAFÜR	DAFÜR	✓ 99.7%
1f.	Elect Ms. Teri L. List	DAFÜR	DAFÜR	✓ 99.5%
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 not subject to challenging long-term performance conditions. ✓ 93.2%
4	Shareholder resolution: Report on Risks from Company's Use of Animal-Derived Materials	DAGEGEN	● DAFÜR	We support resolutions aiming to disclose abuses linked to animal cruelty. ✗ 7.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Dr. Merit E. Janow	DAFÜR	DAFÜR	✓ 97.3%
1b.	Re-elect Mr. Candido Bracher	DAFÜR	DAFÜR	✓ 99.8%
1c.	Re-elect Mr. Richard K. Davis	DAFÜR	DAFÜR	✓ 97.2%
1d.	Re-elect Mr. Julius M. Genachowski	DAFÜR	DAFÜR	✓ 97.5%
1e.	Re-elect Mr. Choon Phong Goh	DAFÜR	DAFÜR	✓ 93.9%
1f.	Re-elect Mr. Oki Matsumoto	DAFÜR	DAFÜR	✓ 99.6%
1g.	Re-elect Mr. Michael Miebach	DAFÜR	DAFÜR	✓ 99.9%
1h.	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR	✓ 99.6%
1i.	Re-elect Ms. Rima Qureshi	DAFÜR	DAFÜR	✓ 98.3%
1j.	Re-elect Ms. Gabrielle Sulzberger	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.0%
1k.	Re-elect Mr. Harit Talwar	DAFÜR	DAFÜR	✓ 99.6%
1l.	Re-elect Mr. Lance Uggla	DAFÜR	DAFÜR	✓ 99.5%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.3%
				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. ✓ 94.3%
4	Shareholder resolution: Transparency on Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying activities. ✗ 25.5%
5	Shareholder resolution: Amend Director Election Resignation Bylaw	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance. ✗ 14.0%
6	Shareholder resolution: Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	DAGEGEN	DAGEGEN	✗ 1.1%
7	Shareholder resolution: Report on Congruency of Political Spending with its Human Rights Statements	DAGEGEN	DAGEGEN	✗ 0.8%
8	Shareholder resolution: Report on gender-based compensation and benefit gaps	DAGEGEN	DAGEGEN	✗ 1.2%

No.	Traktanden	Board	Ethos	Resultat	
Elections to the board of directors					
1a	Re-elect Mr. Craig Arnold	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Non independent lead director, which is not best practice.	✓ 95.5%
1b	Re-elect Mr. Scott C. Donnelly	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent and the audit committee should only include independent directors.	✓ 96.5%
1c	Re-elect Ms. Lidia L. Fonseca	DAFÜR	DAFÜR		✓ 98.5%
1d	Re-elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR		✓ 99.6%
1e	Re-elect Mr. Randall J. Hogan	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent and the audit committee should only include independent directors.	✓ 99.4%
1f	Re-elect Mr. Gregory P. Lewis	DAFÜR	DAFÜR		✓ 98.6%
1g	Re-elect Mr. Kevin E. Lofton	DAFÜR	DAFÜR		✓ 99.2%
1h	Re-elect Mr. Geoffrey S. Martha	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 94.6%
1i	Re-elect Dr. Elizabeth G. Nabel	DAFÜR	● DAGEGEN	Non-independent chair of the remuneration committee. The independence of this committee is insufficient.	✓ 96.8%
1j	Re-elect Mr. Kendall J. Powell	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.8%
2	To ratify, in a non-binding vote, the re-appointment of PricewaterhouseCoopers as auditor and auditor's remuneration (binding vote)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 90.4%
3	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.9%
4	General authority to allot shares	DAFÜR	DAFÜR		✓ 98.4%
5	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 93.8%
6	Overseas purchase of own shares	DAFÜR	● DAGEGEN	The repurchase price is too high.	✓ 97.5%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.2%
4	Approve Discharge of Supervisory Board	DAFÜR	● DAGEGEN	The company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 98.5%
5	Appoint the Auditors for interim financial reports for financial year 2024 until the AGM 2025	DAFÜR	DAFÜR	✓ 99.7%
	Board main features			
6a	Elections to the Supervisory Board: Dr. Doris Höpke	DAFÜR	DAFÜR	✓ 99.7%
6b	Elections to the Supervisory Board: Dr. Martin Brudermüller	DAFÜR	DAFÜR	✓ 97.3%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 87.4%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Douglas M. Baker Jr.	DAFÜR	DAFÜR	✓ 97.8%
1b	Re-elect Ms. Mary Ellen Coe	DAFÜR	DAFÜR	✓ 98.8%
1c	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	✓ 97.7%
1d	Re-elect Mr. Robert M. Davis	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 91.7%
1e	Re-elect Mr. Thomas H. Glocer	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 91.9%
1f	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	✓ 98.7%
1g	Re-elect Mr. Stephen L. Mayo	DAFÜR	DAFÜR	✓ 99.5%
1h	Re-elect Mr. Paul B. Rothman	DAFÜR	DAFÜR	✓ 99.3%
1i	Re-elect Ms. Patricia F. Russo	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 84.8%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1j	Re-elect Prof. Dr. Christine E. Seidman	DAFÜR	DAFÜR	✓ 99.4%
1k	Re-elect Mr. Inge G. Thulin	DAFÜR	DAFÜR	✓ 97.1%
1l	Re-elect Ms. Kathy J. Warden	DAFÜR	DAFÜR	✓ 97.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 93.5%
				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. ✓ 93.9%
4	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	DAGEGEN	✗ 34.7%
5	Shareholder resolution: Government Censorship Transparency Report	DAGEGEN	DAGEGEN	✗ 1.4%
6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	DAGEGEN	DAGEGEN	✗ 2.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Roland Diggelmann	DAFÜR	DAFÜR	✓ 97.6%
1.2	Re-elect Ms. Domitille Doat-Le Bigot	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.2%
1.3	Re-elect Ms. Elisha W. Finney	DAFÜR	DAFÜR	✓ 97.1%
1.4	Re-elect Mr. Richard David Francis	DAFÜR	DAFÜR	✓ 99.5%
1.5	Re-elect Mr. Michael A. Kelly	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.6%
1.6	Re-elect Mr. Thomas P. Salice	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 89.3%
1.7	Elect Dr. Wolfgang Wienand	DAFÜR	DAFÜR	✓ 97.9%
1.8	Re-elect Ms. Ingrid Zhang	DAFÜR	DAFÜR	✓ 99.0%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.1%
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. ✓ 83.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Richard M. Beyer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.9%
1.b	Re-elect Ms. Lynn A. Dugle	DAFÜR	DAFÜR	✓ 98.6%
1.c	Re-elect Mr. Steven J. Gomo	DAFÜR	DAFÜR	✓ 96.4%
1.d	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR	✓ 98.7%
1.e	Re-elect Ms. Mary P. McCarthy	DAFÜR	DAFÜR	✓ 98.9%
1.f	Re-elect Mr. Sanjay Mehrotra	DAFÜR	DAFÜR	✓ 97.8%
1.g	Re-elect Mr. Robert E. Switz	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.3%
1.h	Re-elect Ms. MaryAnn Wright	DAFÜR	DAFÜR	✓ 96.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 80.3%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 98.6%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 91.8%
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 7.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Reid G. Hoffman	DAFÜR	DAFÜR	✓ 99.2%
1.2	Re-elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 91.9%
1.3	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	✓ 98.7%
1.4	Re-elect Ms. Catherine MacGregor	DAFÜR	DAFÜR	✓ 99.8%
1.5	Re-elect Mr. Mark A. L. Mason	DAFÜR	DAFÜR	✓ 99.6%
1.6	Re-elect Mr. Satya Nadella	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 94.4%
1.7	Re-elect Ms. Sandra E. Peterson	DAFÜR	DAFÜR	✓ 98.1%
1.8	Re-elect Ms. Penny S. Pritzker	DAFÜR	DAFÜR	✓ 99.6%
1.9	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR	✓ 98.2%
1.10	Re-elect Mr. Charles W. Scharf	DAFÜR	DAFÜR	✓ 98.3%
1.11	Re-elect Mr. John W. Stanton	DAFÜR	DAFÜR	✓ 99.4%
1.12	Re-elect Dame Emma N. Walmsley	DAFÜR	DAFÜR	✓ 99.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.3%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.3%
4	Shareholder resolution: report on risks of weapons development	DAGEGEN	● DAFÜR	Enhanced transparency on a controversial sector. ✗ 15.3%
5	Shareholder resolution: assess and report on investing in bitcoin	DAGEGEN	DAGEGEN	✗ 0.5%
6	Shareholder resolution: report on risks of operating in countries with significant human rights concerns	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights. ✗ 32.0%
7	Shareholder resolution: report on risks of using artificial intelligence and machine learning tools for oil and gas development and production	DAGEGEN	● DAFÜR	Ethos supports enhanced disclosure of risks posed by AI. ✗ 9.7%
8	Shareholder resolution: report on risks related to AI-generated misinformation and disinformation	DAGEGEN	● DAFÜR	Ethos supports enhanced disclosure of risks posed by AI. ✗ 18.7%
9	Shareholder resolution: report on AI data sourcing accountability	DAGEGEN	DAGEGEN	✗ 36.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Election of the chair of the meeting	DAFÜR	DAFÜR	✓
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
4.	Election of persons to verify the minutes of the meeting	DAFÜR	DAFÜR	✓
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 ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Address by the chair of the board of directors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9.	Address by the CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
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	● DAGEGEN	Thee voting results of the AGM 2023 are not disclosed. ✓
12b.	Discharge of Jonas Rahmn	DAFÜR	● DAGEGEN	Thee voting results of the AGM 2023 are not disclosed. ✓
12c.	Discharge of Jenny Rosberg	DAFÜR	● DAGEGEN	Thee voting results of the AGM 2023 are not disclosed. ✓
12d.	Discharge of Thomas Bräutigam	DAFÜR	● DAGEGEN	Thee voting results of the AGM 2023 are not disclosed. ✓
12e.	Discharge of Anna Hällöv	DAFÜR	● DAGEGEN	Thee voting results of the AGM 2023 are not disclosed. ✓
12f.	Discharge of Maria Hedengren	DAFÜR	● DAGEGEN	Thee voting results of the AGM 2023 are not disclosed. ✓
12g.	Discharge of CEO (Max Strandwitz)	DAFÜR	● DAGEGEN	Thee voting results of the AGM 2023 are not disclosed. ✓
13.	Approve remuneration report (advisory vote)	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	✓

No.	Traktanden	Board	Ethos	Resultat
16.	Composition of the board of directors			
16.1 (a).	Re-elect Mr. Magnus Welander	DAFÜR	DAFÜR	✓
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	DAFÜR	✓
17.	Election of auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓
18.	Approve remuneration policy (binding vote)	DAFÜR	DAFÜR	✓
19.	Authorisation to issue shares	DAFÜR	DAFÜR	✓
20.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company. ✓
21.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓
22.	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 chair 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	DAFÜR	DAFÜR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	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			
10a.	Discharge of Håkan Buskhe	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10b.	Discharge of Helen Fasth Gillstedt	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10c.	Discharge of the CEO	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10d.	Discharge of Simon Henriksson	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10e.	Discharge of Maria Håkansson	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10f.	Discharge of Tor Jansson	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10g.	Discharge of Anders Lindqvist	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10h.	Discharge of Linus Morell	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10i.	Discharge of Magnus Nicolin	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10j.	Discharge of Kristian Sildeby	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10k.	Discharge of Sabine Simeon-Aissaoui	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10l.	Discharge of Robert Wahlgren	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓
10m.	Discharge of Anna Westerberg	DAFÜR	● DAGEGEN	Voting results of the 2023 AGM are not disclosed ✓

No.	Traktanden	Board	Ethos	Resultat
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. Sabine Simeon-Aissaoui	DAFÜR	DAFÜR	✓
13g.	Elect Ms. Elizabeth Nugent	DAFÜR	DAFÜR	✓
14.	Re-elect the chair of the board of directors	DAFÜR	DAFÜR	✓
15.	Approve auditors' fees	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓
16.	Approve remuneration policy (binding vote)	DAFÜR	DAFÜR	✓
17.	Approve remuneration report (advisory vote)	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 ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.6%
2	Final dividend	DAFÜR	● DAGEGEN	✓ 99.9% The proposed dividend is inconsistent with the company's financial situation.
Elections to the board of directors				
3	Re-elect Ms. Paula Rosput Reynolds	DAFÜR	DAFÜR	✓ 96.5%
4	Re-elect Mr. John Pettigrew	DAFÜR	DAFÜR	✓ 98.2%
5	Re-elect Mr. Andrew Agg	DAFÜR	DAFÜR	✓ 98.2%
6	Elect Ms. Jacqui Ferguson	DAFÜR	DAFÜR	✓ 99.9%
7	Re-elect Mr. Ian Livingston	DAFÜR	DAFÜR	✓ 98.6%
8	Re-elect Mr. Iain Mackay	DAFÜR	DAFÜR	✓ 99.9%
9	Re-elect Ms. Anne Robinson	DAFÜR	DAFÜR	✓ 99.9%
10	Re-elect Mr. Earsel Shipp	DAFÜR	DAFÜR	✓ 98.2%
11	Re-elect Mr. Jonathan Silver	DAFÜR	DAFÜR	✓ 97.6%
12	Re-elect Mr. Anthony Wood	DAFÜR	DAFÜR	✓ 98.5%
13	Re-elect Ms. Martha Wyrsh	DAFÜR	DAFÜR	✓ 99.6%
14	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 100.0%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
16	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	✓ 96.7% Excessive total remuneration. Excessive variable remuneration.
17	Climate Transition Plan	DAFÜR	DAFÜR	✓ 98.9%
18	Political donations	DAFÜR	● DAGEGEN	✓ 98.4% Authorisation to make political donations exceeds our guidelines.
19	General authority to allot shares	DAFÜR	DAFÜR	✓ 96.8%
20	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 97.2%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 97.1%
22	Purchase of own shares	DAFÜR	● DAGEGEN	✓ 99.5% The amount of the repurchase is excessive given the financial situation and perspectives of the company.
23	Notice of general meetings	DAFÜR	● DAGEGEN	✓ 93.6% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. T. Michael Nevens	DAFÜR	DAFÜR	✓ 93.4%
1.b	Re-elect Mr. Deepak Ahuja	DAFÜR	DAFÜR	✓ 99.2%
1.c	Elect Mr. Anders Gustafsson	DAFÜR	DAFÜR	✓ 98.4%
1.d	Re-elect Dr. Gerald Held	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 97.0%
1.e	Re-elect Ms. Deborah Kerr	DAFÜR	DAFÜR	✓ 99.8%
1.f	Re-elect Mr. George Kurian	DAFÜR	DAFÜR	✓ 99.5%
1.g	Re-elect Ms. Carrie Palin	DAFÜR	DAFÜR	✓ 98.6%
1.h	Re-elect Mr. Scott F. Schenkel	DAFÜR	DAFÜR	✓ 97.9%
1.i	Elect Ms. June Yang	DAFÜR	DAFÜR	✓ 99.9%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 94.7%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 91.4%
4	To approve the amendment of the omnibus incentive plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 66.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Elect Mr. Philip Aiken	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✔ 99.5%*
1b	Re-elect Mr. Gregory H. Boyce	DAFÜR	DAFÜR	✔ 98.6%*
1c	Re-elect Mr. Bruce R. Brook	DAFÜR	DAFÜR	✔ 98.3%*
1d	Re-elect Ms. Maura J. Clark	DAFÜR	DAFÜR	✔ 99.4%*
1e	Re-elect Dr. Emma FitzGerald	DAFÜR	DAFÜR	✔ 99.6%*
1f	Elect Ms. Sally-Anne Layman	DAFÜR	DAFÜR	✔ 98.9%*
1g	Re-elect Mr. José Manuel Madero	DAFÜR	DAFÜR	✔ 99.6%*
1h	Re-elect Dr. René Médori	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✔ 99.6%*
1i	Re-elect Ms. Jane Nelson	DAFÜR	DAFÜR	✔ 98.7%*
1j	Re-elect Mr. Tom Palmer	DAFÜR	DAFÜR	✔ 98.8%*
1k	Re-elect Mr. Julio M. Quintana	DAFÜR	DAFÜR	✔ 97.5%*
1l	Re-elect Ms. Susan N. Story	DAFÜR	DAFÜR	✔ 99.6%*
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✔ 93.0% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	DAFÜR	✔ 99.2%

* 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.	Report on the company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.9%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 99.0%
5.1.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.8%
5.2.	Indemnification of the board of directors and executive management			
5.2 (a).	Indemnification of the board of directors	DAFÜR	DAFÜR	✓ 99.9%
5.2 (b).	Indemnification of the executive management	DAFÜR	DAFÜR	✓ 99.9%
5.2 (c).	Amend articles of association: scheme of indemnification	DAFÜR	DAFÜR	✓ 99.9%
5.3.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	Maximum notice period and severance payments are not in accordance with Ethos' guidelines. ✓ 99.2%
6.	Composition of the board of directors			
6.1.	Re-elect Mr. Helge Lund	DAFÜR	DAFÜR	✓ 97.5% *
6.2.	Re-elect Mr. Henrik Poulsen	DAFÜR	● ENTHALTUNG	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. ✓ 96.3% * Concerns over the director's time commitments.
6.3 (a).	Re-elect Ms. Laurence Debroux	DAFÜR	DAFÜR	✓ 99.7% *
6.3 (b).	Re-elect Mr. Andreas Fibig	DAFÜR	DAFÜR	✓ 99.9% *
6.3 (c).	Re-elect Ms. Sylvie Grégoire	DAFÜR	DAFÜR	✓ 99.5% *
6.3 (d).	Re-elect Mr. Kasim Kutay	DAFÜR	DAFÜR	✓ 96.8% *
6.3 (e).	Re-elect Ms. Choi Lai (Christina) Law	DAFÜR	DAFÜR	✓ 100.0% *
6.3 (f).	Re-elect Mr. Martin MacKay	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓ 95.3% *
7.	Election of auditor	DAFÜR	● ENTHALTUNG	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 99.3% *
8.1.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.9%
8.2.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.9%
8.3.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
9.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

* 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.	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.0%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Jun Sawada	DAFÜR	DAFÜR	✓ 95.1%
2.2	Re-elect Mr. Akira Shimada	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 84.5%
2.3	Re-elect Mr. Katsuhiko Kawazoe	DAFÜR	DAFÜR	✓ 99.0%
2.4	Re-elect Mr. Takashi Hiroi	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 98.7%
2.5	Elect Ms. Sachiko Oonishi	DAFÜR	DAFÜR	✓ 99.6%
2.6	Re-elect Prof. Ken Sakamura	DAFÜR	DAFÜR	✓ 99.7%
2.7	Re-elect Ms. Yukako Uchinaga	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.6%
2.8	Re-elect Mr. Koichiro Watanabe	DAFÜR	DAFÜR	✓ 99.7%
2.9	Re-elect Ms. Noriko Endo	DAFÜR	DAFÜR	✓ 99.6%
2.10	Elect Ms. Natsuko Takei	DAFÜR	DAFÜR	✓ 99.8%
3	Shareholder resolution: Elect Mr. Tomoki Maeda to the Board of Directors	DAGEGEN	DAGEGEN	✗ 5.4%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Robert K. Burgess	DAFÜR	DAFÜR	✓ 96.7%
1.b	Re-elect Mr. Tench Coxe	DAFÜR	● DAGEGEN	<p>✓ 92.4%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.c	Re-elect Dr. John O. Dabiri	DAFÜR	DAFÜR	✓ 99.0%
1.d	Re-elect Dr. Persis S. Drell	DAFÜR	DAFÜR	✓ 97.1%
1.e	Re-elect Mr. Jen-Hsun Huang	DAFÜR	DAFÜR	✓ 98.6%
1.f	Re-elect Ms. Dawn Hudson	DAFÜR	DAFÜR	✓ 97.0%
1.g	Re-elect Mr. Harvey C. Jones	DAFÜR	● DAGEGEN	<p>✓ 90.2%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.h	Elect Ms. Melissa B. Lora	DAFÜR	DAFÜR	✓ 99.9%
1.i	Re-elect Mr. Stephen C. Neal	DAFÜR	● DAGEGEN	<p>✓ 95.7%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1.j	Re-elect Mr. A. Brooke Seawell	DAFÜR	● DAGEGEN	<p>✓ 91.5%</p> <p>Non-independent chairman of the audit 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> <p>The director is over 75 years old, which exceeds guidelines.</p>
1.k	Re-elect Dr. Aarti Shah	DAFÜR	DAFÜR	✓ 92.3%
1.l	Re-elect Mr. Mark A. Stevens	DAFÜR	● DAGEGEN	<p>✓ 94.2%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>✓ 92.2%</p> <p>Excessive variable remuneration.</p>
3	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>✓ 96.4%</p> <p>The auditor's long tenure raises independence concerns.</p>
4	Shareholder resolution: Introduce simple majority voting	KEINE EMPFEHLUNG	● DAGEGEN	<p>✓ 88.9%</p> <p>Higher voting requirements are appropriate in limited circumstances because certain fundamental matters should require broad support from shareholders.</p>

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Ms. Awo Ablo	DAFÜR	DAFÜR	✓ 99.1%
1.2	Re-elect Mr. Jeffrey S. Berg	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <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>	✓ 80.1%
1.3	Re-elect Dr. Michael J. Boskin	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non-independent chair of the audit committee. The independence of this committee is insufficient.</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>	✓ 92.2%
1.4	Re-elect Ms. Safra A. Catz	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Executive director (CEO). The board is not sufficiently independent.</p>	✓ 96.5%
1.5	Re-elect Mr. Bruce R. Chizen	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <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>	✓ 79.9%
1.6	Re-elect Mr. George H. Conrades	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non independent lead director, which is not best practice.</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>	✓ 89.6%
1.7	Re-elect Mr. Lawrence J. Ellison	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Executive chair. The board is not sufficiently independent.</p> <p>Chair of the board and the composition of the board is very unsatisfactory.</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>	✓ 98.0%
1.8	Re-elect Ms. Rona A. Fairhead	DAFÜR	DAFÜR	✓ 98.1%

No.	Traktanden	Board	Ethos	Resultat	
1.9	Re-elect Mr. Jeffrey O. Henley	DAFÜR	<ul style="list-style-type: none"> ZURÜCK-BEHALTEN 	<p>Executive director. The board is not sufficiently independent.</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>	<p>✓ 97.1%</p>
1.10	Re-elect Mr. Charles W. Moorman IV	DAFÜR	DAFÜR	<p>✓ 94.2%</p>	
1.11	Re-elect Mr. Leon E. Panetta	DAFÜR	<ul style="list-style-type: none"> ZURÜCK-BEHALTEN 	<p>The director is over 75 years old, which exceeds guidelines.</p>	<p>✓ 79.9%</p>
1.12	Re-elect Mr. William G. Parrett	DAFÜR	<ul style="list-style-type: none"> ZURÜCK-BEHALTEN 	<p>The director is over 75 years old, which exceeds guidelines.</p>	<p>✓ 83.5%</p>
1.13	Re-elect Ms. Naomi O. Seligman	DAFÜR	<ul style="list-style-type: none"> ZURÜCK-BEHALTEN 	<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>	<p>✓ 91.0%</p>
2	Advisory vote on executive remuneration	DAFÜR	<ul style="list-style-type: none"> DAGEGEN 	<p>Excessive variable remuneration.</p>	<p>✓ 78.0%</p>
3	Re-election of the auditor	DAFÜR	<ul style="list-style-type: none"> DAGEGEN 	<p>The auditor's long tenure raises independence concerns.</p>	<p>✓ 97.8%</p>
4	Shareholder resolution: report on climate risks to retirement plan beneficiaries	DAGEGEN	<ul style="list-style-type: none"> DAFÜR 	<p>Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation.</p>	<p>✗ 5.3%</p>

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Final dividend	DAFÜR	DAFÜR	✓ 99.4%
	Elections to the board of directors			
3	Elect Mr. Omar Abbosh	DAFÜR	DAFÜR	✓ 100.0%
4	Elect Ms. Alison Dolan	DAFÜR	DAFÜR	✓ 99.6%
5	Elect Ms. Alex Hardiman	DAFÜR	DAFÜR	✓ 100.0%
6	Re-elect Ms. Sherry Coutu, CBE	DAFÜR	● DAGEGEN	Chair of the remuneration committee. We have serious concerns over remuneration. ✓ 71.8%
7	Re-elect Ms. Sally Johnson	DAFÜR	DAFÜR	✓ 99.8%
8	Re-elect Mr. Omid Kordestani	DAFÜR	DAFÜR	✓ 100.0%
9	Re-elect Ms. Esther Lee	DAFÜR	DAFÜR	✓ 98.9%
10	Re-elect Mr. Graeme Pitkethly	DAFÜR	DAFÜR	✓ 100.0%
11	Re-elect Ms. Annette Thomas	DAFÜR	DAFÜR	✓ 98.9%
12	Re-elect Mr. Lincoln Wallen	DAFÜR	DAFÜR	✓ 100.0%
13	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration. ✓ 69.8%
14	All Employee Save for Shares Plan	DAFÜR	DAFÜR	✓ 99.1%
15	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.3%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
17	General authority to allot shares	DAFÜR	DAFÜR	✓ 95.2%
18	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.5%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 98.8%
20	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company. ✓ 99.3%
21	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 96.2%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Ronald E. Blaylock	DAFÜR	DAFÜR	✓ 98.0%
1b	Re-elect Dr. Albert Bourla	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 92.6%
1c	Re-elect Dr. Susan D. Desmond-Hellmann	DAFÜR	DAFÜR	✓ 97.9%
1d	Re-elect Mr. Joseph J. Echevarria	DAFÜR	● DAGEGEN	Non-independent chair of the corporate governance committee. The independence of this committee is insufficient. ✓ 95.9%
1e	Re-elect Dr. Scott Gottlieb	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 98.7%
1f	Re-elect Prof. Dr. Helen H. Hobbs	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 96.5%
1g	Re-elect Dr. Susan Hockfield	DAFÜR	DAFÜR	✓ 98.7%
1h	Re-elect Dr. Dan R. Littman	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 97.7%
1i	Re-elect Mr. Shantanu Narayen	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. Non independent lead director, which is not best practice. ✓ 98.3%
1j	Re-elect Ms. Suzanne Nora Johnson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.3%
1k	Re-elect Mr. James Quincey	DAFÜR	DAFÜR	✓ 97.9%
1l	Re-elect Mr. James C. Smith	DAFÜR	DAFÜR	✓ 96.8%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.4%
3	To approve the amendment of the Pfizer 2019 Stock Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 92.5%
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 91.4%
5	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management. ✗ 34.9%
6	Shareholder resolution: Political Contributions Congruency Report	DAGEGEN	● DAFÜR	The company should align its public values and policies with its political expenditures and contributions. ✗ 14.2%
7	Shareholder resolution: Amend Director Resignation Processes	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	–
8	Shareholder resolution: Publish a Report on Corporate Contributions	DAGEGEN	DAGEGEN	✗ 3.8%

No.	Traktanden	Board	Ethos	Resultat
Elections of directors				
1a	Re-elect Ms. Danelle M. Barrett	DAFÜR	DAFÜR	✓ 99.9%
1b	Re-elect Mr. Philip Bleser	DAFÜR	DAFÜR	✓ 98.0%
1c	Re-elect Mr. Stuart B. Burgdoerfer	DAFÜR	● DAGEGEN	Non-independent chair of the audit committee. The independence of this committee is insufficient. ✓ 95.9%
1d	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	✓ 99.3%
1e	Re-elect Mr. Charles A. Davis	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.7%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1f	Re-elect Mr. Roger N. Farah	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.3%
1g	Re-elect Ms. Lawton Fitt	DAFÜR	● DAGEGEN	Non-independent chair of the nomination committee. The independence of this committee is insufficient. ✓ 89.1%
1h	Re-elect Ms. Susan Patricia Griffith	DAFÜR	DAFÜR	✓ 98.7%
1i	Re-elect Mr. Devin C. Johnson	DAFÜR	DAFÜR	✓ 99.9%
1j	Re-elect Mr. Jeffrey D. Kelly	DAFÜR	DAFÜR	✓ 97.2%
1k	Re-elect Ms. Barbara R. Snyder	DAFÜR	DAFÜR	✓ 98.8%
1l	Re-elect Ms. Kahina Van Dyke	DAFÜR	DAFÜR	✓ 99.9%
2	To approve the amendment of the 2024 Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 97.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.8%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.7%
5	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	DAGEGEN	DAGEGEN	✗ 1.4%

No.	Traktanden	Board	Ethos	Resultat	
1	Report of the board of directors on the past financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2	Report on corporate governance	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
3	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 83.5%
4	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 100.0%
5	Approve allocation of income	DAFÜR	DAFÜR		✓ 99.9%
6	Discharge of executive members of the board of directors	DAFÜR	● DAGEGEN	The remuneration policy remains unsatisfactory despite the strong opposition of shareholders.	✓ 97.5%
7	Discharge of non-executive members of the board of directors	DAFÜR	● DAGEGEN	The remuneration policy remains unsatisfactory despite the strong opposition of shareholders.	✓ 94.3%
8	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	Potential excessive awards. An important part of the variable remuneration is based on continued employment only.	✓ 83.2%
9	Adjustment of the remuneration fees of the non-executive members of the board of directors (binding vote)	DAFÜR	● DAGEGEN	The remuneration at board level is excessive in view of the company's size and complexity.	✓ 99.3%
10	Elect Mr. Fabricio Bloisi as executive member of the board of directors	DAFÜR	● DAGEGEN	Significant concerns regarding the special one-off remuneration granted to the incoming CEO.	✓ 99.5%
11	Election of the board of directors				
11.1	Re-elect Mr. Hendrik du Toit	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.	✓ 98.1%
11.2	Re-elect Mr. Craig Enenstein	DAFÜR	● DAGEGEN	Non-independent chair of the remuneration committee. The independence of this committee is insufficient.	✓ 88.7%
11.3	Re-elect Ms. Angeliem Kemna	DAFÜR	DAFÜR		✓ 99.1%
11.4	Re-elect Mr. Nolo Letele	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 98.1%
11.5	Re-elect Mr. Roberto Oliveira de Lima	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 93.6%
12	Election of auditor	DAFÜR	DAFÜR		✓ 99.9%
13	Authorisation to issue shares	DAFÜR	DAFÜR		✓ 96.4%

No.	Traktanden	Board	Ethos	Resultat
14	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	<p>The amount to be repurchased exceeds 10% of the share capital.</p> <p>The share repurchase replaces part of the dividend in cash.</p> <p>✓ 95.4%</p>
15	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	<p>The share capital reduction is linked to a share repurchase programme that is not acceptable.</p> <p>✓ 99.9%</p>
16	Voting results	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
17	Closing of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos		Resultat
1	Financial statements as at 31 December 2023	DAFÜR	DAFÜR		✓ 98.8%
2	Allocation of net income and dividend distribution	DAFÜR	DAFÜR		✓ 99.6%
3	Determination of the number of members of the board of directors	DAFÜR	DAFÜR		✓ 99.9%
4	Determination of the directors' term of office	DAFÜR	DAFÜR		✓ 99.6%
5	Election of the members of the board of directors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
5.1	Slate of nominees submitted by the board of directors	DAFÜR	● NICHT ABSTIMMEN	The alternative slate submitted under ITEM 5.2 is 100% independent.	✓ 86.2% *
5.2	Slate of nominees submitted by a group of institutional investors	NICHT ABSTIMMEN	● DAFÜR	The proposed slate would improve the level of independence of the board.	✓ 12.8% *
6	Determination of the remuneration of the directors	DAFÜR	DAFÜR		✓ 96.2%
7	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR		✓ 98.8%
8	Appointment of the independent auditors for the 2025-2033 period	DAFÜR	DAFÜR		✓ 99.2%
9	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.	✓ 82.2%
10	Advisory vote on the remuneration paid in 2023	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.	✓ 92.0%

* 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 Ms. Sylvia Acevedo	DAFÜR	DAFÜR	✓ 98.8%
1.b	Re-elect Mr. Cristiano Amon	DAFÜR	DAFÜR	✓ 99.5%
1.c	Re-elect Mr. Mark Fields	DAFÜR	DAFÜR	✓ 99.5%
1.d	Re-elect Mr. Jeffrey W. Henderson	DAFÜR	DAFÜR	✓ 93.8%
1.e	Re-elect Mr. Gregory Johnson	DAFÜR	DAFÜR	✓ 99.0%
1.f	Re-elect Ms. Ann M. Livermore	DAFÜR	DAFÜR	✓ 98.5%
1.g	Re-elect Mr. Mark D McLaughlin	DAFÜR	DAFÜR	✓ 99.6%
1.h	Re-elect Ms. Jamie S. Miller	DAFÜR	DAFÜR	✓ 99.7%
1.i	Re-elect Dr. Irene B. Rosenfeld	DAFÜR	DAFÜR	✓ 98.1%
1.j	Re-elect Mr. Neil Smit	DAFÜR	DAFÜR	✓ 99.0%
1.k	Re-elect Mr. Jean-Pascal Tricoire	DAFÜR	DAFÜR	✓ 98.6%
1.l	Re-elect Mr. Anthony J. Vinciquerra	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments. ✓ 98.9%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.6%
4	To approve the amendment of the Omnibus Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 94.6%
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 88.0%
6	Amend Bylaws to require claims under the Securities Act to be brought in federal court	DAFÜR	DAFÜR	✓ 87.5%

No.	Traktanden	Board	Ethos	Resultat	
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%	
3	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 97.1%	
4	Approve Remuneration Policy for the Management Board members and the Supervisory Board members	DAFÜR	DAFÜR	✓ 89.2%	
5	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 100.0%	
6	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.9%	
	Board main features				
7	Elections to the Supervisory Board: Martin Schaller	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 85.2%
8	Approve non-executive director fees	DAFÜR	DAFÜR	✓ 100.0%	
9	Appoint the Auditors for the sustainability reporting for financial year 2024	DAFÜR	DAFÜR	✓ 99.4%	
10	Appoint the Auditors for financial year 2025	DAFÜR	DAFÜR	✓ 99.4%	
11	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	Excessive potential capital increase with pre-emptive rights.	✓ 85.3%
12	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 99.7%	
13	Authorisation to acquire treasury shares for trading purposes	DAFÜR	● DAGEGEN	The repurchase price is too high.	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 94.4%
3	Final dividend	DAFÜR	DAFÜR	✓ 99.9%
Elections to the board of directors				
4	Re-elect Mr. Andrew Bonfield	DAFÜR	DAFÜR	✓ 96.8%
5	Re-elect Mr. Olivier Bohuon	DAFÜR	DAFÜR	✓ 99.8%
6	Re-elect Ms. Margherita Della Valle	DAFÜR	DAFÜR	✓ 99.8%
7	Re-elect Mr. Mehmood Khan	DAFÜR	DAFÜR	✓ 99.8%
8	Re-elect Ms. Elane Stock	DAFÜR	DAFÜR	✓ 99.8%
9	Re-elect Ms. Mary Harris	DAFÜR	DAFÜR	✓ 97.8%
10	Re-elect Sir Jeremy Darroch	DAFÜR	DAFÜR	✓ 96.8%
11	Re-elect Ms. Tamara Ingram, OBE	DAFÜR	DAFÜR	✓ 98.5%
12	Elect Mr. Kristoffer Licht	DAFÜR	DAFÜR	✓ 99.7%
13	Elect Ms. Shannon Eisenhardt	DAFÜR	DAFÜR	✓ 99.3%
14	Elect Ms. Marybeth Hays	DAFÜR	DAFÜR	✓ 99.9%
15	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 99.3%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
17	Political donations	DAFÜR	DAFÜR	✓ 98.8%
18	General authority to allot shares	DAFÜR	DAFÜR	✓ 90.3%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 98.4%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 97.9%
21	Purchase of own shares	DAFÜR	● DAGEGEN The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.4%
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 90.2%

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No.	Traktanden	Board	Ethos	Resultat
1.a	Financial statements as at 31 December 2023	DAFÜR	DAFÜR	✓ 99.3%
1.b	Allocation of net income and dividend distribution	DAFÜR	DAFÜR	✓ 100.0%
2.a	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 80.6%
2.b	Advisory vote on the remuneration paid in 2023	DAFÜR	DAFÜR	✓ 82.7%
3	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 96.0%
3	Final dividend	DAFÜR	DAFÜR	✓ 99.9%
4	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.5%
5	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
Elections to the board of directors				
6	Elect Ms. Bianca Tetteroo	DAFÜR	DAFÜR	✓ 100.0%
7	Re-elect Mr. Paul Walker	DAFÜR	DAFÜR	✓ 96.5%
8	Re-elect Mr. Erik Engstrom	DAFÜR	DAFÜR	✓ 99.9%
9	Re-elect Mr. Nick Luff	DAFÜR	DAFÜR	✓ 99.7%
10	Re-elect Mr. Alistair Cox	DAFÜR	DAFÜR	✓ 100.0%
11	Re-elect Ms. June Felix	DAFÜR	DAFÜR	✓ 100.0%
12	Re-elect Ms. Charlotte Hogg	DAFÜR	DAFÜR	✓ 100.0%
13	Re-elect Mr. Robert MacLeod	DAFÜR	DAFÜR	✓ 97.1%
14	Re-elect Mr. Andrew Sukawaty	DAFÜR	DAFÜR	✓ 100.0%
15	Re-elect Ms. Suzanne Wood	DAFÜR	DAFÜR	✓ 97.0%
16	General authority to allot shares	DAFÜR	DAFÜR	✓ 94.1%
17	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.6%
18	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 99.1%
19	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.4%
20	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 92.5%

No.	Traktanden	Board	Ethos	Resultat
A	Elections of directors			
A.1	Elect Ms. Alice L. Jolla	DAFÜR	DAFÜR	✓ 94.1%
A.2	Re-elect Ms. Lisa A. Payne	DAFÜR	DAFÜR	✓ 95.3%
B	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 88.2% Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
C	Re-election of the auditor	DAFÜR	● DAGEGEN	✓ 94.4% The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Marc Benioff	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 95.9%
1.2	Re-elect Ms. Laura Alber	DAFÜR	DAFÜR	✓ 98.4%
1.3	Re-elect Mr. Craig Conway	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.3%
1.4	Re-elect Mr. Arnold W. Donald	DAFÜR	DAFÜR	✓ 98.0%
1.5	Re-elect Mr. Parker Harris	DAFÜR	DAFÜR	✓ 98.5%
1.6	Re-elect Ms. Neelie Kroes	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 98.1%
1.7	Re-elect Mr. Sachin Mehra	DAFÜR	DAFÜR	✓ 99.3%
1.8	Re-elect Mr. Mason G Morfit	DAFÜR	DAFÜR	✓ 99.3%
1.9	Re-elect Mr. Oscar Munoz	DAFÜR	DAFÜR	✓ 98.4%
1.10	Re-elect Mr. John V. Roos	DAFÜR	DAFÜR	✓ 93.7%
1.11	Re-elect Ms. Robin L. Washington	DAFÜR	DAFÜR	✓ 95.3%
1.12	Re-elect Mr. Maynard G. Webb	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 98.1%
1.13	Re-elect Ms. Susan Wojcicki	DAFÜR	DAFÜR	✓ 99.0%
2.	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 76.8%
3.	To approve the amendment of the 2013 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 93.6%
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.4%
5.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✗ 45.6% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
6.	Shareholder resolution: Independent chair	DAGEGEN	DAGEGEN	✗ 21.6%
7.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	We strongly support the right of shareholders to address pay-related concerns. ✗ 5.1%
8.	Shareholder resolution: Report on Viewpoint Discrimination	DAGEGEN	DAGEGEN	✗ 0.8%

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	✓ 99.8%
	Elections to the board of directors			
4	Re-elect Ms. Rachel Duan	DAFÜR	DAFÜR	✓ 88.7%
5	Re-elect Ms. Lise Kingo	DAFÜR	DAFÜR	✓ 98.6%
6	Elect Ms. Clotilde Delbos	DAFÜR	DAFÜR	✓ 99.4%
7	Elect Ms. Anne-Francoise Nesmes	DAFÜR	DAFÜR	✓ 97.2%
8	Elect Mr. John Sundy	DAFÜR	DAFÜR	✓ 99.6%
9	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive fixed and variable remuneration. ✓ 95.9%
10	Approve the 2023 remuneration of Mr. Serge Weinberg, chair from 1 January to 25 May 2023	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 99.1%
11	Approve the 2023 remuneration of Mr. Frédéric Oudéa, chair from 25 May to 31 December 2023	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 99.1%
12	Approve the 2023 remuneration of Mr. Paul Hudson, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. Concerns over the pension allowance which exceeds guidelines. ✓ 93.5%
13	Approve the remuneration policy of directors	DAFÜR	● DAGEGEN	The remuneration of directors is excessive compared to market practice. ✓ 98.0%
14	Approve the remuneration policy of Mr. Frédéric Oudéa, chair	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 99.1%
15	Approve the remuneration policy of Mr. Paul Hudson, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. Concerns over the pension allowance which exceeds guidelines. ✓ 94.7%
16	Ratify Mazars as statutory auditors	DAFÜR	DAFÜR	✓ 99.9%
17	Ratify Mazars as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.8%
18	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 96.6%
19	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The potential maximal repurchase price is too high. ✓ 99.5%
20	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 93.4%

No.	Traktanden	Board	Ethos	Resultat
21	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR	✓ 98.8%
22	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 99.0%
23	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

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	✓ 99.5%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.4%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.4%
Board main features				
7a	Elections to the Supervisory Board: Aicha Evans	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 93.4%
7b	Elections to the Supervisory Board: Gerhard Oswald	DAFÜR	● DAGEGEN	Non independent director (former executive). The board is not sufficiently independent. ✓ 89.8%
7c	Elections to the Supervisory Board: Dr. Friederike Rotsch	DAFÜR	DAFÜR	✓ 92.5%
7d	Elections to the Supervisory Board: Prof. Dr. Ralf Herbrich	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 99.3%
7e	Elections to the Supervisory Board: Dr. Pekka Ala-Pietilä	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Concerns over the director's time commitments. ✓ 95.5%
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	The chair's remuneration is excessive. ✓ 98.2%
9	Amend Articles: Proof of entitlement, section 18 (3)	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	✓ 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	Ratify Mazars as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 98.8%
6	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.8%
7	Approve the remuneration report	DAFÜR	● DAGEGEN	<p>✓ 94.8%</p> <p>The information provided is insufficient.</p> <p>Concerns over the remuneration of the chair and other board members.</p>
8	Approve the 2023 remuneration of Mr. Jean Pascale Tricoire, chair/CEO until 3 May 2023	DAFÜR	● DAGEGEN	<p>✓ 85.9%</p> <p>The realised value of the plan 2021-2023 is excessive given the performance of the company and considering that Mr. Tricoire stepped down as CEO during the year.</p>
9	Approve the 2023 remuneration of Mr. Peter Herweck, CEO since 4 May 2023	DAFÜR	DAFÜR	✓ 96.2%
10	Approve the 2023 remuneration of Mr. Jean-Pascal Tricoire, chair since 4 May 2023	DAFÜR	● DAGEGEN	<p>✓ 97.1%</p> <p>Excessive total remuneration.</p>
11	Approve the remuneration policy of Mr. Peter Herweck, CEO	DAFÜR	DAFÜR	✓ 94.4%
12	Approve the remuneration policy of Mr. Jean-Pascal Tricoire, chair	DAFÜR	● DAGEGEN	<p>✓ 97.6%</p> <p>Excessive total remuneration.</p>
13	Approve the remuneration policy of directors	DAFÜR	● DAGEGEN	<p>✓ 96.3%</p> <p>The remuneration of the lead director is excessive and not justified.</p>
Elections to the board of directors				
14	Re-elect Mr. Fred Kindle	DAFÜR	DAFÜR	✓ 98.8%
15	Re-elect Ms. Cécile Cabanis	DAFÜR	DAFÜR	✓ 99.4%
16	Re-elect Ms. Jill Lee	DAFÜR	DAFÜR	✓ 98.7%
17	Elect Mr. Philippe Knoche	DAFÜR	DAFÜR	✓ 99.7%
18	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR	✓ 99.1%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR	✓ 99.0%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 99.0%

No.	Traktanden	Board	Ethos	Resultat
21	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
3.1	Approve Discharge of Management Board member Dr. Roland Busch (CEO)	DAFÜR	DAFÜR	✓ 99.3%
3.2	Approve Discharge of Management Board member Cedrik Neike	DAFÜR	DAFÜR	✓ 99.3%
3.3	Approve Discharge of Management Board member Matthias Rebellius	DAFÜR	DAFÜR	✓ 99.3%
3.4	Approve Discharge of Management Board member Prof. Dr. Ralf P. Thomas	DAFÜR	DAFÜR	✓ 99.3%
3.5	Approve Discharge of Management Board member Judith Wiese	DAFÜR	DAFÜR	✓ 99.3%
4.1	Approve Discharge of Supervisory Board member Jim Hagemann Snabe (Chair)	DAFÜR	DAFÜR	✓ 98.0%
4.2	Approve Discharge of Supervisory Board member Birgit Steinborn (First Vice Chair)	DAFÜR	DAFÜR	✓ 98.9%
4.3	Approve Discharge of Supervisory Board member Dr. Werner Brandt (Second Vice Chair)	DAFÜR	DAFÜR	✓ 99.3%
4.4	Approve Discharge of Supervisory Board member Tobias Bäuml	DAFÜR	DAFÜR	✓ 99.3%
4.5	Approve Discharge of Supervisory Board member Michael Diekmann (member until 9 February 2023)	DAFÜR	DAFÜR	✓ 99.3%
4.6	Approve Discharge of Supervisory Board member Dr. Regina E. Dugan (member since 9 February 2023)	DAFÜR	DAFÜR	✓ 99.3%
4.7	Approve Discharge of Supervisory Board member Dr. Andrea Fehrmann	DAFÜR	DAFÜR	✓ 99.3%
4.8	Approve Discharge of Supervisory Board member Bettina Haller	DAFÜR	DAFÜR	✓ 99.3%
4.9	Approve Discharge of Supervisory Board member Oliver Hartmann (member since 14 September 2023)	DAFÜR	DAFÜR	✓ 99.3%
4.10	Approve Discharge of Supervisory Board member Keryn Lee James (member since 9 February 2023)	DAFÜR	DAFÜR	✓ 99.3%
4.11	Approve Discharge of Supervisory Board member Harald Kern	DAFÜR	DAFÜR	✓ 99.3%

No.	Traktanden	Board	Ethos	Resultat
4.12	Approve Discharge of Supervisory Board member Jürgen Kerner	DAFÜR	DAFÜR	✓ 99.3%
4.13	Approve Discharge of Supervisory Board member Martina Merz (member since 9 February 2023)	DAFÜR	DAFÜR	✓ 99.3%
4.14	Approve Discharge of Supervisory Board member Dr. Christian Pfeiffer (member since 9 February 2023)	DAFÜR	DAFÜR	✓ 99.3%
4.15	Approve Discharge of Supervisory Board member Benoît Potier	DAFÜR	DAFÜR	✓ 99.3%
4.16	Approve Discharge of Supervisory Board member Hagen Reimer	DAFÜR	DAFÜR	✓ 98.9%
4.17	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (member until 9 February 2023)	DAFÜR	DAFÜR	✓ 99.3%
4.18	Approve Discharge of Supervisory Board member Kasper Rørsted	DAFÜR	DAFÜR	✓ 99.2%
4.19	Approve Discharge of Supervisory Board member Baroness Nemat Shafik (member until 9 February 2023)	DAFÜR	DAFÜR	✓ 99.2%
4.20	Approve Discharge of Supervisory Board member Dr. Nathalie von Siemens	DAFÜR	DAFÜR	✓ 99.3%
4.21	Approve Discharge of Supervisory Board member Michael Sigmund (member until 31 August 2023)	DAFÜR	DAFÜR	✓ 99.3%
4.22	Approve Discharge of Supervisory Board member Dorothea Simon	DAFÜR	DAFÜR	✓ 99.3%
4.23	Approve Discharge of Supervisory Board member Grazia Vittadini	DAFÜR	DAFÜR	✓ 99.3%
4.24	Approve Discharge of Supervisory Board member Matthias Zachert	DAFÜR	DAFÜR	✓ 99.3%
4.25	Approve Discharge of Supervisory Board member Gunnar Zukunft (member until 9 February 2023)	DAFÜR	DAFÜR	✓ 99.3%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.8%
6	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 86.4%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 86.5%
8	Approve the creation of a new Authorised Capital 2024, the cancellation of the existing Authorised Capital 2019 and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 95.3%

No.	Traktanden	Board	Ethos	Resultat
9	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 96.4%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Glyn F. Aeppel	DAFÜR	DAFÜR	✓ 66.0%
1b	Re-elect Mr. Larry C. Glasscock	DAFÜR	● DAGEGEN	<p>✓ 68.7%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>Non independent lead director, which is not best practice.</p>
1c	Re-elect Mr. Allan B. Hubbard	DAFÜR	● DAGEGEN	<p>✓ 69.9%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1d	Elect Ms. Nina P. Jones	DAFÜR	DAFÜR	✓ 99.8%
1e	Re-elect Mr. Reuben S. Leibowitz	DAFÜR	● DAGEGEN	<p>✓ 89.2%</p> <p>Non-independent chair of the remuneration committee. The independence of this committee is insufficient.</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>
1f	Re-elect Mr. Randall J. Lewis	DAFÜR	DAFÜR	✓ 99.2%
1g	Re-elect Mr. Gary M. Rodkin	DAFÜR	DAFÜR	✓ 70.4%
1h	Re-elect Ms. Peggy Fang Roe	DAFÜR	DAFÜR	✓ 70.4%
1i	Re-elect Mr. Stefan M. Selig	DAFÜR	DAFÜR	✓ 98.6%
1j	Re-elect Dr. Daniel C. Smith	DAFÜR	DAFÜR	✓ 97.2%
1k	Re-elect Ms. Marta R. Stewart	DAFÜR	DAFÜR	✓ 98.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>✓ 94.3%</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
3	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>✓ 95.8%</p> <p>The auditor's long tenure raises independence concerns.</p>

No.	Traktanden	Board	Ethos	Resultat
1	Approve a share split	DAFÜR	DAFÜR	✓ 99.8%
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Yasuyuki Imai	DAFÜR	DAFÜR	✓ 98.6%
2.2	Re-elect Mr. Junichi Miyakawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.3%
2.3	Re-elect Mr. Jun Shimba	DAFÜR	DAFÜR	✓ 99.5%
2.4	Re-elect Mr. Kazuhiko Fujihara	DAFÜR	DAFÜR	✓ 99.6%
2.5	Re-elect Mr. Masayoshi Son	DAFÜR	DAFÜR	✓ 99.1%
2.6	Re-elect Mr. Atsushi Horiba	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 97.5%
2.7	Re-elect Mr. Takehiro Kamigama	DAFÜR	DAFÜR	✓ 99.7%
2.8	Re-elect Mr. Kazuaki Oki	DAFÜR	DAFÜR	✓ 99.7%
2.9	Re-elect Ms. Naomi Koshi	DAFÜR	DAFÜR	✓ 99.7%
2.10	Elect Prof. Maki Sakamoto	DAFÜR	DAFÜR	✓ 99.9%
2.11	Elect Ms. Hiroko Sasaki	DAFÜR	DAFÜR	✓ 99.8%
3	Elect Mr. Yasuhiro Nakajima as a Substitute Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%

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 2023/24 net income	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
4	Elect Mr. Frédéric Lissalde	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 92.5%
5	Re-elect Ms. Françoise Chombar	DAFÜR	DAFÜR	✓ 98.7%
6	Re-elect Mr. Satoshi Onishi	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 99.4%
7	Re-elect Ms. Shuo Zhang	DAFÜR	DAFÜR	✓ 98.7%
8	Approval of the amendment to the supplementary pension plan of Mr. Pierre Barnabé, CEO	DAFÜR	DAFÜR	✓ 99.9%
9	Approve the remuneration report	DAFÜR	DAFÜR	✓ 97.5%
10	Approve the 2023/24 remuneration of Mr. Eric Meurice, chair	DAFÜR	DAFÜR	✓ 99.1%
11	Approve the 2023/24 remuneration of Mr. Pierre Barnabé, CEO	DAFÜR	DAFÜR	✓ 96.5%
12	Approve the remuneration policy of Mr. Christophe Gégout, chair	DAFÜR	DAFÜR	✓ 99.3%
13	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.5%
14	Approve the remuneration policy of Mr. Pierre Barnabé, CEO	DAFÜR	DAFÜR	✓ 96.8%
15	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 98.1%
16	Ratify KPMG as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.9%
17	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR	✓ 99.9%
18	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	● DAGEGEN	The potential maximum discount exceeds market practice. ✓ 97.7%
19	Authorisation to issue shares reserved for employees (share ownership plan)	DAFÜR	DAFÜR	✓ 99.7%
20	Approve distribution of performance shares	DAFÜR	DAFÜR	✓ 92.6%
21	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 97.9%

No.	Traktanden	Board	Ethos	Resultat
22	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
Elections of directors (Management Nominees)				
1.a	Re-elect Mr. Richard E. Allison	DAFÜR	DAFÜR	✓ 93.3%
1.b	Re-elect Mr. Andrew Champion	DAFÜR	DAFÜR	✓ 95.7%
1.c	Re-elect Ms. Beth Ford	DAFÜR	DAFÜR	✓ 98.0%
1.d	Re-elect Ms. Mellody Hobson	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 90.1%
1.e	Re-elect Mr. Jorgen Vig Knudstorp	DAFÜR	DAFÜR	✓ 90.3%
1.f	Elect Mr. Neal Mohan	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments. ✓ 98.3%
1.g	Re-elect Mr. Satya Nadella	DAFÜR	DAFÜR	✓ 94.7%
1.h	Re-elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	✓ 97.4%
1.i	Elect Mr. Daniel Servitje	DAFÜR	DAFÜR	✓ 98.1%
1.j	Elect Mr. G. Michael Sievert	DAFÜR	DAFÜR	✓ 98.1%
1.k	Elect Ms. Wei Zhang	DAFÜR	DAFÜR	✓ 98.3%
Elections of directors (SOC Group nominees)				
1.l	Elect Dissident Nominee Ms. Maria Echaveste	ZURÜCK-GEZOGEN	● DAFÜR	ITEM 1.l was not submitted to vote as the proponent withdrew the proposal one week before the AGM. Ethos initially recommended to vote FOR for the following reason: The nomination of Ms. Echaveste would be valuable to the board. -
1.m	Elect Dissident Nominee Mr. Joshua Gotbaum	ZURÜCK-GEZOGEN	● ZURÜCK-BEHALTEN	ITEM 1.m was not submitted to vote as the proponent withdrew the proposal one week before the AGM. -
1.n	Elect Dissident Nominee Ms. Wilma B. Liebman	ZURÜCK-GEZOGEN	● DAFÜR	ITEM 1.n was not submitted to vote as the proponent withdrew the proposal one week before the AGM. Ethos initially recommended to vote FOR for the following reason: The expertise of Ms. Liebman in labour management, employee relations and law would be helpful to the board. -
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.8%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.2%
4	Shareholder resolution: Report on plant-based milk pricing	DAGEGEN	DAGEGEN	✗ 5.3%
5	Shareholder resolution: Report on Direct and Systemic Discrimination	DAGEGEN	DAGEGEN	✗ 1.2%
6	Shareholder resolution: Report on human rights policies	DAGEGEN	DAGEGEN	✗ 1.6%

No.	Traktanden	Board	Ethos		Resultat
1	Report of the Managing Board on the Company's 2023 financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2	Report on the Company's corporate governance structure and compliance with the updated Dutch Corporate Governance Code	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
3	Report of the Supervisory Board on the Company's 2023 financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
4	Advisory vote on the Remuneration Report 2023	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 95.0%
5	Adoption of the Remuneration Policy for the Supervisory Board	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 98.3%
6	Adoption of the Company's annual accounts for its 2023 financial year	DAFÜR	DAFÜR		✓ 97.4%
7	Adoption of a dividend	DAFÜR	DAFÜR		✓ 99.3%
8	Discharge of the sole member of the Managing Board	DAFÜR	DAFÜR		✓ 96.8%
9	Discharge of the members of the Supervisory Board	DAFÜR	DAFÜR		✓ 97.7%
10	Amendment to the Company's Articles of Association	DAFÜR	DAFÜR		✓ 98.9%
11	Adoption of the Remuneration Policy for the Managing Board	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 94.5%
12	Re-appointment of Mr. Jean-Marc Chery as member and chair of the Managing Board	DAFÜR	DAFÜR		✓ 99.9%
13	Approval of the stock-based portion of the compensation of the CEO	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 97.2%
14	Appointment of Mr. Lorenzo Grandi (CFO) as member of the Managing Board	DAFÜR	DAFÜR		✓ 99.9%
15	Approval of the stock-based portion of the compensation of the CFO	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 97.6%
16	Approval of a new Unvested Stock Award Plan for Management and Key Employees	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 95.3%
17	Re-appointment of EY as external auditor for the 2024 and 2025 financial years	DAFÜR	DAFÜR		✓ 99.7%
	Supervisory Board composition				
18	Re-appointment of Mr. Nicolas Dufourcq as member of the Supervisory Board for a 3-year term	DAFÜR	DAFÜR		✓ 96.5%

No.	Traktanden	Board	Ethos	Resultat
19	Re-appointment of Ms. Janet Davidson as member of the Supervisory Board for a 1-year term	DAFÜR	DAFÜR	✓ 97.5%
20	Appointment of Mr. Pascal Daloz as member of the Supervisory Board for a 3-year term	DAFÜR	DAFÜR	✓ 72.8%
21	Authorization to repurchase shares	DAFÜR	● DAGEGEN	The share repurchase replaces part of the dividend in cash. ✓ 99.5%
22	Authorization to issue new common shares	DAFÜR	DAFÜR	✓ 98.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Calling the meeting to order	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4.	Recording the legality of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
5.	Recording the attendance at the Meeting and adoption of the list of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.6%
8.	Approve allocation of income and dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation. ✓ 99.4%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	DAFÜR	✓ 98.8%
10.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 91.2%
11.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.5%
12.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR	✓ 100.0%
13.	Election of the board of directors	DAFÜR	● ENTHALTUNG	Grouped elections of directors. The composition of the board is not satisfactory. ✓ 100.0% While Finnish law allows for individual elections of directors, the company maintains bundled elections.
14.	Approve auditors' fees	DAFÜR	DAFÜR	✓ 100.0%
15.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
16.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.9%
17.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.8%
18.	Decision making order	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
19.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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	✓ 97.4%
1c	Elect Mr. P. William Donnelly	DAFÜR	DAFÜR	✓ 99.4%
1d	Re-elect Ms. Dina Dublon	DAFÜR	DAFÜR	✓ 98.5%
1e	Re-elect Mr. Robert F. MacLellan	DAFÜR	DAFÜR	✓ 94.7%
1f	Re-elect Ms. Eileen P. Rominger	DAFÜR	DAFÜR	✓ 98.0%
1g	Re-elect Mr. Robert W. Sharps	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 96.6%
1h	Elect Ms. Cynthia F. Smith	DAFÜR	DAFÜR	✓ 98.6%
1i	Re-elect Mr. Robert J. Stevens	DAFÜR	DAFÜR	✓ 98.0%
1j	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	✓ 97.1%
1k	Re-elect Mr. Alan D. Wilson	DAFÜR	DAFÜR	✓ 96.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.1%
				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. ✓ 95.6%
				On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 97.7%
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Christophe Weber	DAFÜR	DAFÜR	✓ 76.2%
2.2	Re-elect Dr. Andrew Plump	DAFÜR	DAFÜR	✓ 89.5%
2.3	Elect Mr. Milano Furuta	DAFÜR	DAFÜR	✓ 94.1%
2.4	Re-elect Mr. Masami Iijima	DAFÜR	DAFÜR	✓ 96.1%
2.5	Re-elect Mr. Ian Clark	DAFÜR	DAFÜR	✓ 92.3%
2.6	Re-elect Dr. Steven Gillis	DAFÜR	DAFÜR	✓ 93.2%
2.7	Re-elect Mr. John Maraganore	DAFÜR	DAFÜR	✓ 97.4%
2.8	Re-elect Mr. Michel Orsinger	DAFÜR	DAFÜR	✓ 95.8%
2.9	Re-elect Ms. Miki Tsusaka	DAFÜR	DAFÜR	✓ 97.5%
2.10	Re-elect Ms. Emiko Higashi	DAFÜR	DAFÜR	✓ 94.4%
3.	Election of directors to the audit and supervisory committee			
3.1	Re-elect Mr. Koji Hatsukawa	DAFÜR	DAFÜR	✓ 97.0%
3.2	Re-elect Mr. Yoshiaki Fujimori	DAFÜR	DAFÜR	✓ 96.9%
3.3	Re-elect Ms. Kimberly A. Reed	DAFÜR	DAFÜR	✓ 97.4%
3.4	Re-elect Mr. Jean-Luc Butel	DAFÜR	DAFÜR	✓ 96.9%
4.	Approve bonus payment for directors	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 73.6%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 93.5%
3	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
4	Elect Dame Carolyn Fairbairn	DAFÜR	DAFÜR	✓ 100.0%
5	Elect Dr. Gerard Murphy	DAFÜR	DAFÜR	✓ 98.5%
6	Re-elect Ms. Melissa Bethell	DAFÜR	DAFÜR	✓ 97.9%
7	Re-elect Mr. Bertrand Bodson	DAFÜR	DAFÜR	✓ 98.5%
8	Re-elect Mr. Thierry Garnier	DAFÜR	DAFÜR	✓ 98.3%
9	Re-elect Mr. Stewart Gilliland	DAFÜR	DAFÜR	✓ 97.2%
10	Re-elect Mr. Ken Murphy	DAFÜR	DAFÜR	✓ 99.9%
11	Re-elect Mr. Imran Nawaz	DAFÜR	DAFÜR	✓ 99.7%
12	Re-elect Ms. Alison Platt	DAFÜR	DAFÜR	✓ 96.9%
13	Re-elect Ms. Caroline Silver	DAFÜR	DAFÜR	✓ 98.3%
14	Re-elect Ms. Karen Whitworth	DAFÜR	DAFÜR	✓ 97.5%
15	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 99.8%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
17	Political donations	DAFÜR	DAFÜR	✓ 97.4%
18	General authority to allot shares	DAFÜR	DAFÜR	✓ 91.1%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 90.1%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 87.9%
21	Purchase 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. ✓ 98.8%
22	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 93.7%

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	DAFÜR	DAFÜR	✓
6.	Determination whether the meeting has been duly convened	DAFÜR	DAFÜR	✓
7.	Address by the CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Report on the work of the board of directors and its committees	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9a.	Presentation of the annual report and the auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9b.	Presentation of the consolidated accounts and the consolidated auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
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 ABSTIMMUNG	OHNE ABSTIMMUNG	
9d.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
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 Hans Eckerström	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓
10c (ii).	Discharge of Mattias Ankarberg as CEO (from August 9, 2023)	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓
10c (iii).	Discharge of Mattias Ankarberg as board member (until August 9, 2023)	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓
10c (iv).	Discharge of Anders Jensen	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓
10c (v).	Discharge of Sarah McPhee	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓

No.	Traktanden	Board	Ethos	Resultat
10c (vi).	Discharge of Heléne Mellquist	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓
10c (vii).	Discharge of Johan Westman	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓
10c (viii).	Discharge of Helene Willberg	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓
10c (ix).	Discharge of Therese Reuterswärd	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓
10c (x).	Discharge of Mr. Magnus Welander as former CEO (until August 9, 2023)	DAFÜR	● DAGEGEN	The voting results of the AGM 2023 are not disclosed. ✓
10d.	Approve remuneration report (advisory vote)	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. Anders Jensen	DAFÜR	DAFÜR	✓
13.3.	Re-elect Ms. Sarah McPhee	DAFÜR	DAFÜR	✓
13.4.	Re-elect Mr. Johan Westman	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
13.5.	Re-elect Ms. Helene Willberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
13.6.	Elect Ms. Sandra Finér	DAFÜR	DAFÜR	✓
13.7.	Elect Mr. Paul Gustavsson	DAFÜR	DAFÜR	✓
13.8.	Re-elect the chair 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.	Authorisation to issue shares	DAFÜR	DAFÜR	✓
17.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Tsuyoshi Nagano	DAFÜR	DAFÜR	✓ 71.9%
2.2	Re-elect Mr. Satoru Komiya	DAFÜR	DAFÜR	✓ 67.1%
2.3	Re-elect Mr. Kenji Okada	DAFÜR	DAFÜR	✓ 88.8%
2.4	Re-elect Mr. Yoichi Moriwaki	DAFÜR	DAFÜR	✓ 94.4%
2.5	Re-elect Mr. Kichiichiro Yamamoto	DAFÜR	DAFÜR	✓ 92.0%
2.6	Re-elect Mr. Kiyoshi Wada	DAFÜR	DAFÜR	✓ 93.8%
2.7	Re-elect Mr. Takashi Mitachi	DAFÜR	DAFÜR	✓ 96.3%
2.8	Re-elect Mr. Nobuhiro Endo	DAFÜR	DAFÜR	✓ 92.3%
2.9	Re-elect Mr. Shinya Katanozaka	DAFÜR	DAFÜR	✓ 90.1%
2.10	Re-elect Prof. Emi Osono	DAFÜR	DAFÜR	✓ 97.2%
2.11	Re-elect Mr. Kosei Shindo	DAFÜR	● DAGEGEN	✓ 94.0% The director is over 75 years old, which exceeds guidelines.
2.12	Re-elect Mr. Robert Feldman	DAFÜR	DAFÜR	✓ 99.0%
2.13	Re-elect Ms. Haruka Matsuyama	DAFÜR	DAFÜR	✓ 99.7%
2.14	Elect Ms. Keiko Fujita	DAFÜR	DAFÜR	✓ 97.4%
2.15	Elect Mr. Hiroaki Shirota	DAFÜR	DAFÜR	✓ 96.8%
3.	Elect Mr. Akira Harashima as a Corporate Auditor	DAFÜR	DAFÜR	✓ 94.7%
4.	Approve remuneration for the board of directors	DAFÜR	● DAGEGEN	✓ 84.5% The non-executive chair receives variable remuneration.

No.	Traktanden	Board	Ethos	Resultat
1	Election of Directors			
1.1	Re-elect Mr. Toshiki Kawai	DAFÜR	DAFÜR	✓ 97.7%
1.2	Re-elect Mr. Sadao Sasaki	DAFÜR	DAFÜR	✓ 99.4%
1.3	Re-elect Mr. Yoshikazu Nunokawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.3%
1.4	Re-elect Mr. Michio Sasaki	DAFÜR	DAFÜR	✓ 99.6%
1.5	Re-elect Ms. Sachiko Ichikawa	DAFÜR	DAFÜR	✓ 99.7%
1.6	Elect Mr. Joseph A. Kraft Jr.	DAFÜR	DAFÜR	✓ 99.8%
1.7	Elect Ms. Yukari Suzuki	DAFÜR	DAFÜR	✓ 100.0%
2	Election of 2 Corporate Auditors			
2.1	Re-elect Mr. Ryota Miura as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.7%
2.2	Elect Mr. Yutaka Endo as a Corporate Auditor	DAFÜR	DAFÜR	✓ 100.0%
3	Approve annual cash bonus	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 99.5%
4	Approve the Stock-Based Compensation to Executives and Senior Officers of its Subsidiaries	DAFÜR	● DAGEGEN	Excessive variable remuneration. Potential excessive awards with no individual cap for executives under this remuneration plan. ✓ 98.2%

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.	Election of (a) person(s) to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓ 100.0%
4.	Approval of the notice and the agenda	DAFÜR	DAFÜR	✓ 100.0%
5.	Report of the board of directors on the past financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	✓ 98.7%
7.	Approve remuneration policy (advisory vote)	DAFÜR	DAFÜR	✓ 92.1%
8.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 63.4%
9.	Report on corporate governance	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
10.	Election of the board of directors	DAFÜR	DAFÜR	✓ 64.9%
11.	Election of the nomination committee	DAFÜR	● DAGEGEN	While Norwegian law allows for individual elections of directors, the company maintains grouped elections. ✓ 98.2%
12.	Approve directors' fees	DAFÜR	DAFÜR	✓ 97.9%
13.	Approve nomination committee fees	DAFÜR	DAFÜR	✓ 97.0%
14.	Approve establishing of a share-ownership requirement for members of the board of directors	DAFÜR	DAFÜR	✓ 97.3%
15.	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. ✓ 94.3%
16.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.7%
17.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 96.7%

No.	Traktanden	Board	Ethos	Resultat
1	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Akio Toyoda	DAFÜR	● DAGEGEN	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 72.8%
1.2	Re-elect Mr. Shigeru Hayakawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 90.6%
1.3	Re-elect Mr. Koji Sato	DAFÜR	DAFÜR	✓ 96.7%
1.4	Re-elect Mr. Hiroki Nakajima	DAFÜR	DAFÜR	✓ 98.6%
1.5	Re-elect Mr. Yoichi Miyazaki	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 98.6%
1.6	Re-elect Mr. Simon Humphries	DAFÜR	DAFÜR	✓ 99.9%
1.7	Re-elect Mr. Ikuro Sugawara	DAFÜR	DAFÜR	✓ 95.2%
1.8	Re-elect Mr. Philip Craven	DAFÜR	DAFÜR	✓ 93.7%
1.9	Re-elect Mr. Masahiko Oshima	DAFÜR	DAFÜR	✓ 95.6%
1.10	Re-elect Prof. Emi Osono	DAFÜR	DAFÜR	✓ 98.8%
2	Elect Ms. Hiromi Osada as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.8%
3	Elect Ms. Kumi Fujisawa as a Substitute Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%
4	Shareholder resolution: Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 9.3%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Kirk E. Arnold	DAFÜR	DAFÜR	✓ 96.8%
1.b	Elect Ms. Ana P. Assis	DAFÜR	DAFÜR	✓ 99.6%
1.c	Re-elect Ms. Ann C. Berzin	DAFÜR	● DAGEGEN	✓ 95.3% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.d	Re-elect Ms. April Miller Boise	DAFÜR	DAFÜR	✓ 97.8%
1.e	Re-elect Mr. Gary D. Forsee	DAFÜR	● DAGEGEN	✓ 96.9% 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 Mr. Mark George	DAFÜR	DAFÜR	✓ 99.7%
1.g	Re-elect Mr. John A. Hayes	DAFÜR	DAFÜR	✓ 99.5%
1.h	Re-elect Ms. Linda P. Hudson	DAFÜR	DAFÜR	✓ 98.3%
1.i	Re-elect Mr. Myles P. Lee	DAFÜR	DAFÜR	✓ 99.6%
1.j	Re-elect Mr. David S. Regnery	DAFÜR	● DAGEGEN	✓ 91.3% Combined chairman and CEO.
1.k	Re-elect Ms. Melissa N. Schaeffer	DAFÜR	DAFÜR	✓ 99.7%
1.l	Re-elect Mr. John P. Surma	DAFÜR	DAFÜR	✓ 93.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 86.7% Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor and fix their remuneration	DAFÜR	● DAGEGEN	✓ 90.1% The auditor's long tenure raises independence concerns.
4	Renewal of the Directors' Existing Authority to Issue Shares	DAFÜR	DAFÜR	✓ 96.8%
5	Renewal of the Directors' Existing Authority to Issue Shares for Cash Without First Offering Shares to Existing Shareholders	DAFÜR	● DAGEGEN	✓ 90.5% Excessive potential capital increase without pre-emptive rights.
6	Determine the Price at which the Company Can Reallot Shares Held as Treasury Shares	DAFÜR	DAFÜR	✓ 99.1%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Russell G. Golden	DAFÜR	DAFÜR	✓ 99.5%
1b	Re-elect Mr. William J. Kane	DAFÜR	DAFÜR	✓ 96.1%
1c	Re-elect Mr. Thomas B. Leonardi	DAFÜR	DAFÜR	✓ 90.8%
1d	Re-elect Mr. Clarence Jr. Otis Jr.	DAFÜR	DAFÜR	✓ 84.1%
1e	Re-elect Ms. Elizabeth E. Robinson	DAFÜR	DAFÜR	✓ 91.8%
1f	Re-elect Mr. Rafael Santana	DAFÜR	DAFÜR	✓ 90.8%
1g	Re-elect Mr. Todd C Schermerhorn	DAFÜR	DAFÜR	✓ 98.9%
1h	Re-elect Mr. Alan D. Schnitzer	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 94.3%
1i	Re-elect Ms. Laurie J. Thomsen	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.4%
1j	Re-elect Ms. Bridget A. van Kralingen	DAFÜR	DAFÜR	✓ 99.0%
1k	Elect Mr. David S. Williams	DAFÜR	DAFÜR	✓ 99.5%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 59.6% An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Report on Methane Emissions	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues. ✗ 15.4%
5	Shareholder resolution: Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	DAGEGEN	● DAFÜR	The proposed policy would demonstrate to shareholders how the company plans to address the risks it faces from financing the fossil fuel industry. ✗ 15.3%
6	Shareholder resolution: Report on Human Rights Risks in Underwriting	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights. ✗ 15.4%
7	Shareholder resolution: CEO Pay Ratio and Executive Compensation	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 9.8%

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the 2023 financial statements	DAFÜR	DAFÜR		✓ 99.4%
2	Allocation of 2023 net result and distribution of dividend	DAFÜR	DAFÜR		✓ 100.0%
3	Elimination of so-called "negative reserves" for components not subject to change by means of their definitive coverage	DAFÜR	DAFÜR		✓ 100.0%
4	Authorization to purchase treasury shares aimed at shareholders' remuneration	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital.	✓ 96.7%
5	Determination of the number of directors and of the number of audit committee members	DAFÜR	DAFÜR		✓ 99.9%
6	Appointment of directors and of audit committee members	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
6.1	Slate of nominees submitted by the board of directors	DAFÜR	DAFÜR		✓ 91.5%*
6.2	Slate of nominees submitted by a group of institutional investors	NICHT ABSTIMMEN	NICHT ABSTIMMEN		✓ 8.4%*
7	Determination of the remuneration of directors and audit committee members	DAFÜR	DAFÜR		✓ 98.1%
8	2024 Group Remuneration Policy	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 88.0%
9	Advisory vote on the 2023 Remuneration Report	DAFÜR	● DAGEGEN	Serious concerns arise over the significant increases in the CEO's base salary in the last two years.	✓ 88.1%
10	2024 Group Incentive System	DAFÜR	DAFÜR		✓ 98.1%
11	Employee Share Ownership Plan	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria.	✓ 99.8%
12	Authorization to increase the share capital in execution of the 2022 Group Incentive System	DAFÜR	DAFÜR		✓ 99.8%
13	Authorization to increase the share capital in execution of the 2023 Group Incentive System	DAFÜR	DAFÜR		✓ 99.4%
14	Authorization to increase the share capital in execution of the 2020- 2023 LTI Plan	DAFÜR	DAFÜR		✓ 99.9%
15	Cancellation of treasury shares with no reduction of share capital	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash.	✓ 98.3%

* 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	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.4%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 98.0%
3	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 97.7%
4	Say on climate: approve the Unilever Climate Transition Action Plan (advisory vote)	DAFÜR	DAFÜR	✓ 97.6%
Elections to the board of directors				
5	Elect Mr. Fernando Fernandez	DAFÜR	DAFÜR	✓ 99.8%
6	Re-elect Mr. Adrian Hennah	DAFÜR	DAFÜR	✓ 94.2%
7	Re-elect Ms. Andrea Jung	DAFÜR	● DAGEGEN Chairman of the remuneration committee. We have serious concerns over remuneration.	✓ 98.2%
8	Re-elect Ms. Susan Kilsby	DAFÜR	DAFÜR	✓ 99.7%
9	Re-elect Ms. Ruby Lu	DAFÜR	DAFÜR	✓ 99.4%
10	Elect Mr. Ian Meakins	DAFÜR	DAFÜR	✓ 98.6%
11	Elect Ms. Judith McKenna	DAFÜR	DAFÜR	✓ 99.9%
12	Re-elect Mr. Nelson Peltz	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 98.5%
13	Re-elect Mr. Hein Schumacher	DAFÜR	DAFÜR	✓ 99.8%
14	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 98.9%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
16	Political donations	DAFÜR	DAFÜR	✓ 98.3%
17	General authority to allot shares	DAFÜR	DAFÜR	✓ 96.0%
18	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 98.5%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 98.3%
20	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.8%
21	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.8%
22	New Articles of association	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	To receive the audited consolidated financial statements of the company	DAFÜR	DAFÜR	✓ 99.9%
2	Approve final dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve directors fees	DAFÜR	● DAGEGEN	✓ 99.8% The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.
4	Re-election of the auditor and fix their remuneration Elections of directors	DAFÜR	DAFÜR	✓ 96.4%
5	Re-elect Mr. Kan Seng Wong	DAFÜR	● DAGEGEN	✓ 98.0% The director is over 75 years old, which exceeds guidelines.
6	Re-elect Mr. Michael Jown Leam Lien	DAFÜR	DAFÜR	✓ 95.9%
7	Re-elect Mr. Dinh Ba Thanh	DAFÜR	DAFÜR	✓ 99.9%
8	Authority to issue ordinary shares	DAFÜR	● DAGEGEN	✓ 94.8% Excessive potential capital increase with pre-emptive rights.
9	Authority to issue ordinary shares pursuant to the UOB Scrip Dividend Scheme	DAFÜR	DAFÜR	✓ 99.3%
10	Renewal of share purchase mandate	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	✓ 92.2%
1.b	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR	✓ 90.5%
1.c	Re-elect Ms. Eva C. Boratto	DAFÜR	DAFÜR	✓ 94.0%
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. ✓ 92.9%
1.e	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	✓ 94.4%
1.f	Re-elect Ms. Angela Hwang	DAFÜR	DAFÜR	✓ 94.3%
1.g	Re-elect Ms. Kate E. Johnson	DAFÜR	DAFÜR	✓ 86.7%
1.h	Re-elect Mr. William R. Johnson	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 82.3%
1.i	Re-elect Mr. Franck J. Moison	DAFÜR	DAFÜR	✓ 86.4%
1.j	Re-elect Ms. Christiana S. Shi	DAFÜR	DAFÜR	✓ 92.9%
1.k	Re-elect Mr. Russell Stokes	DAFÜR	DAFÜR	✓ 86.3%
1.l	Re-elect Mr. Kevin M. Warsh	DAFÜR	DAFÜR	✓ 86.2%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 87.1%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.7%
4	Shareholder resolution: Equal Voting Rights for Each Shareholder	DAGEGEN	● DAFÜR	Shareholders' right to vote should reflect their investment in the company, which is best achieved by the one share = one vote principle. ✗ 36.2%
5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	DAGEGEN	DAGEGEN	✗ 7.9%
6	Shareholder resolution: Report on Diversity, Equity and Inclusion	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 22.3%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Shellye L. Archambeau	DAFÜR	DAFÜR	✓ 94.2%
1b	Re-elect Ms. Roxanne S. Austin	DAFÜR	DAFÜR	✓ 95.7%
1c	Re-elect Mr. Mark T. Bertolini	DAFÜR	DAFÜR	✓ 97.6%
1d	Re-elect Mr. Vittorio A. Colao	DAFÜR	DAFÜR	✓ 97.2%
1e	Re-elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	✓ 96.4%
1f	Re-elect Mr. Clarence Jr. Otis Jr.	DAFÜR	● DAGEGEN	✓ 93.8% The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.
1g	Re-elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	✓ 97.5%
1h	Re-elect Mr. Rodney E. Slater	DAFÜR	DAFÜR	✓ 94.4%
1i	Re-elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	✓ 98.5%
1j	Re-elect Mr. Hans Vestberg	DAFÜR	● DAGEGEN	✓ 91.2% Combined chair and CEO.
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 90.9% Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	✓ 94.7% The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	DAGEGEN	● DAFÜR	✗ 6.4% Enhanced disclosure on political donations.
5	Shareholder resolution: Transparency on Lobbying	DAGEGEN	● DAFÜR	✗ 34.6% Enhanced disclosure on lobbying expenses.
6	Shareholder resolution: Amend clawback policy	DAGEGEN	● DAFÜR	✗ 32.8% We strongly support the right of shareholders to address pay-related concerns.
7	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	✗ 43.2% An independent chair can ensure independent oversight of management.
8	Shareholder resolution: Civil liberties in digital services	DAGEGEN	DAGEGEN	✗ 4.6%
9	Shareholder resolution: Lead-sheathed cable report	DAGEGEN	● DAFÜR	✗ 14.6% Enhanced disclosure on social issues.
10	Shareholder resolution: Political expenditures misalignment	DAGEGEN	● DAFÜR	✗ 17.4% Enhanced disclosure on political donations.

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Lloyd A. Carney	DAFÜR	DAFÜR	✓ 97.4%
1.b	Re-elect Mr. Kermit R. Crawford	DAFÜR	DAFÜR	✓ 99.1%
1.c	Re-elect Mr. Francisco J. Fernández-Carbajal	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.1%
1.d	Re-elect Mr. Ramon L. Laguarta	DAFÜR	DAFÜR	✓ 98.9%
1.e	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	✓ 98.9%
1.f	Re-elect Mr. John F. Lundgren	DAFÜR	DAFÜR	✓ 97.7%
1.g	Elect Mr. Ryan McInerney	DAFÜR	DAFÜR	✓ 99.8%
1.h	Re-elect Ms. Denise M. Morrison	DAFÜR	DAFÜR	✓ 97.5%
1.i	Elect Ms. Pamela Murphy	DAFÜR	DAFÜR	✓ 99.9%
1.j	Re-elect Ms. Linda J. Rendle	DAFÜR	DAFÜR	✓ 99.2%
1.k	Re-elect Mr. Maynard G. Webb	DAFÜR	DAFÜR	✓ 99.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 89.9%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 97.7%
4	To approve the Class B Exchange Offer Program Certificate Amendments	DAFÜR	DAFÜR	✓ 99.6%
5	To approve the adjournment proposal	ZURÜCK-GEZOGEN	● DAGEGEN	As ITEM 4 was approved by shareholders, ITEM 5 was not submitted to vote. Ethos initially recommend to OPPOSE for the following reason: When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result. -
6	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 7.1%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 93.7%
Elections to the board of directors				
3	Re-elect Mr. Ian Carter	DAFÜR	DAFÜR	✓ 98.9%
4	Re-elect Mr. Brian Duffy	DAFÜR	DAFÜR	✓ 99.9%
5	Re-elect Mr. Anders Romberg	DAFÜR	DAFÜR	✓ 100.0%
6	Re-elect Ms. Tea Colaianni	DAFÜR	DAFÜR	✓ 99.0%
7	Re-elect Baroness Rosa Monckton MBE	DAFÜR	● DAGEGEN	Non independent director sitting on the audit and remuneration committees, which is not line with the UK code. ✓ 98.8%
8	Re-elect Mr. Robert Moorhead	DAFÜR	DAFÜR	✓ 99.0%
9	Re-elect Ms. Chabi Nouri	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.7%
10	Re-appoint as auditors	DAFÜR	DAFÜR	✓ 99.4%
11	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
12	Political donations	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines. ✓ 99.0%
13	General authority to allot shares	DAFÜR	DAFÜR	✓ 96.8%
14	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 85.1%
15	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 84.4%
16	Purchase of own shares	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash. ✓ 99.5%
				The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
17	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 97.4%

No.	Traktanden	Board	Ethos		Resultat
2	Election of the auditor	DAFÜR	DAFÜR		✓ 99.0%
3	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.5%
4	Grant of equity to the incoming CEO	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 97.7%
5	Election of directors				
5.a	Re-elect Ms. Nerida Caesar	DAFÜR	DAFÜR		✓ 99.7%
5.b	Re-elect Ms. Margaret L. Seale	DAFÜR	DAFÜR		✓ 94.2%
5.c	Elect Mr. Andy Maguire	DAFÜR	DAFÜR		✓ 99.6%
6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights.	✗ 6.6%
6.b	Shareholder resolution: approve transition plan assessments	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 6.a was rejected by shareholders, ITEM 6.b was not submitted to vote. Ethos initially recommended to vote FOR for the following reason: The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	–

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	✓ 96.9%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 96.9%
5	Appoint the Auditors and the auditors of the sustainability report	DAFÜR	DAFÜR	✓ 99.6%
6	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 92.2%
7	Approve Remuneration Policy for the Management Board members	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 89.4%
8.1	Approve Remuneration Policy for the Supervisory Board members	DAFÜR	DAFÜR	✓ 95.9%
8.2	Approve non-executive director fees	DAFÜR	DAFÜR	✓ 95.9%
9	Authorise Share Repurchase	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 92.1%
10	Authorise Sale or Cancellation of Repurchased Shares	DAFÜR	DAFÜR	✓ 92.2%
11	Approve the creation of a new Authorised Capital, the cancellation of the existing Authorised Capital and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 94.7%

No.	Traktanden	Board	Ethos	Resultat	
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2a.	Report of the executive board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2b.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2c.	Report of the supervisory board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2d.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 94.7%
3a.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 99.9%
3b.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
3c.	Approve allocation of income	DAFÜR	DAFÜR		✓ 99.9%
4a.	Discharge of executive board	DAFÜR	DAFÜR		✓ 98.0%
4b.	Discharge of supervisory board	DAFÜR	DAFÜR		✓ 97.8%
5.	Composition of the supervisory board				
5a.	Elect Mr. David Sides	DAFÜR	DAFÜR		✓ 99.6%
5b.	Re-elect Mr. Jack de Kreij	DAFÜR	DAFÜR		✓ 91.7%
5c.	Re-elect Ms. Sophie Vandebroek	DAFÜR	DAFÜR		✓ 97.9%
6a.	Approve remuneration policy of the supervisory board (binding vote)	DAFÜR	DAFÜR		✓ 98.4%
6b.	Adjustment of the remuneration fees of the supervisory board (binding vote)	DAFÜR	DAFÜR		✓ 98.5%
7a.	Authorisation to issue shares	DAFÜR	DAFÜR		✓ 98.7%
7b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR		✓ 98.2%
8.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The share repurchase replaces part of the dividend in cash.	✓ 99.3%
9.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	Concerns regarding the share repurchase under ITEM 8, therefore we cannot approve the cancellation of the treasury shares.	✓ 99.3%
10.	Amendment of articles 3, 8, 10, 13, 14, 15, 21, 24, 25, 27, 29, 32, 33, 39 and 40 of the articles of association	DAFÜR	DAFÜR		✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
11.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
12.	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
Election of the supervisory board				
2.	Elect Ms. Anjana Harve	DAFÜR	DAFÜR	✓ 97.9%
3.	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
2	Advisory vote on the remuneration report	DAFÜR	DAFÜR	✓ 96.5%
3	Election of directors			
3.a	Re-elect Ms. Maxine Brenner	DAFÜR	DAFÜR	✓ 82.5%
3.b	Re-elect Mr. Philip W. Chronican	DAFÜR	DAFÜR	✓ 97.4%
4	Grant of performance shares to Amanda Bardwell (CEO)	DAFÜR	DAFÜR	✓ 97.4%
5	Approve conditional spill resolution	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 2 obtained more than 75% of approval by shareholders, ITEM 5 was not submitted to vote. Ethos initially recommended to vote FOR for the following reason: If the remuneration report is rejected by more than 25% of the shareholders two years in a row, shareholders should have the possibility to vote on the re-election of all directors at an EGM (Spill Meeting).
6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights. ✗ 3.2%
6.b	Shareholder resolution: farmed seafood reporting	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 6.a was rejected by shareholders, ITEM 6.b was not submitted to vote. Ethos initially recommended to vote FOR for the following reason: Enhanced disclosure on environmental issues.
6.c	Shareholder resolution: farmed salmon sourcing	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 6.a was rejected by shareholders, ITEM 6.c was not submitted to vote. Ethos initially recommended to vote FOR for the following reason: This proposal supports the protection of biodiversity.

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Paget L. Alves	DAFÜR	DAFÜR	✓ 98.9%
1b	Re-elect Mr. Keith Barr	DAFÜR	DAFÜR	✓ 99.2%
1c	Elect Mr. Brett Biggs	DAFÜR	DAFÜR	✓ 99.6%
1d	Re-elect Mr. Christopher M. Connor	DAFÜR	DAFÜR	✓ 97.2%
1e	Re-elect Mr. Brian C. Cornell	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 95.4%
1f	Re-elect Ms. Tanya Domier	DAFÜR	DAFÜR	✓ 99.6%
1g	Elect Ms. Susan Doniz	DAFÜR	DAFÜR	✓ 93.2%
1h	Re-elect Mr. David Gibbs	DAFÜR	DAFÜR	✓ 99.5%
1i	Re-elect Dr. Mirian M. Graddick-Weir	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 96.3%
1j	Re-elect Mr. Thomas C. Nelson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.3%
1k	Re-elect Mr. P. Justin Skala	DAFÜR	DAFÜR	✓ 98.7%
1l	Re-elect Ms. Annie Young-Scrivner	DAFÜR	DAFÜR	✓ 99.6%
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. An important part of the variable remuneration is based on continued employment only. ✓ 92.5%
4	Shareholder resolution: Policy on the Use of Medically Important Antimicrobials in Food-Producing Animals	DAGEGEN	● DAFÜR	The policy would help determine the company's priorities and how it deals with antimicrobial resistance in its supply chain. ✗ 11.8%
5	Shareholder resolution: Consideration of Proposed Capital Transactions Involving the Brands	DAGEGEN	DAGEGEN	✗ 0.8%

Disclaimer

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