

2024

Aargauische Pensionskasse Ausübung der Stimmrechte in Europa (ohne Schweiz)

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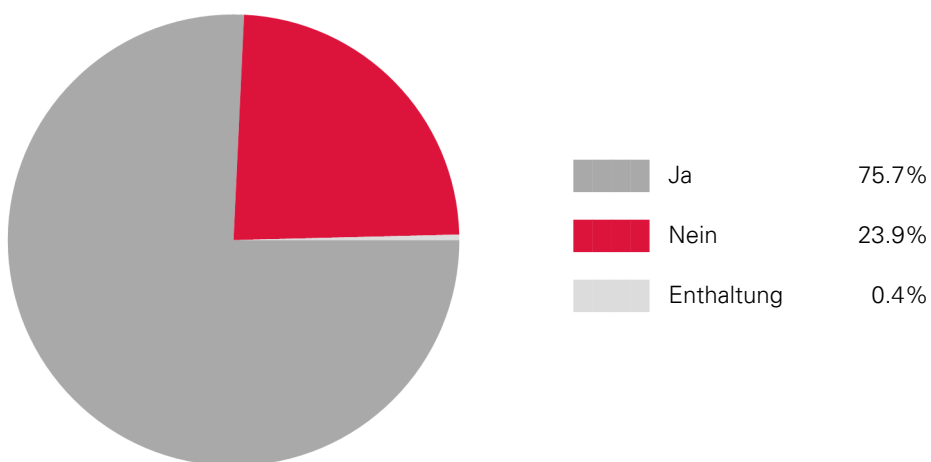
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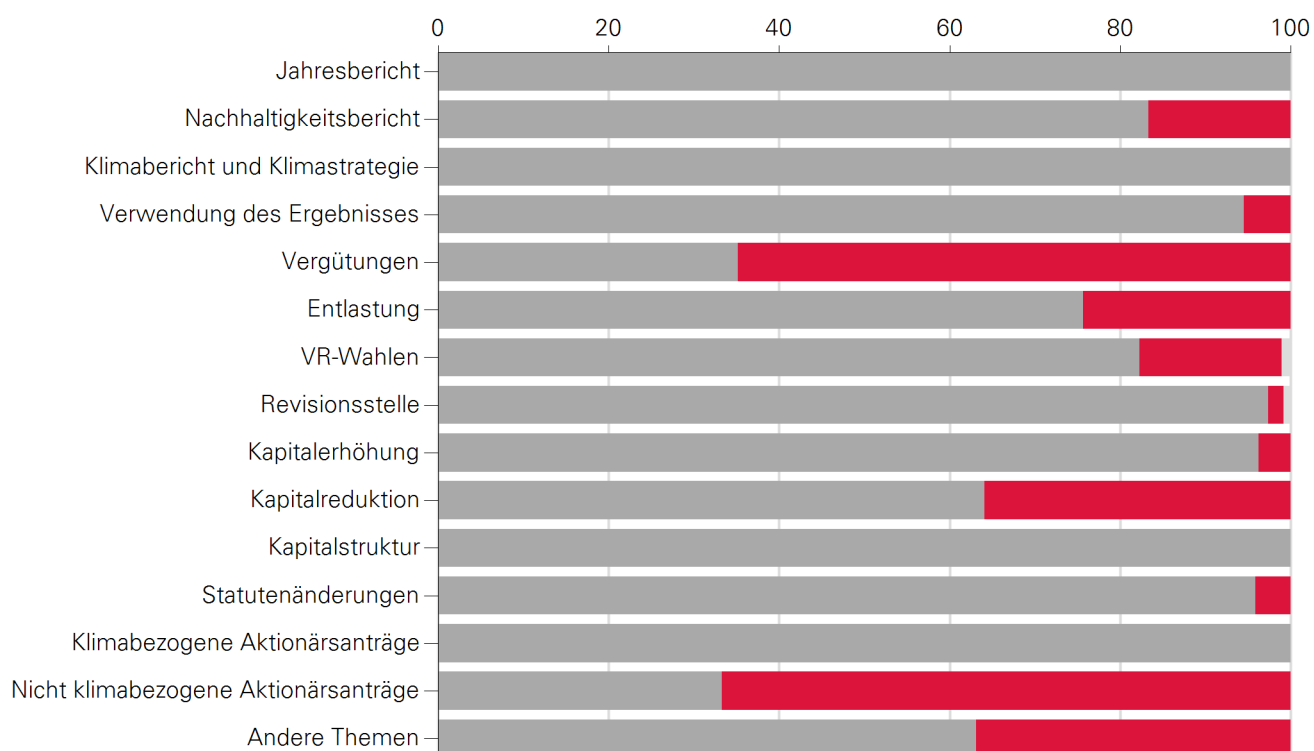
1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	68	1480	1132	341	7
Ausserordentliche Generalversammlungen	2	3	2	1	0
Ordentliche und ausserordentliche Generalversammlungen	14	302	218	84	0
Total	84	1785	1352	426	7

1.1 Zusammenfassung der Ethos Stimmempfehlungen



1.2 Ethos Stimmempfehlungen nach Themenkategorien



	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
Jahresbericht	83	100.0%	0	0.0%	0	0.0%	83
Nachhaltigkeitsbericht	5	83.3%	1	16.7%	0	0.0%	6
Klimabericht und Klimastrategie	2	100.0%	0	0.0%	0	0.0%	2
Verwendung des Ergebnisses	69	94.5%	4	5.5%	0	0.0%	73
Vergütungen	89	35.2%	164	64.8%	0	0.0%	253
Entlastung	196	75.7%	63	24.3%	0	0.0%	259
VR-Wahlen	454	82.2%	92	16.7%	6	1.1%	552
Revisionsstelle	112	97.4%	2	1.7%	1	0.9%	115
Kapitalerhöhung	155	96.3%	6	3.7%	0	0.0%	161
Kapitalreduktion	66	64.1%	37	35.9%	0	0.0%	103
Kapitalstruktur	1	100.0%	0	0.0%	0	0.0%	1
Statutenänderungen	23	95.8%	1	4.2%	0	0.0%	24
Klimabezogene Aktionärsanträge	6	100.0%	0	0.0%	0	0.0%	6
Nicht klimabezogene Aktionärsanträge	2	33.3%	4	66.7%	0	0.0%	6
Andere Themen	89	63.1%	52	36.9%	0	0.0%	141

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	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
3i	27.06.2024	OGV	✓			✓	✗		○	✓	✓	✓					○
Adidas	16.05.2024	OGV				✓	✗	✓	○	✓							
Adyen	16.05.2024	OGV	✓				✓	✓	✓	✓	✓	✗					
	23.10.2024	AGV															✓
Airbus Group	10.04.2024	OGV	✓			✓	✗	✓	○	✓	✓	✓					
Allianz	08.05.2024	OGV				✓	✗	✓	✓	✓		✗					
Amadeus IT	06.06.2024	OGV	✓	✓		✓	○	✓	✓								✓
Anheuser-Busch Inbev	24.04.2024	OGV	✓				✗	✓	○	✓							✓
Ashtead Group	04.09.2024	OGV	✓			✓	✗		○	✓	✓	✗					✗
ASM International	13.05.2024	OGV	✓			✓	✓	✓	✓	✓	✓	✓		✓			
ASML	24.04.2024	OGV	✓			✓	✗	✓	✓		✓	✓					
Assa Abloy	24.04.2024	OGV	✓			✓	○	✗	○	✓		✓					✓
AstraZeneca	11.04.2024	OGV	✓			✓	✗		○	✓	✓	✓					✗
Atlas Copco	24.04.2024	OGV	✓			✓	○	✗	○	✓		○					✓
Bae Systems	09.05.2024	OGV	✓			✓	✗		○	✓	✓	✓					○
Banco Santander	22.03.2024	OGV	✓	✓		✓	○	✓	○	✓	✓	✗					✓
Barclays	09.05.2024	OGV	✓				✗		○	✓	✓	✗		✓			✗
Bayer	26.04.2024	OGV	✓				✗	○	✓	✓		✓				✗	✓
BBVA	15.03.2024	OGV	✓	✓		✓	✗	✓	○			✓					✓
	05.07.2024	AGV									✗						✓
BMW	15.05.2024	OGV				✓	✗	○	✓	✓							
BNP Paribas	14.05.2024	MIX	✓			✓	○		○	✓	✓	✗					✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
British American Tobacco	24.04.2024	OGV	✓				✗		○	✓	✓	✓					○
Compass Group	08.02.2024	OGV	✓			✓	✗		○	✓	✓	✓					○
Danone	25.04.2024	MIX	✓			✓	○		✓	✓	✓	✓		✓			✓
Dassault Systèmes	22.05.2024	MIX	✓			✓	○		○	✓	✓	✓					✓
Deutsche Börse	14.05.2024	OGV				✓	○	✓	✓	✓	✗	✓					
Deutsche Post	03.05.2024	OGV				✓	✓	✓	✓	✓							
Deutsche Telekom	10.04.2024	OGV				✓	○	✓	✓	✓	✓						
Diageo	26.09.2024	OGV	✓			✓	✗		✓	✓	✓	✗					○
DSM Firmenich	07.05.2024	OGV	✓	✓		✓	○	✓	✓	✓							✓
DSV	14.03.2024	OGV	✓			✓	○		○	✓		✗		✓		✓	
E.ON	16.05.2024	OGV				✗	✗	✓		✓	✓	✗		✓			
Equinor	14.05.2024	OGV	✓			✓	✓			✓		✓			✓	○	○
EssilorLuxottica	30.04.2024	MIX	✓			✓	○		○	✓	✓	✓					○
Ferrari	17.04.2024	OGV	✓			✓	○	✓	○	✓	✓	✓					
Flutter Entertainment	01.05.2024	OGV					✗		○	✓	✓	✗		✓			✗
Genmab	13.03.2024	OGV	✓			✗	○		○	✓	✓	✗		✓			✓
GSK	08.05.2024	OGV	✓				✗		✓	✓	✓	✓					○
Heineken NV	25.04.2024	OGV	✓			✓	○	✓	✓	✓	✓	✓					✓
Hermes International	30.04.2024	MIX	✓			✓	○	✓	○	✓		○					✓
Hexagon	29.04.2024	OGV	✓			✓	○	✗	○	✓	✓	✓					○
HSBC	03.05.2024	OGV	✓				✗		○	✓	✓	✓				✗	✗
Iberdrola	17.05.2024	OGV	✓	✓		✓	✗	✓	○	✓	✓	✓		✓			○
Imperial Brands	31.01.2024	OGV	✓			✓	✗		✓	✓	✓	✓					○
Inditex	09.07.2024	OGV	✓	✗		✓	✗	✓	○					○			○
Infineon Technologies	23.02.2024	OGV				✓	✓	✓	✓	✓	✓						
ING Groep	22.04.2024	OGV	✓			✓	✓	✓	✓	✓	○	✗					
Intesa Sanpaolo	24.04.2024	MIX	✓			✓	○					✓					
Investor AB	07.05.2024	OGV	✓			✓	○	✗	○	✓		✓					○
Kering	25.04.2024	MIX	✓			✓	○		○	✓	✓	✗					○
Koninklijke Ahold Delhaize	10.04.2024	OGV	✓			✓	✗	✓	○	✓	✓	✓					
Legrand	29.05.2024	MIX	✓			✓	○		✓	✓	○	✓		✓			✓
Lloyds Banking Group	16.05.2024	OGV	✓			✓	✗		✓	✓	✓	○					✗

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
London Stock Exchange	25.04.2024	OGV	✓			✓	✗		✓	✓	✓	✗					🟡
L'Oréal	23.04.2024	MIX	✓			✓	🟡		🟡	✓	✓	🟡					✓
LVMH	18.04.2024	MIX	✓			✓	🟡		🟡	✓	✓	✓					✗
Mercedes-Benz Group	08.05.2024	OGV				✓	✗	🟡	✓	✓							
Munich Re	25.04.2024	OGV				✓	✗	✓	🟡	✗		✓					
National Grid	10.07.2024	OGV	✓		✓	✗	✗		✓	✓	✓	✗					✗
Nordea Bank	21.03.2024	OGV	✓			✓	🟡	✓	🟡	✓	✓	✓			✓		
Novo Nordisk	21.03.2024	OGV	✓			✓	🟡		🟡	✗	✓	✓		✓			
Prosus	21.08.2024	OGV	✓			✓	✗	✗	🟡	✓	✓	✗					
Prudential Plc	23.05.2024	OGV	✓				✗		✓	✓	🟡	✗					🟡
Reckitt Benckiser	02.05.2024	OGV	✓			✓	✗		✓	✓	✓	✗					🟡
RELX	25.04.2024	OGV	✓			✓	✗		✓	✓	✓	✓					✗
Rio Tinto Plc	04.04.2024	OGV	✓				✗		✓	✓	✓	✓		✓			🟡
Rolls-Royce Holdings	23.05.2024	OGV	✓				✗		🟡	✓	✓	✗		✓			✓
Safran	23.05.2024	OGV	✓			✓	✓		🟡	✓		✓					✓
Sanofi	30.04.2024	MIX	✓			✓	✗		✓	✓	✓	✗					✓
SAP	15.05.2024	OGV				✓	✗	✓	🟡	✓				✓			
Schneider Electric	23.05.2024	MIX	✓			✓	🟡		✓	✓	✓	✓					✓
Siemens	08.02.2024	OGV				✓	✗	✓		✓	✓						
Stellantis	16.04.2024	OGV	✓			✓	✗	✗	✗		✓	✓	✓				
STMicroelectronics	22.05.2024	OGV	✓			✓	✗	✓	✓	✓	✓	✗		✓			
Tesco	14.06.2024	OGV	✓			✓	✗		✓	✓	✓	✗					🟡
UniCredit	12.04.2024	MIX	✓			✓	🟡		✓		✓	✗					✓
Unilever	01.05.2024	OGV	✓		✓		✗		🟡	✓	✓	✓		✓			🟡
Universal Music Group	16.05.2024	OGV	✓			✓	✗	🟡	🟡			✓					✓
Vestas Wind Systems	09.04.2024	OGV	✓			✓	🟡		🟡	✓		✓					✓
Vinci	09.04.2024	MIX	✓			✓	🟡		✓	✓	✓	✓					✓
Volvo	27.03.2024	OGV	✓			✓	✗	✗	🟡	✓							✓
Vonovia	08.05.2024	OGV				✗	🟡	✓	✓	✓							
Wolters Kluwer	08.05.2024	OGV	✓			✓	🟡	✓	✓		✓	✗		✓			

3 Ergebnisse der Abstimmungen

3.1 Durchschnittliche Ergebnisse nach Themen

Art der Anträge	Anzahl Anträge*	Verfügbare Ergebnisse*	Durchschnittliche Zustimmung*
Jahresbericht	83	78	99.8%
Nachhaltigkeitsbericht	6	6	99.6%
Klimabericht und Klimastrategie	2	2	98.3%
Verwendung des Ergebnisses	73	67	99.8%
Vergütungen	253	232	93.0%
Entlastung	259	201	98.0%
VR-Wahlen	522	469	96.3%
Revisionsstelle	111	99	99.4%
Kapitalerhöhung	161	160	96.3%
Kapitalreduktion	103	98	98.8%
Kapitalstruktur	1	1	100.0%
Statutenänderungen	24	24	99.5%
Klimabezogene Aktionärsanträge	6	6	2.5%
Nicht klimabezogene Aktionärsanträge	6	6	17.7%
Andere Themen	141	111	97.8%
Alle Themen	1751	1560	96.2%

* 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%
Vonovia	08.05.2024	7	Approve Remuneration System for the Management Board members	DAGEGEN	40.4%

3.3 Zurückgezogene Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos
E.ON	16.05.2024	3	Approve Discharge of Management Board (in globo)	DAFÜR
E.ON	16.05.2024	4	Approve Discharge of Supervisory Board (in globo)	DAFÜR

3.4 Die umstrittensten Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Vonovia	08.05.2024	6	Approve Remuneration Report	DAFÜR	58.3%
Adidas	16.05.2024	5	Approve Remuneration Report	DAGEGEN	58.9%
Ashtead Group	04.09.2024	16	Amend the Ashtead Group Long-Term Incentive Plan 2021	DAGEGEN	62.5%
Genmab	13.03.2024	7d.	Approve remuneration policy (binding vote)	DAGEGEN	63.0%
Ashtead Group	04.09.2024	3	Remuneration policy (binding vote)	DAGEGEN	63.2%
AstraZeneca	11.04.2024	7	Remuneration policy (binding vote)	DAGEGEN	64.4%
AstraZeneca	11.04.2024	8	Amendments to the AstraZeneca Performance Share Plan 2020	DAGEGEN	65.3%
Genmab	13.03.2024	7a.	Approve directors' fees	DAGEGEN	66.8%
Adidas	16.05.2024	7.4	Elections to the Supervisory Board: Dr. Thomas Rabe	DAGEGEN	69.0%
Stellantis	16.04.2024	2.d	Remuneration Report 2023 (advisory voting)	DAGEGEN	70.2%

3.5 Aktionärsanträge

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
DSV	14.03.2024	8.4.	Shareholder proposal: To continue to develop the reporting on the company's efforts to respect human rights and labour rights in accordance with the United Nations Guiding Principles on Business and Human Rights	DAFÜR	99.8%
Equinor	14.05.2024	15.	Shareholder proposal: To update the company strategy and capital expenditure plan according to the commitment to the goals of the Paris Agreement	DAFÜR	6.5%
HSBC	03.05.2024	17	Shareholder proposal: Midland Clawback Campaign	DAGEGEN	4.2%
Nordea Bank	21.03.2024	24.	Shareholder proposal: To stop financing fossil companies that expand extraction and lack robust fossil phase-out plans in line with 1.5 degrees and to amend article 4 of the articles of association	DAFÜR	3.9%
Equinor	14.05.2024	14.	Shareholder proposal: To nominate candidates for future board appointments with good competency on the energy transition and sustainability	DAFÜR	3.2%
Bayer	26.04.2024		Counterproposal made by a shareholder: vote out the chairman of the meeting	DAGEGEN	1.8%
Equinor	14.05.2024	12.	Shareholder proposal: To make arrangements to become a leading renewable energy producer, halt plans for electrification of Melkøya, etc....	DAFÜR	0.7%
Equinor	14.05.2024	11.	Shareholder proposal: That Equinor acquaints themselves with the suffering and death caused by global warming, and let this influence their future strategy, and strengthen and implement its Energy Transition Plan	DAFÜR	0.6%
Equinor	14.05.2024	13.	Shareholder proposal: To work dismantling the corporate assembly, strengthen the board, change the articles of association, and that the renewable energy business become an autonomous entity	DAFÜR	0.2%
Equinor	14.05.2024	9.	Shareholder proposal: To gradually divest from all international operations	DAGEGEN	0.2%
Equinor	14.05.2024	10.	Shareholder proposal: That the board of directors of Equinor resigns and makes room for a new board of directors with better sustainability expertise and higher ambitions	DAFÜR	0.1%
Equinor	14.05.2024	8.	Shareholder proposal: To eliminate management bonuses, pensions and severance pay for former executives, use clothing containing hemp, etc...	DAGEGEN	0.1%

4 Stimmberichte pro Unternehmen

3i

27.06.2024

OGV

No.	Traktanden	Board	Ethos		Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 96.3%
3	Final dividend	DAFÜR	DAFÜR		✓ 100.0%
	Elections to the board of directors				
4	Re-elect Mr. Simon Borrowes	DAFÜR	DAFÜR		✓ 99.9%
5	Re-elect Mr. Stephen Daintith	DAFÜR	DAFÜR		✓ 98.4%
6	Re-elect Ms. Jasi Halai	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.	✓ 99.8%
7	Re-elect Mr. James Hatchley	DAFÜR	DAFÜR		✓ 99.5%
8	Re-elect Mr. David Hutchison	DAFÜR	● DAGEGEN	Non independent chair of the board which is not best UK market practice.	✓ 91.9%
9	Re-elect Ms. Lesley Knox OBE	DAFÜR	DAFÜR		✓ 98.4%
10	Re-elect Ms. Coline McConville	DAFÜR	DAFÜR		✓ 96.7%
11	Re-elect Mr. Peter McKellar	DAFÜR	DAFÜR		✓ 96.1%
12	Re-elect Ms. Alexandra Schaapveld	DAFÜR	DAFÜR		✓ 98.4%
13	Re-appoint KPMG as auditors	DAFÜR	DAFÜR		✓ 98.8%
14	Auditor's remuneration	DAFÜR	DAFÜR		✓ 99.9%
15	Political donations	DAFÜR	DAFÜR		✓ 98.4%
16	General authority to allot shares	DAFÜR	DAFÜR		✓ 93.4%
17	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 98.5%
18	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR		✓ 97.4%
19	Purchase of own shares	DAFÜR	DAFÜR		✓ 99.1%
20	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.1%

No.	Traktanden	Board	Ethos		Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2	Approve the Dividend	DAFÜR	DAFÜR		✓ 98.3%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR		✓ 99.7%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR		✓ 99.7%
5	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 58.9%
6	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines.	✓ 94.8%
	Board main features				
7.1	Elections to the Supervisory Board: Ian Gallienne	DAFÜR	DAFÜR		✓ 77.6%
7.2	Elections to the Supervisory Board: Jackie Joyner-Kersey	DAFÜR	DAFÜR		✓ 99.4%
7.3	Elections to the Supervisory Board: Christian Klein	DAFÜR	DAFÜR		✓ 98.7%
7.4	Elections to the Supervisory Board: Dr. Thomas Rabe	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. Chairman of the remuneration committee. We have serious concerns over remuneration.	✓ 69.0%
7.5	Elections to the Supervisory Board: Nassef Sawiris	DAFÜR	DAFÜR		✓ 94.5%
7.6	Elections to the Supervisory Board: Bodo Uebber	DAFÜR	DAFÜR		✓ 92.4%
7.7	Elections to the Supervisory Board: Jing Ulrich	DAFÜR	DAFÜR		✓ 99.5%
7.8	Elections to the Supervisory Board: Oliver Mintzlaff	DAFÜR	DAFÜR		✓ 97.1%
8	Appoint the Auditors	DAFÜR	DAFÜR		✓ 100.0%

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	The share repurchase replaces the dividend in cash. ✓ 99.8%
11.	Election of auditor	DAFÜR	DAFÜR	✓ 99.2%
12.	Any other business and closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

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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
	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
	Report of the board of directors on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
	Report on sustainability	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
	Discussion of all agenda items	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
1.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 100.0%
2.	Approve allocation of income: ordinary dividend	DAFÜR	DAFÜR		✓ 100.0%
3.	Approve allocation of income: extraordinary dividend	DAFÜR	DAFÜR		✓ 100.0%
4.	Discharge of non-executive members of the board of directors	DAFÜR	DAFÜR		✓ 98.5%
5.	Discharge of executive member(s) of the board of directors	DAFÜR	DAFÜR		✓ 98.5%
6.	Election of auditor	DAFÜR	DAFÜR		✓ 99.5%
7.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.	✓ 94.6%
8.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines.	✓ 96.0%
	Composition of the board of directors				
9.	Re-elect Mr. René Obermann	DAFÜR	DAFÜR		✓ 99.2%
10.	Re-elect Mr. Victor Chu	DAFÜR	DAFÜR		✓ 99.4%
11.	Re-elect Mr. Jean-Pierre Clamadieu	DAFÜR	● DAGEGEN	Chair of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 97.0%
12.	Re-elect Ms. Amparo Moraleda	DAFÜR	DAFÜR		✓ 98.1%
13.	Elect Ms. Feiyu Xu	DAFÜR	DAFÜR		✓ 100.0%
14.	Authorisation to issue shares and to limit or exclude shareholders' pre-emptive rights in connection with employee share ownership plans and share-related LTI plans	DAFÜR	DAFÜR		✓ 98.6%
15.	Authorisation to issue shares	DAFÜR	DAFÜR		✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
16.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.1%
17.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.9%
	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.4%
3a	Approve Discharge of Management Board member Oliver Bäte (CEO)	DAFÜR	DAFÜR	✓ 92.7%
3b	Approve Discharge of Management Board member Sirma Boshnakova	DAFÜR	DAFÜR	✓ 94.8%
3c	Approve Discharge of Management Board member Dr. Barbara Karuth-Zelle	DAFÜR	DAFÜR	✓ 94.8%
3d	Approve Discharge of Management Board member Dr. Klaus-Peter Röhler	DAFÜR	DAFÜR	✓ 94.7%
3e	Approve Discharge of Management Board Giulio Terzariol	DAFÜR	DAFÜR	✓ 92.8%
3f	Approve Discharge of Management Board member Dr. Günther Thallinger	DAFÜR	DAFÜR	✓ 92.9%
3g	Approve Discharge of Management Board member Christopher Townsend	DAFÜR	DAFÜR	✓ 94.8%
3h	Approve Discharge of Management Board member Renate Wagner	DAFÜR	DAFÜR	✓ 94.8%
3i	Approve Discharge of Management Board member Dr. Andreas Wimmer	DAFÜR	DAFÜR	✓ 94.8%
4a	Approve Discharge of Supervisory Board member Michael Diekmann (Chair)	DAFÜR	DAFÜR	✓ 91.5%
4b	Approve Discharge of Supervisory Board member Gabriele Burkhardt-Berg (Vice Chair)	DAFÜR	DAFÜR	✓ 95.9%
4c	Approve Discharge of Supervisory Board member Herbert Hainer (Vice Chair)	DAFÜR	DAFÜR	✓ 95.9%
4d	Approve Discharge of Supervisory Board member Sophie Boissard	DAFÜR	DAFÜR	✓ 95.9%
4e	Approve Discharge of Supervisory Board member Christine Bosse	DAFÜR	DAFÜR	✓ 95.9%
4f	Approve Discharge of Supervisory Board member Rashmy Chatterjee	DAFÜR	DAFÜR	✓ 98.1%
4g	Approve Discharge of Supervisory Board member Dr. Friedrich Eichiner	DAFÜR	DAFÜR	✓ 96.0%
4h	Approve Discharge of Supervisory Board member Jean-Claude Le Goaër	DAFÜR	DAFÜR	✓ 96.1%

No.	Traktanden	Board	Ethos		Resultat
4i	Approve Discharge of Supervisory Board member Martina Grundler	DAFÜR	DAFÜR		✓ 95.9%
4j	Approve Discharge of Supervisory Board member Frank Kirsch	DAFÜR	DAFÜR		✓ 94.2%
4k	Approve Discharge of Supervisory Board member Jürgen Lawrenz	DAFÜR	DAFÜR		✓ 95.9%
4l	Approve Discharge of Supervisory Board member Primiano Di Paolo	DAFÜR	DAFÜR		✓ 98.1%
5	Appoint the Auditors	DAFÜR	DAFÜR		✓ 99.3%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 85.9%
	Board main features				
7a	Elections to the Supervisory Board: Stephanie Bruce	DAFÜR	DAFÜR		✓ 99.4%
7b	Elections to the Supervisory Board: Dr. Jörg Schneider	DAFÜR	DAFÜR		✓ 99.4%
8	Authorise Share Repurchase	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital.	✓ 92.6%

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the individual and consolidated annual accounts	DAFÜR	DAFÜR		✓ 99.4%
2	Approval of the non-financial information statement	DAFÜR	DAFÜR		✓ 99.6%
3	Advisory vote on the 2023 Directors' Remuneration Report	DAFÜR	DAFÜR		✓ 92.3%
4	Approval of the allocation of results	DAFÜR	DAFÜR		✓ 100.0%
5	Approval of the management of the Board	DAFÜR	DAFÜR		✓ 99.1%
6	Elections to the board of directors				
6.1	Re-elect Mr. William Connelly	DAFÜR	DAFÜR		✓ 90.1%
6.2	Re-elect Mr. Luis Maroto Camino	DAFÜR	DAFÜR		✓ 99.9%
6.3	Re-elect Ms. Pilar García Ceballos-Zúñiga	DAFÜR	DAFÜR		✓ 99.0%
6.4	Re-elect Mr. Stephan Gemkow	DAFÜR	DAFÜR		✓ 99.0%
6.5	Re-elect Mr. Peter Kürpick	DAFÜR	DAFÜR		✓ 99.7%
6.6	Re-elect Ms. Xiaoqun Clever-Steg	DAFÜR	DAFÜR		✓ 99.1%
6.7	Re-elect Ms. Amanda Mesler	DAFÜR	DAFÜR		✓ 99.0%
6.8	Re-elect Ms. Jana Eggers	DAFÜR	DAFÜR		✓ 99.9%
7	Approval of the remuneration of directors for FY 2024	DAFÜR	DAFÜR		✓ 99.0%
8	Approval of the Directors' Remuneration Policy (2025-2027)	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 94.1%
9	Approval of the participation of the Executive Directors in the Amadeus Executive Share Plan (AESP)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds guidelines.	✓ 96.3%
10	Delegation of powers	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Report of the board of directors on the company's financial statements	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
2.	Report of the external auditor on the company's financial statements	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
3.	Communication of the consolidated annual accounts	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
4.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	✓ 99.9%
5.	Discharge of members of the board of directors	DAFÜR	DAFÜR	✓ 96.8%
6.	Discharge of the external auditor	DAFÜR	DAFÜR	✓ 97.8%
7.	Composition of the board of directors			
7a.	Re-elect Ms. Michele Burns	DAFÜR	DAFÜR	✓ 91.0%
7b.	Re-elect Mr. Paul Cornet de Ways Ruat	DAFÜR	DAFÜR	✓ 76.9%
7c.	Re-elect Mr. Grégoire de Spoelberch	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 76.7%
7d.	Re-elect Mr. Paulo Lemann	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. ✓ 76.8%
7e.	Re-elect Mr. Alexandre Van Damme	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 73.7%
7f.	Re-elect Mr. Martin Barrington	DAFÜR	DAFÜR	✓ 74.8%
7g.	Re-elect Mr. Salvatore Mancuso	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. ✓ 78.5%
7h.	Re-elect Mr. Alejandro Santo Domingo Dávila	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 77.9%
8.	Elect of auditor and approve auditors' fees: sustainability reporting assurance	DAFÜR	DAFÜR	✓ 99.9%
9.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 73.3%

No.	Traktanden	Board	Ethos	Resultat
10.	Filings	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos		Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 98.0%
3	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 63.2%
4	Final dividend	DAFÜR	DAFÜR		✓ 100.0%
	Elections to the board of directors				
5	Re-elect Mr. Paul Walker	DAFÜR	DAFÜR		✓ 94.9%
6	Re-elect Mr. Brendan Horgan	DAFÜR	DAFÜR		✓ 100.0%
7	Re-elect Mr. Michael Pratt	DAFÜR	DAFÜR		✓ 99.3%
8	Re-elect Mr. Angus Cockburn	DAFÜR	DAFÜR		✓ 97.2%
9	Re-elect Ms. Lucinda Riches	DAFÜR	● DAGEGEN	Chair of the remuneration committee and the company has failed to adequately amend the remuneration practices following a highly contested vote on the remuneration report.	✓ 86.0%
10	Re-elect Ms. Tanya Fratto	DAFÜR	DAFÜR		✓ 97.4%
11	Re-elect Ms. Jillian Easterbrook	DAFÜR	DAFÜR		✓ 97.2%
12	Re-elect Ms. Renata Ribeiro	DAFÜR	DAFÜR		✓ 97.4%
13	Elect Mr. Roy Twite	DAFÜR	DAFÜR		✓ 99.9%
14	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR		✓ 99.6%
15	Auditor's remuneration	DAFÜR	DAFÜR		✓ 100.0%
16	Amend the Ashtead Group Long-Term Incentive Plan 2021	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 62.5%
17	General authority to allot shares	DAFÜR	DAFÜR		✓ 96.5%
18	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 93.6%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR		✓ 91.6%
20	Purchase of own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital.	✓ 97.6%
21	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 97.3%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a.	Report of the executive - and supervisory board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3a.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 95.9%
3b.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
3c.	Approve allocation of income	DAFÜR	DAFÜR	✓ 99.9%
4a.	Discharge of executive board	DAFÜR	DAFÜR	✓ 98.2%
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 98.2%
5a.	Approve remuneration policy of the supervisory board (binding vote)	DAFÜR	DAFÜR	✓ 99.6%
5b.	Adjustment of the fees of the supervisory board (binding vote)	DAFÜR	DAFÜR	✓ 99.7%
6.	Composition of the supervisory board			
6a.	Re-elect Mr. Didier Lamouche	DAFÜR	DAFÜR	✓ 96.1%
6b.	Elect Ms. Tania Micki	DAFÜR	DAFÜR	✓ 98.8%
6c.	Elect Mr. Martin van den Brink	DAFÜR	DAFÜR	✓ 98.8%
7.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
8a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.5%
8b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 99.4%
9.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.6%
10.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.6%
11.	Incorporation of a new article 36 in the articles of association	DAFÜR	DAFÜR	✓ 100.0%
12.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
13.	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.	Report of the executive - and supervisory board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
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 ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3d.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
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 ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6b.	Notification of the intended appointment of Mr. Jim Koonmen as Chief Customer Officer and member of the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7.	Composition of the supervisory board			
7a.	Discussion of the updated profile of the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
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 ABSTIM- MUNG	OHNE ABSTIM- MUNG	
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%

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No.	Traktanden	Board	Ethos	Resultat
10.	Kapitalherabsetzung durch Vernichtung von zurückgekauften Aktien	DAFÜR	DAFÜR	✓ 99.8%
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	
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 ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8a.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8b.	Presentation of the auditor's statement regarding whether the guidelines for remuneration to senior executives have been complied with	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8c.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
9b.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
10.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
11a.	Approve directors' fees	DAFÜR	DAFÜR	✓
11b.	Approve auditors' fees	DAFÜR	DAFÜR	✓
12.	Election of the board of directors	DAFÜR	● DAGEGEN	While Swedish law allows for individual elections of directors, the company maintains bundled elections. ✓
13.	Election of auditor	DAFÜR	DAFÜR	✓
14.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	We have serious concerns over the level of base salary of the members of the executive management. ✓
15.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓

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No.	Traktanden	Board	Ethos	Resultat
16.	Approve share-related incentive plan	DAFÜR	DAFÜR	✓
17.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Interim dividend	DAFÜR	DAFÜR	✓ 99.9%
3	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.4%
4	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
5 (a)	Re-elect Mr. Michel Demaré	DAFÜR	DAFÜR	✓ 98.5%
5 (b)	Re-elect Mr. Pascal Soriot	DAFÜR	DAFÜR	✓ 99.3%
5 (c)	Re-elect Dr Aradhana Sarin	DAFÜR	DAFÜR	✓ 99.7%
5 (d)	Re-elect Mr. Philip Broadley	DAFÜR	DAFÜR	✓ 98.5%
5 (e)	Re-elect Mr. Euan Ashley	DAFÜR	DAFÜR	✓ 99.8%
5 (f)	Re-elect Ms. Deborah DiSanzo	DAFÜR	DAFÜR	✓ 100.0%
5 (g)	Re-elect Ms. Diana Layfield	DAFÜR	DAFÜR	✓ 100.0%
5 (h)	Elect Ms. Anna Manz	DAFÜR	DAFÜR	✓ 100.0%
5 (i)	Re-elect Ms. Sherilyn McCoy	DAFÜR	● DAGEGEN	Chair of the remuneration committee. We have serious concerns over remuneration. ✓ 95.3%
5 (j)	Re-elect Mr. Tony Mok	DAFÜR	DAFÜR	✓ 100.0%
5 (k)	Re-elect Ms. Nazneen Rahman	DAFÜR	DAFÜR	✓ 98.6%
5 (l)	Re-elect Dr. Andreas Rummelt	DAFÜR	DAFÜR	✓ 100.0%
5 (m)	Re-elect Mr. Marcus Wallenberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 77.9%
6	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.3%
7	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 64.4%
8	Amendments to the AstraZeneca Performance Share Plan 2020	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 65.3%
9	Political donations	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds Ethos' guidelines. ✓ 98.0%
10	General authority to allot shares	DAFÜR	DAFÜR	✓ 92.9%
11	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 86.0%
12	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 82.3%
13	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.2%
14	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 93.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting and election of the chairman	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 ABSTIM-MUNG	OHNE ABSTIM-MUNG	
7.	Adress by the CEO	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
8a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
8b.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8b (i).	Discharge of Jumana Al Sibai	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (ii).	Discharge of Staffan Bohman	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (iii).	Discharge of Johan Forssell	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (iv).	Discharge of Heléne Mellquist	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (v).	Discharge of Anna Ohlsson-Leijon	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (vi).	Discharge of Mats Rahmström	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (vii).	Discharge of Gordon Riske	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (viii).	Discharge of Hans Stråberg	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (ix).	Discharge of Peter Wallenberg Jr.	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (x).	Discharge of Mikael Bergstedt	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (xi).	Discharge of Benny Larsson	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8b (xii).	Discharge of the CEO	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
8c.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
8d.	Approve record date for dividend payment	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos		Resultat
9a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR		✓
9b.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR		✓
10.	Composition of the board of directors				
10a (i).	Re-elect Ms. Jumana Al-Sibai	DAFÜR	DAFÜR		✓
10a (ii).	Re-elect Mr. Johan Forssell	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓
10a (iii).	Re-elect Ms. Heléne Mellquist	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
10a (iv).	Re-elect Ms. Anna Ohlsson-Leijon	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓
10a (v).	Re-elect Mr. Gordon Riske	DAFÜR	DAFÜR		✓
10a (vi).	Re-elect Mr. Hans Stråberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
10a (vii).	Re-elect Mr. Peter Wallenberg jr.	DAFÜR	DAFÜR		✓
10b (i).	Elect Mr. Vagner Rego	DAFÜR	DAFÜR		✓
10b (ii).	Elect Ms. Karin Radström	DAFÜR	DAFÜR		✓
10c.	Re-elect the chairman of the board of directors	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
10d.	Election of auditor	DAFÜR	DAFÜR		✓
11a.	Approve directors' fees	DAFÜR	DAFÜR		✓
11b.	Approve auditors' fees	DAFÜR	DAFÜR		✓
12a.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration.	✓
12b.	Approve remuneration policy (binding vote)	DAFÜR	DAFÜR		✓
12c.	Approve share-related incentive plan	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
13a.	Authorisation to repurchase own shares in connection with share-related incentive plan 2024	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
13b.	Authorisation to repurchase own shares in connection with the remuneration of the board of directors in the form of synthetic shares	DAFÜR	DAFÜR		✓
13c.	Authorisation to transfer own shares in connection with share-related incentive plan 2024	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough.	✓

No.	Traktanden	Board	Ethos	Resultat
13d.	Authorisation to transfer own shares in connection with the remuneration of the board of directors in the form of synthetic shares	DAFÜR	DAFÜR	✓
13e.	Authorisation to transfer own shares in connection with share-related incentive plans 2017, 2018, 2019, 2020 and 2021	DAFÜR	DAFÜR	✓
14.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos		Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 97.3%
3	Final dividend	DAFÜR	DAFÜR		✓ 100.0%
Elections to the board of directors					
4	Re-elect Mr. Nicholas Anderson	DAFÜR	DAFÜR		✓ 99.0%
5	Re-elect Mr. Thomas Arseneault	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.	✓ 99.9%
6	Re-elect Ms. Crystal Ashby	DAFÜR	DAFÜR		✓ 99.2%
7	Re-elect Dame Elizabeth Corley, CBE	DAFÜR	DAFÜR		✓ 99.2%
8	Re-elect Mr. Bradley Greve	DAFÜR	DAFÜR		✓ 99.5%
9	Re-elect Dr. Jane Griffiths	DAFÜR	DAFÜR		✓ 99.2%
10	Re-elect Baroness Cressida Hogg CBE	DAFÜR	DAFÜR		✓ 97.1%
11	Re-elect Dr. Ewan Kirk	DAFÜR	DAFÜR		✓ 99.0%
12	Re-elect Mr. Stephen Pearce	DAFÜR	DAFÜR		✓ 98.9%
13	Re-elect Ms. Nicole Piasecki	DAFÜR	DAFÜR		✓ 98.1%
14	Re-elect Lord Mark Sedwill	DAFÜR	DAFÜR		✓ 99.0%
15	Re-elect Dr. Charles Woodburn CBE	DAFÜR	DAFÜR		✓ 99.9%
16	Elect Mr. Angus Cockburn	DAFÜR	DAFÜR		✓ 99.0%
17	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR		✓ 100.0%
18	Auditor's remuneration	DAFÜR	DAFÜR		✓ 100.0%
19	Political donations	DAFÜR	DAFÜR		✓ 87.3%
20	General authority to allot shares	DAFÜR	DAFÜR		✓ 98.0%
21	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 98.6%
22	Purchase of own shares	DAFÜR	DAFÜR		✓ 99.6%
23	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.8%

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	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. Excessive total remuneration. Excessive fixed remuneration.	✓	90.2%
7	Delegation of powers	DAFÜR	DAFÜR		✓	99.5%

No.	Traktanden	Board	Ethos		Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.	✓ 97.5%
Elections to the board of directors					
3	Elect Sir John Kingman	DAFÜR	DAFÜR		✓ 98.9%
4	Re-elect Mr. Robert Berry	DAFÜR	DAFÜR		✓ 99.5%
5	Re-elect Mr. Tim Breedon	DAFÜR	DAFÜR		✓ 99.2%
6	Re-elect Ms. Anna Cross	DAFÜR	DAFÜR		✓ 99.7%
7	Re-elect Mr. Mohamed A. El-Erian	DAFÜR	DAFÜR		✓ 98.0%
8	Re-elect Ms. Dawn Fitzpatrick	DAFÜR	DAFÜR		✓ 99.6%
9	Re-elect Ms. Mary Francis CBE	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 99.5%
10	Re-elect Mr. Brian Gilvary	DAFÜR	DAFÜR		✓ 97.1%
11	Re-elect Mr. Nigel Higgins	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The representation of women on the board is insufficient.	✓ 94.8%
12	Re-elect Mr. Marc Moses	DAFÜR	DAFÜR		✓ 99.5%
13	Re-elect Ms. Diane Schueneman	DAFÜR	● DAGEGEN	Non independent director sitting on the audit committee, which is not best practice.	✓ 97.7%
14	Re-elect Mr. C.S. Venkatakrishnan	DAFÜR	DAFÜR		✓ 99.8%
15	Re-elect Ms. Julia S. Wilson	DAFÜR	DAFÜR		✓ 98.0%
16	Re-appoint KPMG as auditors	DAFÜR	DAFÜR		✓ 98.9%
17	Auditor's remuneration	DAFÜR	DAFÜR		✓ 99.9%
18	Political donations	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.	✓ 98.3%
19	Maximum ratio of variable to fixed remuneration	DAFÜR	● DAGEGEN	No individual caps are disclosed.	✓ 99.8%
20	General authority to allot shares	DAFÜR	DAFÜR		✓ 93.3%
21	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 96.3%
22	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR		✓ 95.6%
23	Authority to issue contingent Equity Conversion Notes (ECNs)	DAFÜR	DAFÜR		✓ 98.7%
24	Disapplication of pre-emption rights in relation to issuances of contingent Equity Conversion Notes (ECNs)	DAFÜR	DAFÜR		✓ 98.8%
25	Purchase of own shares	DAFÜR	● DAGEGEN	The dividends and share buyback policies are excessive and not sustainable over the long-term.	✓ 98.9%
26	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.5%

Barclays

09.05.2024

OGV

No.	Traktanden	Board	Ethos	Resultat
27	Adoption of new Articles of association	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report and approve the Dividend	DAFÜR	DAFÜR	✓ 99.3%
2	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 91.7%
3	Approve Discharge of Supervisory Board	DAFÜR	● DAGEGEN The company refuses to recognise the negative impact of some of its products or its operations on humans or the natural environment.	✓ 93.9%
Board main features				
4.1	Elections to the Supervisory Board: Horst Baier	DAFÜR	DAFÜR	✓ 91.8%
4.2	Elections to the Supervisory Board: Ertharin Cousin	DAFÜR	DAFÜR	✓ 96.4%
4.3	Elections to the Supervisory Board: Lori Schechter	DAFÜR	DAFÜR	✓ 99.5%
4.4	Elections to the Supervisory Board: Dr. Nancy Cole	DAFÜR	DAFÜR	✓ 99.3%
4.5	Elections to the Supervisory Board: Jeffrey Ubben	DAFÜR	DAFÜR	✓ 98.3%
5	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN The information provided is insufficient. The pay-for-performance connection is not demonstrated.	✓ 93.2%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN The base salary of the CEO significantly exceeds the peer group median.	✓ 74.4%
7.1	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 96.6%
7.2	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	✓ 96.6%
8	Approve an inter-company agreement	DAFÜR	DAFÜR	✓ 99.8%
9	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.7%
	Counterproposal made by a shareholder: vote out the chairman of the meeting	DAGEGEN	DAGEGEN	✗ 1.8%

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	Non independent director (high fees). The board is not sufficiently independent. Non-independent chair of the nomination committee. The independence of this committee is insufficient.	✓ 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	Excessive fixed and variable remuneration. Concerns over the pension allowance which exceeds guidelines.	✓ 95.2%

BBVA

05.07.2024

AGV

No.	Traktanden	Board	Ethos	Resultat
1	Capital increase in connection with the takeover bid for Banco Sabadell	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.</p>	<div> <div></div> 96.0% </div>
2	Delegation of powers	DAFÜR	DAFÜR	<div> <div></div> 97.0% </div>

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	DAFÜR	DAFÜR	✓ 99.9%
	Board main features			
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	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 96.6%
3	Re-appoint KPMG as auditors	DAFÜR	DAFÜR		✓ 99.6%
4	Auditor's remuneration	DAFÜR	DAFÜR		✓ 99.9%
Elections to the board of directors					
5	Re-elect Mr. Luc Jobin	DAFÜR	DAFÜR		✓ 98.0%
6	Re-elect Mr. Tadeu Marroco	DAFÜR	DAFÜR		✓ 99.6%
7	Re-elect Mr. Krishnan (Kandy) Anand	DAFÜR	DAFÜR		✓ 99.2%
8	Re-elect Ms. Karen Jane Guerra	DAFÜR	DAFÜR		✓ 99.7%
9	Re-elect Ms. Holly Keller Koeppel	DAFÜR	DAFÜR		✓ 97.7%
10	Re-elect Ms. Véronique Laury	DAFÜR	DAFÜR		✓ 99.7%
11	Re-elect Mr. Darrell Thomas	DAFÜR	DAFÜR		✓ 99.4%
12	Elect Mr. Murray Kessler	DAFÜR	DAFÜR		✓ 99.9%
13	Elect Ms. Serpil Timuray	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.4%
14	Political donations	DAFÜR	DAFÜR		✓ 91.5%
15	General authority to allot shares	DAFÜR	DAFÜR		✓ 88.5%
16	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 89.7%
17	Purchase of own shares	DAFÜR	DAFÜR		✓ 99.3%
18	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.4%

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 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		✓ 98.9%
	Elections to the board of directors				
4	Re-elect Mr. Gilbert Ghostine	DAFÜR	DAFÜR		✓ 99.3%
5	Re-elect Ms. Lise Kingo	DAFÜR	DAFÜR		✓ 99.0%
6	Ratify Mazars as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 99.6%
7	Approve the remuneration report	DAFÜR	• DAGEGEN	The information provided is insufficient.	✓ 96.1%
8	Approve the 2023 remuneration of Mr. Antoine de Saint-Affrique, CEO	DAFÜR	• DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. Excessive variable remuneration.	✓ 99.6%
9	Approve the 2023 remuneration of Mr. Gilles Schnepf, chair	DAFÜR	DAFÜR		✓ 98.9%
10	Approve the remuneration policy of members of the executive management	DAFÜR	• DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines.	✓ 92.1%
11	Approve the remuneration policy of Mr. Gilles Schnepf, chair	DAFÜR	DAFÜR		✓ 99.8%
12	Approve the remuneration policy of directors	DAFÜR	DAFÜR		✓ 99.7%
13	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR		✓ 98.8%
14	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR		✓ 98.6%
15	Amend articles of association: restriction on voting rights	DAFÜR	DAFÜR		✓ 94.9%
16	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 99.9%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 99.9%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR		✓ 100.0%
5	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 99.1%
6	Approve the remuneration policy of corporate officers	DAFÜR	● DAGEGEN	The increase of the remuneration of the chair is excessive and not justified. The variable remuneration of the CEO highly exceed Ethos' limit of 300%.	✓ 80.5%
7	Approve the 2023 remuneration of Mr. Charles Edelstenne for his role as chair until 8 January 2023	DAFÜR	DAFÜR		✓ 98.2%
8	Approve the 2023 remuneration of Mr. Bernard Charlès, vice-chair/CEO until 8 January and chair/CEO from 9 January 2023 to 31 December 2023	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 78.7%
9	Approve the 2023 remuneration of Mr. Pascal Daloz for his role as Deputy CEO from 9 January 2023 to 31 December 2023	DAFÜR	● DAGEGEN	Excessive fixed and variable remuneration.	✓ 91.2%
10	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 82.9%
Elections to the board of directors					
11	Elect Groupe Industriel Marcel Dassault as new nominee	DAFÜR	DAFÜR		✓ 90.5%
12	Re-elect Ms. Laurence Daures	DAFÜR	● DAGEGEN	Chair of the remuneration committee. Ethos has serious concerns over the remuneration of the former CEO and new CEO.	✓ 89.9%
13	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR		✓ 99.7%
14	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.7%
15	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR		✓ 100.0%
16	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR		✓ 100.0%
17	Authorisation to decide on one or more mergers by absorption	DAFÜR	DAFÜR		✓ 77.8%

No.	Traktanden	Board	Ethos	Resultat
18	Authorisation to issue shares in the event of one or more mergers by absorption pursuant to ITEM 17	DAFÜR	DAFÜR	✓ 78.1%
19	Authorisation to decide one or more demergers	DAFÜR	DAFÜR	✓ 77.7%
20	Authorisation to issue shares in the event of on one or more demergers pursuant to ITEM 19	DAFÜR	DAFÜR	✓ 78.1%
21	Authorisation to decide one or more partial demergers	DAFÜR	DAFÜR	✓ 77.7%
22	Authorisation to issue shares in the event of one or more partial demergers pursuant to ITEM 21	DAFÜR	DAFÜR	✓ 78.1%
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	✓ 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. ✓ 91.8%
				Excessive variable remuneration.
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	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	✓ 96.5%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 98.3%
5	Appoint the Auditors and the auditors of the sustainability report	DAFÜR	DAFÜR	✓ 99.9%
	Board main features			
6a	Elections to the Supervisory Board: Prof. Dr. Dr. Ann-Kristin Achleitner	DAFÜR	DAFÜR	✓ 99.2%
6b	Elections to the Supervisory Board: Dr. Hans-Ulrich Engel	DAFÜR	DAFÜR	✓ 99.2%
6c	Elections to the Supervisory Board: Dr. Heinrich Hiesinger	DAFÜR	DAFÜR	✓ 98.9%
7	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 94.0%

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	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.5%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 93.5%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.0%
	Board main features			
6a	Elections to the Supervisory Board: Lars Hinrichs	DAFÜR	DAFÜR	✓ 99.3%
6b	Elections to the Supervisory Board: Karl-Heinz Streibich	DAFÜR	DAFÜR	✓ 93.9%
7	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	✓ 94.1%
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 99.2%
9	Approve Remuneration Report	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 91.0%

No.	Traktanden	Board	Ethos		Resultat	
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓	100.0%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive fixed and variable remuneration.	✓	96.1%
3	Final dividend	DAFÜR	DAFÜR		✓	100.0%
	Elections to the board of directors					
4	Elect Ms. Julie Brown	DAFÜR	DAFÜR		✓	99.9%
5	Elect Mr. Nik (Manik) Jhangiani	DAFÜR	DAFÜR		✓	99.8%
6	Re-elect Ms. Melissa Bethell	DAFÜR	DAFÜR		✓	99.9%
7	Re-elect Ms. Karen Blackett OBE	DAFÜR	DAFÜR		✓	99.9%
8	Re-elect Ms. Valérie Chapoulaud-Floquet	DAFÜR	DAFÜR		✓	99.8%
9	Re-elect Ms. Debra Crew	DAFÜR	DAFÜR		✓	99.9%
10	Re-elect Mr. Javier Ferràn	DAFÜR	DAFÜR		✓	99.4%
11	Re-elect Ms. Susan Kilsby	DAFÜR	DAFÜR		✓	99.5%
12	Re-elect Sir John Manzoni	DAFÜR	DAFÜR		✓	99.9%
13	Re-elect Ms. Ireena Vittal	DAFÜR	DAFÜR		✓	89.8%
14	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR		✓	99.5%
15	Auditor's remuneration	DAFÜR	DAFÜR		✓	99.8%
16	Political donations	DAFÜR	DAFÜR		✓	98.1%
17	General authority to allot shares	DAFÜR	DAFÜR		✓	96.0%
18	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓	97.6%
19	Purchase of own shares	DAFÜR	● DAGEGEN	The share repurchase is inconsistent with the long-term interests of shareholders.	✓	99.5%
20	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓	95.0%

No.	Traktanden	Board	Ethos	Resultat
1.1	Genehmigung des Jahresberichts, der Jahresrechnung und der Konzernrechnung	DAFÜR	DAFÜR	✓ 99.2%
1.2	Genehmigung des Nachhaltigkeitsberichts	DAFÜR	DAFÜR	✓ 99.0%
2	Entlastung der Mitglieder des Verwaltungsrats und der Geschäftsleitung	DAFÜR	DAFÜR	✓ 88.2%
3	Verwendung des Bilanzgewinns und Festsetzung der Dividende	DAFÜR	DAFÜR	✓ 98.9%
4.1	Wahlen in den Verwaltungsrat			
4.1.1	Wiederwahl von Herrn Thomas Leysen als Mitglied und Präsident des Verwaltungsrats	DAFÜR	DAFÜR	✓ 98.7%
4.1.2	Wiederwahl von Herrn Patrick Firmenich	DAFÜR	DAFÜR	✓ 90.4%
4.1.3	Wiederwahl von Frau Dr. Cotte-Tan	DAFÜR	DAFÜR	✓ 99.9%
4.1.4	Wiederwahl von Herrn Dr. Antoine Firmenich	DAFÜR	DAFÜR	✓ 88.2%
4.1.5	Wiederwahl von Frau Erica Mann	DAFÜR	DAFÜR	✓ 99.9%
4.1.6	Wiederwahl von Frau Carla Mahieu	DAFÜR	DAFÜR	✓ 98.5%
4.1.7	Wiederwahl von Herrn Frits Dirk van Paasschen	DAFÜR	DAFÜR	✓ 98.6%
4.1.8	Wiederwahl von Herrn André Pometta	DAFÜR	DAFÜR	✓ 92.5%
4.1.9	Wiederwahl von Herrn John Ramsay	DAFÜR	DAFÜR	✓ 95.0%
4.1.10	Wiederwahl von Herrn Richard Ridinger	DAFÜR	DAFÜR	✓ 97.9%
4.1.11	Wiederwahl von Frau Corien Wortmann-Kool	DAFÜR	DAFÜR	✓ 99.5%
4.2	Wahlen in den Vergütungsausschuss			
4.2.1	Wiederwahl von Frau Carla Mahieu als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 97.0%
4.2.2	Wiederwahl von Herrn Thomas Leysen als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 98.8%
4.2.3	Wiederwahl von Herrn Frits Dirk van Paasschen als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 98.3%
4.2.4	Wiederwahl von Herrn André Pometta als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 95.2%
5.1	Verbindliche prospektive Abstimmung über die gesamte Vergütung des Verwaltungsrats	DAFÜR	DAFÜR	✓ 98.1%

No.	Traktanden	Board	Ethos	Resultat
5.2	Verbindliche prospektive Abstimmung über die gesamte Vergütung der Geschäftsleitung	DAFÜR	<p>● DAGEGEN</p> <p>Die gelieferten Informationen sind ungenügend.</p> <p>Mit dem maximalen Gesamtbetrag könnten erheblich höhere Vergütungen gezahlt werden, als dies bei vergleichbaren Unternehmen der Fall ist.</p> <p>Der Maximalbetrag, welcher letztlich ausbezahlt werden könnte, ist erheblich höher als der an der Generalversammlung beantragte Betrag.</p>	<p>✓ 98.2%</p>
5.3	Konsultativabstimmung über den Vergütungsbericht	DAFÜR	DAFÜR	<p>✓ 89.4%</p>
6	Wiederwahl von KPMG als Revisionsstelle	DAFÜR	DAFÜR	<p>✓ 94.9%</p>
7	Wiederwahl von Herrn Christian Hochstrasser als unabhängigen Stimmrechtsvertreter	DAFÜR	DAFÜR	<p>✓ 98.9%</p>

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14.03.2024

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No.	Traktanden	Board	Ethos		Resultat
1.	Report on the company's activities	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG		
2.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 100.0%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 99.1%
4.	Approve directors' fees	DAFÜR	DAFÜR		✓ 100.0%
5.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive base salary and all of the variable remuneration depends on the previous year's performance, without forward looking performance conditions.	✓ 70.7%
6.	Composition of the board of directors				
6.1.	Re-elect Mr. Thomas Plenborg	DAFÜR	DAFÜR		✓ 88.1% *
6.2.	Re-elect Mr. Jørgen Møller	DAFÜR	DAFÜR		✓ 100.0% *
6.3.	Re-elect Ms. Malou Aamund	DAFÜR	● ENTHAL-TUNG	Concerns over the director's time commitments.	✓ 98.5% *
6.4.	Re-elect Mr. Beat Walti	DAFÜR	● ENTHAL-TUNG	Non-independent chair of the remuneration committee. The independence of this committee is insufficient.	✓ 97.7% *
6.5.	Re-elect Mr. Niels Smedegaard	DAFÜR	DAFÜR		✓ 100.0% *
6.6.	Re-elect Mr. Tarek Sultan Al-Essa	DAFÜR	DAFÜR		✓ 85.7% *
6.7.	Re-elect Ms. Benedikte Leroy	DAFÜR	DAFÜR		✓ 93.7% *
6.8.	Elect Ms. Helle Østergaard Kristiansen	DAFÜR	DAFÜR		✓ 99.0% *
7.	Election of auditor	DAFÜR	DAFÜR		✓ 99.0% *
8.1.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The cancellation of shares is connected to share repurchase program which is opposed.	✓ 100.0%
8.2.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The share repurchase replaces part of the dividend in cash.	✓ 99.4%
8.3.	Indemnification programme				
8.3 (a).	Approve indemnification programme	DAFÜR	DAFÜR		✓ 99.9%
8.3 (b).	Amendment to the articles of association: indemnification programme	DAFÜR	DAFÜR		✓ 100.0%
8.4.	Shareholder proposal: To continue to develop the reporting on the company's efforts to respect human rights and labour rights in accordance with the United Nations Guiding Principles on Business and Human Rights	DAFÜR	DAFÜR		✓ 99.8%

* 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 ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation. ✓ 98.7%
3	Approve Discharge of Management Board (in globo)	ZURÜCK- GEZOGEN	● DAFÜR	Upon request of a shareholder, the discharge for the Management Board has been voted individually. –
3.a	Approve Discharge of Management Board member Leonhard Birnbaum	DAFÜR	DAFÜR	✓ 98.3%
3.b	Approve Discharge of Management Board member Thomas König	DAFÜR	DAFÜR	✓ 98.3%
3.c	Approve Discharge of Management Board member Patrick Lammers	DAFÜR	DAFÜR	✓ 98.3%
3.d	Approve Discharge of Management Board member Victoria Ossadnik	DAFÜR	DAFÜR	✓ 98.3%
3.e	Approve Discharge of Management Board member Marc Spieker	DAFÜR	DAFÜR	✓ 98.3%
4	Approve Discharge of Supervisory Board (in globo)	ZURÜCK- GEZOGEN	● DAFÜR	Upon request of a shareholder, the discharge for the Supervisory Board has been voted individually. –
4.a	Approve Discharge of Supervisory Board member Erich Clementi	DAFÜR	DAFÜR	✓ 99.7%
4.b	Approve Discharge of Supervisory Board member Karl-Ludwig Kley	DAFÜR	DAFÜR	✓ 99.7%
4.c	Approve Discharge of Supervisory Board member Ulrich Grillo	DAFÜR	DAFÜR	✓ 99.7%
4.d	Approve Discharge of Supervisory Board member Christoph Schmitz	DAFÜR	DAFÜR	✓ 99.7%
4.e	Approve Discharge of Supervisory Board member Katja Bauer	DAFÜR	DAFÜR	✓ 99.7%
4.f	Approve Discharge of Supervisory Board member Klaus Fröhlich	DAFÜR	DAFÜR	✓ 99.7%
4.g	Approve Discharge of Supervisory Board member Anke Groth	DAFÜR	DAFÜR	✓ 99.7%
4.h	Approve Discharge of Supervisory Board member Eugene-Gheorghe Luha	DAFÜR	DAFÜR	✓ 99.7%
4.i	Approve Discharge of Supervisory Board member Stefan May	DAFÜR	DAFÜR	✓ 99.7%
4.j	Approve Discharge of Supervisory Board member Szilvia Pinczésné Márton	DAFÜR	DAFÜR	✓ 99.7%
4.k	Approve Discharge of Supervisory Board member Miroslav Pelouch	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos		Resultat
4.l	Approve Discharge of Supervisory Board member Nadège Petit	DAFÜR	DAFÜR		✓ 99.7%
4.m	Approve Discharge of Supervisory Board member René Pöhls	DAFÜR	DAFÜR		✓ 99.7%
4.n	Approve Discharge of Supervisory Board member Andreas Schmitz	DAFÜR	DAFÜR		✓ 99.7%
4.o	Approve Discharge of Supervisory Board member Rolf Martin Schmitz	DAFÜR	DAFÜR		✓ 99.7%
4.p	Approve Discharge of Supervisory Board member Fred Schulz	DAFÜR	DAFÜR		✓ 99.7%
4.q	Approve Discharge of Supervisory Board member Karen de Segundo	DAFÜR	DAFÜR		✓ 99.7%
4.r	Approve Discharge of Supervisory Board member Elisabeth Wallbaum	DAFÜR	DAFÜR		✓ 99.7%
4.s	Approve Discharge of Supervisory Board member Deborah Wilkens	DAFÜR	DAFÜR		✓ 99.7%
4.t	Approve Discharge of Supervisory Board member Axel Winterwerber	DAFÜR	DAFÜR		✓ 99.7%
4.u	Approve Discharge of Supervisory Board member Ewald Woste	DAFÜR	DAFÜR		✓ 99.7%
5.a	Appoint the Auditors for the annual and consolidated financial statements	DAFÜR	DAFÜR		✓ 99.8%
5.b	Appoint the Auditors for the sustainability reporting	DAFÜR	DAFÜR		✓ 99.9%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 93.8%
7	Amend Articles: Transactions requiring consent (Section 10 (3))	DAFÜR	DAFÜR		✓ 99.9%
8	Approve the creation of a new Authorised Capital 2024, the cancellation of the existing Authorised Capital 2020 and related amendments to the Articles of Association	DAFÜR	DAFÜR		✓ 97.0%
9	Authorisation to issue warrant bonds, convertible bonds and/or participation bonds, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	DAFÜR	DAFÜR		✓ 96.7%
10	Authorise Share Repurchase	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 96.3%
11	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 96.6%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
2.	Registration of attending shareholders and proxies	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
3.	Election of the chairman of the meeting	DAFÜR	DAFÜR	✓ 100.0%
4.	Approval of the notice and the agenda	DAFÜR	DAFÜR	✓ 100.0%
5.	Election of (a) person(s) to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓ 100.0%
6.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	✓ 99.4%
7.	Authorisation to distribute interim dividend	DAFÜR	DAFÜR	✓ 100.0%
8.	Shareholder proposal: To eliminate management bonuses, pensions and severance pay for former executives, use clothing containing hemp, etc...	DAGEGEN	DAGEGEN	✗ 0.1%
9.	Shareholder proposal: To gradually divest from all international operations	DAGEGEN	DAGEGEN	✗ 0.2%
10.	Shareholder proposal: That the board of directors of Equinor resigns and makes room for a new board of directors with better sustainability expertise and higher ambitions	DAGEGEN	● DAFÜR	Better sustainability expertise and a stronger commitment to Equinor's role in achieving climate goals will benefit future generations. ✗ 0.1%
11.	Shareholder proposal: That Equinor acquaints themselves with the suffering and death caused by global warming, and let this influence their future strategy, and strengthen and implement its Energy Transition Plan	DAGEGEN	● DAFÜR	This resolution asks the company and the Norwegian Government to transition to a fossil free economy as soon as possible. ✗ 0.6%
12.	Shareholder proposal: To make arrangements to become a leading renewable energy producer, halt plans for electrification of Melkøya, etc....	DAGEGEN	● DAFÜR	This resolution asks the company and the Norwegian Government to transition to a fossil free economy as soon as possible. ✗ 0.7%
13.	Shareholder proposal: To work dismantling the corporate assembly, strengthen the board, change the articles of association, and that the renewable energy business become an autonomous entity	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance. ✗ 0.2%

No.	Traktanden	Board	Ethos		Resultat
14.	Shareholder proposal: To nominate candidates for future board appointments with good competency on the energy transition and sustainability	DAGEGEN	● DAFÜR	This resolution asks the board to appoint directors with competencies in energy transition and sustainability.	✗ 3.2%
15.	Shareholder proposal: To update the company strategy and capital expenditure plan according to the commitment to the goals of the Paris Agreement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 6.5%
16.	Report on corporate governance	DAFÜR	● DAGEGEN	All members of the board of directors should be present at the general meeting.	✓ 100.0%
17.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR		✓ 97.0%
18.	Approve auditors' fees	DAFÜR	DAFÜR		✓ 99.7%
19.	Election of the corporate assembly				
19.1.	Elect Mr. Nils Morten Huseby as chairman of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.2.	Re-elect Mr. Nils Bastiansen as deputy chairman of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.3.	Re-elect Mr. Finn Kinserdal as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.4.	Re-elect Ms. Kari Skeidsvoll Moe as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.5.	Re-elect Ms. Kjerstin Rasmussen Braathen as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.6.	Re-elect Ms. Kjerstin Fyllingen as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.7.	Re-elect Ms. Mari Rege as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.8.	Re-elect Mr. Trond Straume as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.9.	Re-elect Mr. Martin Wien Fjell as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.10.	Re-elect Ms. Merete Hverven as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.11.	Re-elect Mr. Helge Aasen as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%

No.	Traktanden	Board	Ethos		Resultat
19.12.	Re-elect Ms. Liv B. Ulriksen as member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.13.	Re-elect Mr. Per Axel Koch as deputy member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.14.	Re-elect Ms. Catrine Kristiseter Marti as deputy member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 100.0%
19.15.	Elect Mr. Bjørn Tore Markussen as deputy member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 100.0%
19.16.	Elect Ms. Elisabeth Maråk Støle as deputy member of the corporate assembly	DAFÜR	● DAGEGEN	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 100.0%
20.	Approve corporate assembly fees	DAFÜR	DAFÜR		✓ 100.0%
21.	Election of the nomination committee				
21.1.	Elect Mr. Nils Morten Huseby as chairman of the nomination committee	DAFÜR	DAFÜR		✓ 99.9%
21.2.	Re-elect Ms. Berit L. Henriksen as member of the nomination committee	DAFÜR	DAFÜR		✓ 99.9%
21.3.	Re-elect Ms. Merete Hverven as member of the nomination committee	DAFÜR	DAFÜR		✓ 99.9%
21.4.	Re-elect Mr. Jan Tore Føsund as member of the nomination committee	DAFÜR	DAFÜR		✓ 99.9%
22.	Approve nomination committee fees	DAFÜR	DAFÜR		✓ 100.0%
23.	Authorisation to repurchase own shares in connection with the company's share savings plan for employees	DAFÜR	DAFÜR		✓ 100.0%
24.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 100.0%
25.	Authorisation to repurchase own shares	DAFÜR	DAFÜR		✓ 99.7%

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		✓ 99.9%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 99.3%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	• DAGEGEN	Ethos has concerns regarding a regulated agreement.	✓ 96.8%
5	Approve the remuneration report	DAFÜR	• DAGEGEN	The information provided is insufficient. Excessive variable and total remuneration.	✓ 82.6%
6	Approve the 2023 remuneration of Mr. Francesco Milleri, chair and CEO	DAFÜR	• DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 86.1%
7	Approve the 2023 remuneration of Mr. Paul du Saillant, Deputy CEO	DAFÜR	• DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 88.8%
8	Approve the remuneration policy of directors	DAFÜR	DAFÜR		✓ 99.3%
9	Approve the remuneration policy of Mr. Francesco Milleri, chair and CEO	DAFÜR	• DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 72.7%
10	Approve the remuneration policy of Mr. Paul du Saillant, Deputy CEO	DAFÜR	• DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 75.3%
Elections to the board of directors					
11	Re-elect Mr. Francesco Milleri	DAFÜR	• DAGEGEN	Combined chair and CEO.	✓ 83.0%
12	Re-elect Mr. Paul du Saillant	DAFÜR	• DAGEGEN	Executive director. The number of executives on the board exceeds market practice.	✓ 98.0%
13	Re-elect Mr. Romolo Bardin	DAFÜR	DAFÜR		✓ 88.9%
14	Re-elect Mr. Jean-Luc Biamonti	DAFÜR	• DAGEGEN	Non independent lead director, which is not best practice.	✓ 91.3%
15	Re-elect Ms. Marie-Christine Coisne-Roquette	DAFÜR	DAFÜR		✓ 99.7%
16	Re-elect Mr. José Gonzalo	DAFÜR	DAFÜR		✓ 97.2%
17	Re-elect Ms. Virginie Mercier Pitre	DAFÜR	• DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board.	✓ 98.3%
18	Re-elect Mr. Mario Notari	DAFÜR	DAFÜR		✓ 98.4%
19	Re-elect Ms. Swati Piramal	DAFÜR	• DAGEGEN	Concerns over the director's time commitments.	✓ 92.3%
20	Re-elect Ms. Cristina Scocchia	DAFÜR	• DAGEGEN	Concerns over the director's time commitments.	✓ 99.3%
21	Re-elect Dr. Nathalie von Siemens	DAFÜR	DAFÜR		✓ 98.7%
22	Re-elect Mr. Andrea Zappia	DAFÜR	• DAGEGEN	Concerns over the director's time commitments.	✓ 88.3%

No.	Traktanden	Board	Ethos		Resultat
23	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 98.2%
24	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR		✓ 99.0%
25	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.6%
26	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR		✓ 97.7%
27	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	DAFÜR		✓ 96.4%
28	"Green shoe" authorisation to issue shares with or without pre-emptive rights	DAFÜR	DAFÜR		✓ 96.5%
29	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR		✓ 98.6%
30	Authorisation to issue shares in the event of a public exchange offer initiated by the company	DAFÜR	DAFÜR		✓ 99.1%
31	Determination of the overall limit for capital increase pursuant to items 26, 27, 29 and 30.	DAFÜR	DAFÜR		✓ 99.5%
32	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR		✓ 99.7%
33	Approve distribution of performance shares	DAFÜR	• DAGEGEN	The information provided is insufficient.	✓ 96.1%
34	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos		Resultat
1	Opening	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.a	Report of the board of directors for the financial year 2023	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.b	Policy on additions to reserves and on dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.c	Corporate Governance chapter of the Report of the Board of Directors	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.d	Remuneration Report 2023 (advisory voting)	DAFÜR	● DAGEGEN	The information provided on the performance targets is insufficient. Excessive variable remuneration.	✓ 99.2%
2.e	Adoption of the Annual Accounts 2023	DAFÜR	DAFÜR		✓ 100.0%
2.f	Determination and distribution of dividend	DAFÜR	DAFÜR		✓ 100.0%
2.g	Granting of discharge to the Directors in respect of the performance of their duties during the financial year 2023	DAFÜR	DAFÜR		✓ 99.4%
3	Appointment of the members of the board of directors: composition of the board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
3.a	Re-appointment of Mr. John Elkann (executive director)	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.	✓ 85.1%
3.b	Re-appointment of Mr. Benedetto Vigna (executive director)	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.	✓ 99.6%
3.c	Re-appointment of Mr. Piero Ferrari (non-executive director)	DAFÜR	DAFÜR		✓ 88.9%
3.d	Re-appointment of Ms. Delphine Arnault (non-executive director)	DAFÜR	DAFÜR		✓ 91.8%
3.e	Re-appointment of Ms. Francesca Bellettini (non-executive director)	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 86.4%
3.f	Re-appointment of Mr. Eduardo H. Cue (non-executive director)	DAFÜR	DAFÜR		✓ 92.6%
3.g	Re-appointment of Mr. Sergio Duca (non-executive director)	DAFÜR	DAFÜR		✓ 94.0%
3.h	Re-appointment of Mr. John Galantic (non-executive director)	DAFÜR	DAFÜR		✓ 99.5%
3.i	Re-appointment of Ms. Maria Patrizia Grieco (non-executive director)	DAFÜR	DAFÜR		✓ 99.7%
3.j	Re-appointment of Mr. Adam Keswick (non-executive director)	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 89.3%

No.	Traktanden	Board	Ethos	Resultat
3.k	Re-appointment of Mr. Michelangelo Volpi (non-executive director)	DAFÜR	DAFÜR	✓ 99.0%
4.1	Authorization to issue common shares and to grant rights to subscribe for common shares	DAFÜR	DAFÜR	✓ 99.8%
4.2	Authorization to limit or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 99.8%
5	Amendment to the remuneration policy of the board of directors	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 99.5%
6	Authorization to purchase treasury shares	DAFÜR	DAFÜR	✓ 99.7%
7	Re-appointment of independent auditor	DAFÜR	DAFÜR	✓ 99.9%
8	Approval of awards to the executive directors	DAFÜR	DAFÜR	✓ 99.2%
9	Close of meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	

No.	Traktanden	Board	Ethos	Resultat
Elections to the board of directors				
1	Elect Mr. John Bryant	DAFÜR	DAFÜR	✓ 94.6%
2(a)	Re-elect Ms. Nancy Cruickshank	DAFÜR	DAFÜR	✓ 99.3%
2(b)	Re-elect Ms. Nancy Dubuc	DAFÜR	● DAGEGEN	✓ 98.1%
			The director was implicated in a serious controversy in the past or does not have a good reputation or his activities and attitude are not irreproachable.	
2(c)	Re-elect Mr. Paul Edgecliffe-Johnson	DAFÜR	DAFÜR	✓ 100.0%
2(d)	Re-elect Mr. Alfred Jr. Hurley	DAFÜR	DAFÜR	✓ 97.8%
2(e)	Re-elect Mr. Peter Jackson	DAFÜR	DAFÜR	✓ 100.0%
2(f)	Re-elect Ms. Holly Keller Koeppel	DAFÜR	● DAGEGEN	✓ 95.9%
			Chair of the audit committee, the auditor's long tenure raises independence concerns.	
2(g)	Re-elect Ms. Carolan Lennon	DAFÜR	DAFÜR	✓ 98.2%
2(h)	Re-elect Mr. Atif Rafiq	DAFÜR	DAFÜR	✓ 99.9%
3	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	✓ 97.2%
4	Auditor's remuneration	DAFÜR	DAFÜR	✓ 98.8%
5	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	✓ 96.7%
			14-days is insufficient for shareholders to vote in an informed manner.	
6	General authority to allot shares	DAFÜR	DAFÜR	✓ 97.4%
7A	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 100.0%
7B	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 99.8%
8	Purchase of own shares	DAFÜR	● DAGEGEN	✓ 99.8%
			The amount of the repurchase is excessive given the financial situation and perspectives of the company.	
9	Determination of the price range for the re-issue of treasury shares off market	DAFÜR	DAFÜR	✓ 100.0%
10	Transfer of Flutter's Listing Category from a Premium Listing to a Standard Listing	DAFÜR	DAFÜR	✓ 98.2%
11	Adoption of new articles of association	DAFÜR	DAFÜR	✓ 98.2%

No.	Traktanden	Board	Ethos		Resultat
1.	Report on the company's activities	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG		
2.	Adoption of the financial statements and discharge of the supervisory board and executive management from liability	DAFÜR	DAFÜR		✓ 99.9%
3.	Approve allocation of income and dividend	DAFÜR	● DAGEGEN	Ethos no longer considers it appropriate to refrain from dividend payments.	✓ 99.7%
4.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 93.0%
5.	Composition of the board of directors				
5a.	Re-elect Ms. Deirdre P. Connelly	DAFÜR	DAFÜR		✓ 87.6% *
5b.	Re-elect Ms. Pernille Erenbjerg	DAFÜR	DAFÜR		✓ 92.5% *
5c.	Re-elect Mr. Rolf Hoffmann	DAFÜR	DAFÜR		✓ 100.0% *
5d.	Re-elect Ms. Elizabeth O'Farrell	DAFÜR	DAFÜR		✓ 98.5% *
5e.	Re-elect Mr. Paolo Paoletti	DAFÜR	DAFÜR		✓ 98.8% *
5f.	Re-elect Mr. Anders Gersel Pedersen	DAFÜR	● ENTHAL-TUNG	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 78.7% *
6.	Election of auditor	DAFÜR	DAFÜR		✓ 99.9% *
7a.	Approve directors' fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive.	✓ 66.8%
7b.	Indemnification of members of the board of directors	DAFÜR	DAFÜR		✓ 99.1%
7c.	Amend articles of association: scheme of indemnification	DAFÜR	DAFÜR		✓ 100.0%
7d.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 63.0%
7e.	Authorisation to issue shares and/or convertible debt instruments	DAFÜR	DAFÜR		✓ 97.5%
7f.	Authorisation to issue warrants to company employees	DAFÜR	DAFÜR		✓ 99.8%
7g.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash.	✓ 98.3%
8.	To authorise the meeting chairperson	DAFÜR	DAFÜR		✓ 100.0%
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.

GSK

08.05.2024

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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
	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
1a.	Report of the executive board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
1b.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
1c.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 96.4%
1d.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
1e.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
1f.	Approve allocation of income	DAFÜR	DAFÜR	✓ 100.0%
1g.	Discharge of executive board	DAFÜR	DAFÜR	✓ 98.0%
1h.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 98.0%
2a.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.6%
2b.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.6%
2c.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 99.1%
3.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 97.4%
4a.	Approve remuneration policy of the supervisory board (binding vote)	DAFÜR	DAFÜR	✓ 99.5%
4b.	Adjustment of the remuneration fees of the supervisory board (binding vote)	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive. ✓ 99.5%
5.	Re-elect Mr. Dolf van den Brink as member of the executive board	DAFÜR	DAFÜR	✓ 99.9%
6.	Composition of the supervisory board			
6a.	Re-elect Mr. Jean-Marc Huët	DAFÜR	DAFÜR	✓ 98.2%
6b.	Re-elect Ms. Pamela Mars-Wright	DAFÜR	DAFÜR	✓ 98.5%
6c.	Elect Mr. Peter Wennink	DAFÜR	DAFÜR	✓ 99.5%
7.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

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	The authorisation allows for share repurchase during a period of public offer and can potentially be used as an anti-takeover device.	✓ 94.4%
7	Approve the remuneration report	DAFÜR	• DAGEGEN	The information provided is insufficient. Excessive fixed remuneration.	✓ 91.8%
8	Approve the 2023 remuneration of Mr. Axel Dumas, CEO	DAFÜR	• DAGEGEN	The information provided is insufficient. Excessive fixed remuneration.	✓ 91.7%
9	Approve the 2023 remuneration attributable to Emile Hermès SAS, active partner of the company	DAFÜR	• DAGEGEN	The information provided is insufficient. Excessive total remuneration.	✓ 92.0%
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	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.	✓ 94.1%
14	Re-elect Mr. Blaise 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%

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

No.	Traktanden	Board	Ethos		Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.	Election of the chairman of the meeting	DAFÜR	DAFÜR		✓
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR		✓
4.	Approval of the agenda	DAFÜR	DAFÜR		✓
5.	Election of persons to verify the minutes of the meeting	DAFÜR	DAFÜR		✓
6.	Determination whether the meeting has been duly convened	DAFÜR	DAFÜR		✓
7.	Adress by the CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
8a.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
8b.	Presentation of the auditor's statement regarding whether the guidelines for remuneration of senior executives adopted on the previous AGM have been complied with	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
8c.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
9a.	Adoption of the financial statements	DAFÜR	DAFÜR		✓
9b.	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
9c (i).	Discharge of Ola Rollén	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
9c (ii).	Discharge of Gun Nilsson	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
9c (iii).	Discharge of Märta Schörling Andreen	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
9c (iv).	Discharge of John Brandon	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
9c (v).	Discharge of Sofia Schörling Högberg	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
9c (vi).	Discharge of Brett Watson	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
9c (vii).	Discharge of Erik Huggers	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
9c (viii).	Discharge of Ulrika Francke	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓

No.	Traktanden	Board	Ethos	Resultat
9c (ix).	Discharge of Henrik Henriksson	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
9c (x).	Discharge of Patrick Söderlund	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
9c (xi).	Discharge of the CEO (Mr. Paolo Guglielmini)	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
9c (xii).	Discharge of the former CEO (Mr. Ola Rollén)	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
10.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
11.1.	Approve directors' fees	DAFÜR	DAFÜR	✓
11.2.	Approve auditors' fees	DAFÜR	DAFÜR	✓
12.	Composition of the board of directors			
12.1.	Re-elect Mr. Ola Rollén	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Non independent director (former executive). The board is not sufficiently independent. ✓
12.2.	Re-elect Ms. Märta Schörling Andreen	DAFÜR	DAFÜR	✓
12.3.	Re-elect Mr. John Brandon	DAFÜR	DAFÜR	✓
12.4.	Re-elect Ms. Sofia Schörling Högberg	DAFÜR	DAFÜR	✓
12.5.	Re-elect Ms. Gun Nilsson	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. ✓
12.6.	Re-elect Brett Watson	DAFÜR	DAFÜR	✓
12.7.	Re-elect Mr. Erik Huggers	DAFÜR	DAFÜR	✓
12.8.	Elect Ms. Annika Falkengren	DAFÜR	DAFÜR	✓
12.9.	Elect Mr. Ralph Haupter	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓
12.10.	Re-elect the chair of the board of directors	DAFÜR	● DAGEGEN	Non independent director (former executive). The board is not sufficiently independent. ✓
12.11.	Election of auditor	DAFÜR	DAFÜR	✓
13.	Resolution on the nomination committee	DAFÜR	● DAGEGEN	Insufficient independent representation on the board of directors proposed by the nomination committee. ✓

No.	Traktanden	Board	Ethos	Resultat
14.	Approve remuneration report (advisory vote)	DAFÜR	<div> <div></div> DAGEGEN </div> Serious concerns over the level of base salary of the members of the executive management.	✓
15.	Approve remuneration policy (binding vote)	DAFÜR	DAFÜR	✓
16.	Approve share-related incentive plan 2024/2027	DAFÜR	DAFÜR	✓
17.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
18.	Authorisation to issue shares, warrants and/or convertible debt	DAFÜR	DAFÜR	✓
19.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos		Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 97.4%
3	Approval for the remuneration committee to set appropriate variable to fixed pay ratio(s) for Material Risk Takers	DAFÜR	● DAGEGEN	No individual caps are disclosed.	✓ 99.3%
Elections to the board of directors					
4(a)	Elect Ms. Ann Godbehere	DAFÜR	DAFÜR		✓ 98.4%
4(b)	Elect Mr. Brendan Nelson	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines.	✓ 99.8%
4(c)	Elect Ms. Swee Lian Teo	DAFÜR	DAFÜR		✓ 99.7%
4(d)	Re-elect Ms. Geraldine Buckingham	DAFÜR	DAFÜR		✓ 99.9%
4(e)	Re-elect Ms. Rachel Duan	DAFÜR	DAFÜR		✓ 95.5%
4(f)	Re-elect Mr. Georges Elhedery	DAFÜR	DAFÜR		✓ 99.8%
4(g)	Re-elect Dame Carolyn Fairbairn	DAFÜR	DAFÜR		✓ 99.1%
4(h)	Re-elect Mr. James Forese	DAFÜR	DAFÜR		✓ 99.9%
4(i)	Re-elect Mr. Steven Craig Guggenheimer	DAFÜR	DAFÜR		✓ 99.9%
4(j)	Re-elect Dr. José Antonio Meade Kuribreña	DAFÜR	DAFÜR		✓ 99.9%
4(k)	Re-elect Ms. Kalpana Morparia	DAFÜR	DAFÜR		✓ 98.1%
4(l)	Re-elect Ms. Eileen K. Murray	DAFÜR	DAFÜR		✓ 99.9%
4(m)	Re-elect Mr. Noel Quinn	DAFÜR	DAFÜR		✓ 83.9%
4(n)	Re-elect Mr. Mark Tucker	DAFÜR	DAFÜR		✓ 99.8%
5	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR		✓ 99.2%
6	Auditor's remuneration	DAFÜR	DAFÜR		✓ 99.5%
7	Political donations	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds Ethos' guidelines.	✓ 96.9%
8	General authority to allot shares	DAFÜR	DAFÜR		✓ 95.3%
9	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 98.5%
10	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR		✓ 97.5%
11	Addition of any repurchased shares to general authority to allot shares	DAFÜR	DAFÜR		✓ 98.5%
12	Market purchase of own shares	DAFÜR	DAFÜR		✓ 99.2%
13	Off-market purchase of own shares	DAFÜR	DAFÜR		✓ 99.2%
14	Authority to issue Regulatory Capital Convertible Instruments	DAFÜR	DAFÜR		✓ 98.2%

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No.	Traktanden	Board	Ethos		Resultat	
15	Disapplication of pre-emption rights in relation to issuances of SII Instruments	DAFÜR		DAFÜR	✓	98.0%
16	Authority to call general meetings on short notice	DAFÜR	●	DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓	95.4%
17	Shareholder proposal: Midland Clawback Campaign	DAGEGEN		DAGEGEN	✗	4.2%

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the individual and consolidated accounts	DAFÜR	DAFÜR		✓ 99.8%
2	Approval of the individual and consolidated director's reports	DAFÜR	DAFÜR		✓ 99.9%
3	Approval of the non-financial information statement	DAFÜR	DAFÜR		✓ 99.7%
4	Discharge the Board	DAFÜR	DAFÜR		✓ 99.0%
5	Re-elect KPMG as auditors	DAFÜR	DAFÜR		✓ 99.4%
6	Amendment of the Bylaws: differentiate the references to "Iberdrola, S.A." and the "Iberdrola Group"	DAFÜR	DAFÜR		✓ 99.9%
7	Amendment of the Bylaws: strengthen the continuous and ongoing engagement of the shareholders in company life and to encourage their effective and sustainable involvement in the Company	DAFÜR	DAFÜR		✓ 99.8%
8	Amendment of the Regulations for the General Shareholders' Meeting: revision of the rules governing attendance at the General Shareholders' Meeting	DAFÜR	• DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 99.6%
9	Approval of the remuneration policy	DAFÜR	• DAGEGEN	The remuneration of the executive chair and of the non-executive board members is excessive.	✓ 95.6%
10	Approval and payment of an engagement dividend	DAFÜR	DAFÜR		✓ 99.7%
11	Allocation of profit and payment of a dividend	DAFÜR	DAFÜR		✓ 99.6%
12	First share capital increase	DAFÜR	DAFÜR		✓ 99.6%
13	Second share capital increase	DAFÜR	DAFÜR		✓ 99.6%
14	Reduction of the share capital	DAFÜR	DAFÜR		✓ 99.2%
15	Advisory vote on the remuneration report	DAFÜR	• DAGEGEN	Excessive total remuneration.	✓ 92.5%
Elections to the board of directors					
16	Re-elect Ms. Nicola Mary Brewer	DAFÜR	DAFÜR		✓ 99.4%
17	Re-elect Ms. Regina Helena Jorge Nunes	DAFÜR	DAFÜR		✓ 99.5%
18	Re-elect Mr. Iñigo Victor de Oriol Ibarra	DAFÜR	• DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.6%
19	Setting the number of Directors at 14	DAFÜR	DAFÜR		✓ 99.8%
20	Increase share capital	DAFÜR	DAFÜR		✓ 92.4%
21	Authorization to issue convertible securities with a maximum limit of €5 billion	DAFÜR	DAFÜR		✓ 94.7%

Iberdrola

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No.	Traktanden	Board	Ethos	Resultat
22	Delegation of powers	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos		Resultat	
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓	100.0%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive fixed remuneration.	✓	97.7%
3	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓	95.5%
4	Final dividend	DAFÜR	DAFÜR		✓	100.0%
	Elections to the board of directors					
5	Re-elect Ms. Thérèse Esperdy	DAFÜR	DAFÜR		✓	97.8%
6	Re-elect Mr. Stefan Bomhard	DAFÜR	DAFÜR		✓	99.7%
7	Re-elect Ms. Susan Clark	DAFÜR	DAFÜR		✓	99.0%
8	Re-elect Ms. Diane de Saint Victor	DAFÜR	DAFÜR		✓	99.3%
9	Re-elect Ms. Ngozi Edozien	DAFÜR	DAFÜR		✓	99.3%
10	Re-elect Mr. Alan Johnson	DAFÜR	DAFÜR		✓	99.3%
11	Re-elect Mr. Robert Kunze-Concewitz	DAFÜR	DAFÜR		✓	99.7%
12	Re-elect Mr. Lukas Paravicini	DAFÜR	DAFÜR		✓	99.5%
13	Re-elect Mr. Jon Stanton	DAFÜR	DAFÜR		✓	99.7%
14	Elect Mr. Andrew Gilchrist	DAFÜR	DAFÜR		✓	99.9%
15	Re-appoint Ernst & Young as auditor	DAFÜR	DAFÜR		✓	99.6%
16	Auditor's remuneration	DAFÜR	DAFÜR		✓	100.0%
17	Political donations	DAFÜR	DAFÜR		✓	99.5%
18	Authority to allot shares	DAFÜR	DAFÜR		✓	99.6%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓	99.5%
20	Purchase of own shares	DAFÜR	DAFÜR		✓	99.6%
21	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓	96.6%

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	<div> <div></div> DAGEGEN </div> A 15-day notice is insufficient for shareholders to vote in an informed manner.	<div> <div></div> 95.4% </div>
10	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	<div> <div></div> 100.0% </div>

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.8%
3.1	Approve Discharge of Management Board member Jochen Hanebeck (CEO)	DAFÜR	DAFÜR	✓ 97.3%
3.2	Approve Discharge of Management Board member Constanze Hufenbecher	DAFÜR	DAFÜR	✓ 97.3%
3.3	Approve Discharge of Management Board member Dr. Sven Schneider	DAFÜR	DAFÜR	✓ 97.3%
3.4	Approve Discharge of Management Board member Andreas Urschitz	DAFÜR	DAFÜR	✓ 97.3%
3.5	Approve Discharge of Management Board member Dr. Rutger Wijburg	DAFÜR	DAFÜR	✓ 97.3%
4.1	Approve Discharge of Supervisory Board member Dr. Herbert Diess (member and Chair since 16 February 2023)	DAFÜR	DAFÜR	✓ 96.8%
4.2	Approve Discharge of Supervisory Board member Xiaoqun Clever- Steg	DAFÜR	DAFÜR	✓ 97.3%
4.3	Approve Discharge of Supervisory Board member Johann Dechant (Vice Chair)	DAFÜR	DAFÜR	✓ 97.3%
4.4	Approve Discharge of Supervisory Board member Dr. Wolfgang Eder (Chair and member until 16 February 2023)	DAFÜR	DAFÜR	✓ 97.3%
4.5	Approve Discharge of Supervisory Board member Dr. Friedrich Eichiner	DAFÜR	DAFÜR	✓ 96.8%
4.6	Approve Discharge of Supervisory Board member Annette Engelfried	DAFÜR	DAFÜR	✓ 97.3%
4.7	Approve Discharge of Supervisory Board member Peter Gruber	DAFÜR	DAFÜR	✓ 97.3%
4.8	Approve Discharge of Supervisory Board member Klaus Helmrich (member since 16 February 2023)	DAFÜR	DAFÜR	✓ 97.3%
4.9	Approve Discharge of Supervisory Board member Hans-Ulrich Holdenried (member until 16 February 2023)	DAFÜR	DAFÜR	✓ 97.3%
4.10	Approve Discharge of Supervisory Board member Dr. Susanne Lachenmann	DAFÜR	DAFÜR	✓ 97.3%
4.11	Approve Discharge of Supervisory Board member Géraldine Picaud (member until 2 February 2023)	DAFÜR	DAFÜR	✓ 97.3%

No.	Traktanden	Board	Ethos	Resultat
4.12	Approve Discharge of Supervisory Board member Dr. Manfred Puffer	DAFÜR	DAFÜR	✓ 97.3%
4.13	Approve Discharge of Supervisory Board member Melanie Riedl	DAFÜR	DAFÜR	✓ 97.3%
4.14	Approve Discharge of Supervisory Board member Jürgen Scholz	DAFÜR	DAFÜR	✓ 97.3%
4.15	Approve Discharge of Supervisory Board member Dr. Ulrich Spiesshofer	DAFÜR	DAFÜR	✓ 97.3%
4.16	Approve Discharge of Supervisory Board member Margret Suckale	DAFÜR	DAFÜR	✓ 97.3%
4.17	Approve Discharge of Supervisory Board member Mirco Synde	DAFÜR	DAFÜR	✓ 97.3%
4.18	Approve Discharge of Supervisory Board member Diana Vitale	DAFÜR	DAFÜR	✓ 97.3%
4.19	Approve Discharge of Supervisory Board member Ute Wolf (member since 22 April 2023)	DAFÜR	DAFÜR	✓ 97.3%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.0%
	Board main features			
6.1	Elections to the Supervisory Board: Ute Wolf	DAFÜR	DAFÜR	✓ 89.3%
6.2	Elections to the Supervisory Board: Prof. Dr. Hermann Eul	DAFÜR	DAFÜR	✓ 99.4%
7	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 99.0%
8	Approve the creation of a new Authorised Capital 2024/I, the cancellation of the existing Authorised Capital 2020/I and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 94.9%
9	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024/I as well as related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 95.1%
10	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 93.6%

No.	Traktanden	Board	Ethos		Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2a.	Report of the executive board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2b.	Report of the supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2c.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2d.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR		✓ 95.4%
2e.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 99.7%
3a.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
3b.	Approve allocation of income	DAFÜR	DAFÜR		✓ 100.0%
4a.	Discharge of executive board	DAFÜR	DAFÜR		✓ 97.6%
4b.	Discharge of supervisory board	DAFÜR	DAFÜR		✓ 97.3%
5.	Election of auditor	DAFÜR	DAFÜR		✓ 100.0%
6a.	Approve remuneration policy (binding vote)	DAFÜR	DAFÜR		✓ 95.3%
6b.	Approve remuneration policy of the supervisory board (binding vote)	DAFÜR	DAFÜR		✓ 97.9%
7.	Composition of the supervisory board				
7a.	Re-elect Mr. Juan Colombás	DAFÜR	DAFÜR		✓ 91.2%
7b.	Re-elect Mr. Herman Hulst	DAFÜR	DAFÜR		✓ 90.7%
7c.	Re-elect Mr. Harold Naus	DAFÜR	DAFÜR		✓ 90.9%
8a.	Authorisation to issue shares	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.	✓ 95.5%
8b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR		✓ 97.8%
9.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital.	✓ 98.2%
10.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	Concerns over the company's proposal to cancel 20% of its share capital.	✓ 99.3%

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.	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 ABSTIM-MUNG	OHNE ABSTIM-MUNG		
7.	Address by the CEO	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG		
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	<div> <div>●</div> DAGEGEN </div> <p>The information provided on the performance targets is insufficient.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓
18a.	Approve share-related incentive plan for employees within the parent company (Investor AB)	DAFÜR	<div> <div>●</div> DAGEGEN </div> <p>Potential excessive awards.</p> <p>Performance targets are not sufficiently challenging.</p>	✓
18b.	Approve share-related incentive plan for employees within subsidiary Patricia Industries	DAFÜR	<div> <div>●</div> DAGEGEN </div> <p>Performance targets are not sufficiently challenging.</p>	✓
19a.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
19b.	Authorisation to transfer own shares in connection with the share-related incentive plan 2024	DAFÜR	<div> <div>●</div> DAGEGEN </div> <p>Performance targets are not sufficiently challenging.</p>	✓
20.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 100.0%
	Elections to the board of directors				
4	Ratify the co-optation of Ms. Maureen Chiquet	DAFÜR	DAFÜR		✓ 99.0%
5	Re-elect Mr. Jean-Pierre Denis	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.0%
6	Elect Ms. Rachel Duan	DAFÜR	DAFÜR		✓ 94.6%
7	Elect Ms. Giovanna Melandri	DAFÜR	DAFÜR		✓ 100.0%
8	Elect Mr. Dominique d'Hinnin	DAFÜR	DAFÜR		✓ 95.6%
9	Ratify Deloitte as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 98.9%
10	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 99.7%
11	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	A director receives consultancy fees under a relationship agreement.	✓ 87.6%
12	Approve the remuneration report	DAFÜR	DAFÜR		✓ 99.4%
13	Approve the 2023 remuneration of Mr. François-Henri Pinault, chair and CEO	DAFÜR	DAFÜR		✓ 97.4%
14	Approve the 2023 remuneration of Mr. Jean-François Palus, Deputy CEO until 3 October 2023	DAFÜR	DAFÜR		✓ 99.2%
15	Approve the remuneration policy of Mr. François-Henri Pinault, chair and CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 95.3%
16	Approve the remuneration policy of directors	DAFÜR	DAFÜR		✓ 99.9%
17	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The repurchase price is too high.	✓ 99.8%
18	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 83.5%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR		✓ 99.3%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR		✓ 99.3%
21	Delegation of powers for the completion of formalities	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	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 100.0%
4	Ratify Mazars as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 99.8%
5	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 98.6%
6	Approve the remuneration report	DAFÜR	DAFÜR		✓ 96.1%
7	Approve the 2023 remuneration of Ms. Angeles Garcia-Poveda, chair	DAFÜR	DAFÜR		✓ 99.9%
8	Approve the 2023 remuneration of Mr. Benoît Coquart, CEO	DAFÜR	DAFÜR		✓ 97.6%
9	Approve the remuneration policy of Ms. Angeles Garcia-Poveda, chair	DAFÜR	DAFÜR		✓ 99.9%
10	Approve the remuneration policy of Mr. Benoît Coquart, CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 98.2%
11	Approve the remuneration policy of directors	DAFÜR	DAFÜR		✓ 99.2%
12	Approve the maximum amount to be allocated to directors	DAFÜR	DAFÜR		✓ 99.3%
Elections to the board of directors					
13	Re-elect Mr. Jean-Marc Chéry	DAFÜR	DAFÜR		✓ 100.0%
14	Elect Ms. Rekha Mehrotra Menon	DAFÜR	DAFÜR		✓ 99.5%
15	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR		✓ 99.6%
16	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.7%
17	Approve distribution of performance shares	DAFÜR	DAFÜR		✓ 96.8%
18	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR		✓ 96.3%
19	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	● DAGEGEN	The potential maximum discount exceeds market practice.	✓ 97.1%
20	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	● DAGEGEN	The potential maximum discount exceeds market practice.	✓ 94.7%
21	"Green shoe" authorisation to issue shares with or without pre-emptive rights	DAFÜR	DAFÜR		✓ 91.8%

No.	Traktanden	Board	Ethos	Resultat
22	Authorisation to increase the share capital through transfer of reserves	DAFÜR	DAFÜR	✓ 99.7%
23	Authorisation to issue shares reserved for employees (share ownership plan)	DAFÜR	DAFÜR	✓ 98.0%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 98.1%
25	Determination of the overall limit for capital increases with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 99.9%
26	Amend Articles of Association: directors' terms of office	DAFÜR	DAFÜR	✓ 99.9%
27	Amend Articles of Association: legislative change	DAFÜR	DAFÜR	✓ 100.0%
28	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

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	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 100.0%
2	Final dividend	DAFÜR	DAFÜR		✓ 100.0%
3	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.	✓ 97.5%
4	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 89.0%
Elections to the board of directors					
5	Re-elect Mr. Dominic Blakemore	DAFÜR	DAFÜR		✓ 98.0%
6	Re-elect Mr. Martin Brand	DAFÜR	DAFÜR		✓ 95.7%
7	Re-elect Ms. Kathleen DeRose	DAFÜR	DAFÜR		✓ 98.1%
8	Re-elect Ms. Tsega Gebreyes	DAFÜR	DAFÜR		✓ 98.3%
9	Re-elect Mr. Scott Guthrie	DAFÜR	DAFÜR		✓ 96.1%
10	Re-elect Baroness Cressida Hogg CBE	DAFÜR	DAFÜR		✓ 98.3%
11	Re-elect Ms. Val Rahmani	DAFÜR	DAFÜR		✓ 98.3%
12	Re-elect Mr. Don Robert	DAFÜR	DAFÜR		✓ 95.8%
13	Re-elect Mr. David Schwimmer	DAFÜR	DAFÜR		✓ 99.1%
14	Re-elect Mr. William Vereker	DAFÜR	DAFÜR		✓ 97.8%
15	Elect Mr. Michel-Alain Proch	DAFÜR	DAFÜR		✓ 98.6%
16	Appoint Deloitte as auditors	DAFÜR	DAFÜR		✓ 99.8%
17	Auditor's remuneration	DAFÜR	DAFÜR		✓ 100.0%
18	General authority to allot shares	DAFÜR	DAFÜR		✓ 96.6%
19	Political donations	DAFÜR	DAFÜR		✓ 98.8%
20	Adopt London Stock Exchange Group Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 96.1%
21	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 94.6%
22	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR		✓ 93.5%
23	Market 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.	✓ 99.1%
24	Off-market purchase of own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.6%
25	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.9%

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	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	<div>Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.</div> <div>✓ 82.3%</div>
Elections to the board of directors				
5	Re-elect Mr. Antoine Arnault	DAFÜR	● DAGEGEN	<div>Executive director. The board is not sufficiently independent.</div> <div>The number of executives on the board exceeds market practice.</div> <div>✓ 92.6%</div>
6	Elect Mr. Henri de Castries	DAFÜR	DAFÜR	✓ 99.9%
7	Elect Mr. Alexandre Arnault	DAFÜR	● DAGEGEN	<div>Executive director. The board is not sufficiently independent.</div> <div>The number of executives on the board exceeds market practice.</div> <div>✓ 93.4%</div>
8	Elect Mr. Frédéric Arnault	DAFÜR	● DAGEGEN	<div>Executive director. The board is not sufficiently independent.</div> <div>The number of executives on the board exceeds market practice.</div> <div>✓ 93.4%</div>
9	Ratify Deloitte as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.9%
10	Approve the remuneration report	DAFÜR	● DAGEGEN	<div>The information provided is insufficient.</div> <div>✓ 83.4%</div>
11	Approve the 2023 remuneration of Mr. Bernard Arnault, chair and CEO	DAFÜR	● DAGEGEN	<div>The pay-for-performance connection is not demonstrated.</div> <div>Excessive total remuneration.</div> <div>Excessive variable remuneration.</div> <div>✓ 83.0%</div>
12	Approve the 2023 remuneration of Mr. Antonio Belloni, group managing director	DAFÜR	● DAGEGEN	<div>The pay-for-performance connection is not demonstrated.</div> <div>Excessive total remuneration.</div> <div>Excessive fixed remuneration.</div> <div>✓ 82.9%</div>
13	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
14	Approve the remuneration policy of Mr. Bernard Arnault, chair and CEO	DAFÜR	● DAGEGEN	<div>The potential variable remuneration exceeds our guidelines.</div> <div>✓ 81.1%</div>
15	Approve the remuneration policy of Mr. Antonio Belloni, group managing director	DAFÜR	● DAGEGEN	<div>The potential variable remuneration exceeds our guidelines.</div> <div>✓ 81.0%</div>

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No.	Traktanden	Board	Ethos		Resultat
16	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR		✓ 99.8%
17	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 100.0%
18	Approve distribution of performance shares	DAFÜR	● DAGEGEN	No individual caps are disclosed.	✓ 84.5%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR		✓ 99.7%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR		✓ 99.7%

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	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	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. Joachim Wenning (CEO)	DAFÜR	DAFÜR	✓ 96.5%
3.2	Approve Discharge of Management Board member Dr. Thomas Blunck	DAFÜR	DAFÜR	✓ 96.5%
3.3	Approve Discharge of Management Board member Nicholas Gartside	DAFÜR	DAFÜR	✓ 96.5%
3.4	Approve Discharge of Management Board member Stefan Golling	DAFÜR	DAFÜR	✓ 96.5%
3.5	Approve Discharge of Management Board member Dr. Christoph Jurecka	DAFÜR	DAFÜR	✓ 96.5%
3.6	Approve Discharge of Management Board member Dr. Achim Kassow	DAFÜR	DAFÜR	✓ 96.5%
3.7	Approve Discharge of Management Board member Michael Kerner	DAFÜR	DAFÜR	✓ 96.5%
3.8	Approve Discharge of Management Board member Clarisse Kopff	DAFÜR	DAFÜR	✓ 96.5%
3.9	Approve Discharge of Management Board member Mari- Lizette Malherbe	DAFÜR	DAFÜR	✓ 96.5%
3.10	Approve Discharge of Management Board member Dr. Markus Rieß	DAFÜR	DAFÜR	✓ 96.5%
4.1	Approve Discharge of Supervisory Board Dr. Nikolaus von Bomhard (Chair)	DAFÜR	DAFÜR	✓ 99.7%
4.2	Approve Discharge of Supervisory Board Anne Horstmann (Vice Chair)	DAFÜR	DAFÜR	✓ 99.7%
4.3	Approve Discharge of Supervisory Board Prof. Dr. Dr. Ann-Kristin Achleitner	DAFÜR	DAFÜR	✓ 99.5%
4.4	Approve Discharge of Supervisory Board Clement B. Booth	DAFÜR	DAFÜR	✓ 99.7%
4.5	Approve Discharge of Supervisory Board Ruth Brown	DAFÜR	DAFÜR	✓ 99.7%
4.6	Approve Discharge of Supervisory Board Stephan Eberl	DAFÜR	DAFÜR	✓ 99.7%
4.7	Approve Discharge of Supervisory Board Frank Fassin	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos		Resultat
4.8	Approve Discharge of Supervisory Board Prof. Dr. Ursula Gather	DAFÜR	DAFÜR		✓ 99.7%
4.9	Approve Discharge of Supervisory Board Gerd Häusler	DAFÜR	DAFÜR		✓ 99.7%
4.10	Approve Discharge of Supervisory Board Angelika Judith Herzog	DAFÜR	DAFÜR		✓ 99.7%
4.11	Approve Discharge of Supervisory Board Renata Jungo Brüngger	DAFÜR	DAFÜR		✓ 99.7%
4.12	Approve Discharge of Supervisory Board Stefan Kaindl	DAFÜR	DAFÜR		✓ 97.1%
4.13	Approve Discharge of Supervisory Board Dr. Carinne Knoche-Brouillon	DAFÜR	DAFÜR		✓ 99.7%
4.14	Approve Discharge of Supervisory Board Gabriele Mücke	DAFÜR	DAFÜR		✓ 99.6%
4.15	Approve Discharge of Supervisory Board Ulrich Plottke	DAFÜR	DAFÜR		✓ 97.1%
4.16	Approve Discharge of Supervisory Board Manfred Rassy	DAFÜR	DAFÜR		✓ 99.7%
4.17	Approve Discharge of Supervisory Board Carsten Spohr	DAFÜR	DAFÜR		✓ 99.5%
4.18	Approve Discharge of Supervisory Board Karl-Heinz Streibich	DAFÜR	DAFÜR		✓ 99.7%
4.19	Approve Discharge of Supervisory Board Markus Wagner	DAFÜR	DAFÜR		✓ 99.7%
4.20	Approve Discharge of Supervisory Board Dr. Maximilian Zimmerer	DAFÜR	DAFÜR		✓ 99.7%
5.1	Appoint the Auditors for the annual and consolidated financial statements	DAFÜR	● DAGEGEN	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election.	✓ 99.3%
5.2	Appoint the Auditors for the sustainability reporting	DAFÜR	● DAGEGEN	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election.	✓ 99.0%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	The base salary of the CEO significantly exceeds the peer group median.	✓ 88.5%
Board main features					
7.1	Elections to the Supervisory Board: Dr. Nikolaus von Bomhard	DAFÜR	DAFÜR		✓ 72.5%
7.2	Elections to the Supervisory Board: Clement B. Booth	DAFÜR	DAFÜR		✓ 99.1%
7.3	Elections to the Supervisory Board: Dr. Roland Busch	DAFÜR	DAFÜR		✓ 96.2%
7.4	Elections to the Supervisory Board: Julia Jäkel	DAFÜR	DAFÜR		✓ 99.3%
7.5	Elections to the Supervisory Board: Renata Jungo Brüngger	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 90.0%

No.	Traktanden	Board	Ethos		Resultat
7.6	Elections to the Supervisory Board: Dr. Carinne Knoche-Brouillon	DAFÜR	DAFÜR		✓ 99.3%
7.7	Elections to the Supervisory Board: Dr. Victoria E. Ossadnik	DAFÜR	• DAGEGEN	Concerns over the director's time commitments.	✓ 94.6%
7.8	Elections to the Supervisory Board: Carsten Spohr	DAFÜR	DAFÜR		✓ 99.0%
7.9	Elections to the Supervisory Board: Prof. Dr. Jens Weidmann	DAFÜR	DAFÜR		✓ 99.7%
7.10	Elections to the Supervisory Board: Dr. Maximilian Zimmerer	DAFÜR	DAFÜR		✓ 99.1%
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	• DAGEGEN	The chair's remuneration under the amended system as excessive.	✓ 97.6%
9	Authorise Share Repurchase	DAFÜR	DAFÜR		✓ 95.8%

No.	Traktanden	Board	Ethos		Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.6%
2	Final dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.	✓ 99.9%
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	Excessive total remuneration. Excessive variable remuneration.	✓ 96.7%
17	Climate Transition Plan	DAFÜR	DAFÜR		✓ 98.9%
18	Political donations	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.	✓ 98.4%
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	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.5%
23	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.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.	Calling the meeting to order	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
4.	Recording the legality of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
5.	Recording the attendance at the Meeting and adoption of the list of votes	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
7.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 100.0%
8.	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 100.0%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	DAFÜR		✓ 99.4%
10.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR		✓ 96.7%
11.	Approve remuneration policy (advisory vote)	DAFÜR	DAFÜR		✓ 95.8%
12.	Approve directors' fees	DAFÜR	● DAGEGEN	The chair's remuneration is considered excessive.	✓ 99.5%
13.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR		✓ 100.0%
14.	Composition of the board of directors				
14a.	Re-elect Mr. Stephen Hester	DAFÜR	DAFÜR		✓ 95.4%
14b.	Re-elect Ms. Petra van Hoeken	DAFÜR	DAFÜR		✓ 99.8%
14c.	Re-elect Mr. Johan Maltby	DAFÜR	DAFÜR		✓ 97.9%
14d.	Re-elect Mr. Risto Murto	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.7%
14e.	Re-elect Ms. Lene Skole	DAFÜR	DAFÜR		✓ 99.3%
14f.	Re-elect Mr. Per Strömberg	DAFÜR	DAFÜR		✓ 99.8%
14g.	Re-elect Mr. Jonas Synnergren	DAFÜR	DAFÜR		✓ 99.8%
14h.	Re-elect Ms. Arja Talma	DAFÜR	DAFÜR		✓ 97.0%
14i.	Re-elect Ms. Kjersti Wiklund	DAFÜR	DAFÜR		✓ 99.8%
14j.	Elect Mr. Lars Rohde	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
15.	Approve auditors' fees: statutory audit	DAFÜR	DAFÜR	✓ 100.0%
16.	Election of auditor: statutory audit	DAFÜR	DAFÜR	✓ 99.9%
17.	Approve auditors' fees: sustainability reporting	DAFÜR	DAFÜR	✓ 100.0%
18.	Election of auditor: sustainability reporting	DAFÜR	DAFÜR	✓ 99.9%
19.	Authorisation to issue convertible Tier 1 capital instruments	DAFÜR	DAFÜR	✓ 99.8%
20.	Authorisation to repurchase own shares in the securities trading business	DAFÜR	DAFÜR	✓ 99.9%
21.	Authorisation to transfer own shares in the securities trading business	DAFÜR	DAFÜR	✓ 99.4%
22.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.3%
23.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.6%
24.	Shareholder proposal: To stop financing fossil companies that expand extraction and lack robust fossil phase-out plans in line with 1.5 degrees and to amend article 4 of the articles of association	DAGEGEN	• DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 3.9%
25.	Closing of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the company's activities	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
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	● ENTHAL-TUNG	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. Concerns over the director's time commitments. ✓ 96.3% *
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	● ENTHAL-TUNG	Concerns over the director's time commitments. ✓ 95.3% *
7.	Election of auditor	DAFÜR	● ENTHAL-TUNG	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	Report of the board of directors on the past financial year	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
2	Report on corporate governance	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
3	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.
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. Angelien 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	<div> <div></div> DAGEGEN </div> <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>	<div> <div></div> 95.4% </div>
15	Reduce share capital via cancellation of shares	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The share capital reduction is linked to a share repurchase programme that is not acceptable.</p>	<div> <div></div> 99.9% </div>
16	Voting results	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
17	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos		Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.5%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 92.3%
Elections to the board of directors					
3	Elect Mr. Mark Saunders	DAFÜR	DAFÜR		✓ 99.9%
4	Re-elect Ms. Shriti Vadera	DAFÜR	DAFÜR		✓ 97.5%
5	Re-elect Mr. Anil Wadhvani	DAFÜR	DAFÜR		✓ 99.9%
6	Re-elect Mr. Jeremy Anderson CBE	DAFÜR	DAFÜR		✓ 99.9%
7	Re-elect Mr. Arijit Basu	DAFÜR	DAFÜR		✓ 99.9%
8	Re-elect Ms. Chua Sock Koong	DAFÜR	DAFÜR		✓ 96.9%
9	Re-elect Mr. Ming Lu	DAFÜR	DAFÜR		✓ 96.0%
10	Re-elect Mr. George Sartorel	DAFÜR	DAFÜR		✓ 99.8%
11	Re-elect Dr. Claudia Süßmuth Dyckerhoff	DAFÜR	DAFÜR		✓ 99.1%
12	Re-elect Ms. Jeanette Wong	DAFÜR	DAFÜR		✓ 99.8%
13	Re-elect Ms. Amy Yok Tak Yip	DAFÜR	DAFÜR		✓ 99.9%
14	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR		✓ 98.1%
15	Auditor's remuneration	DAFÜR	DAFÜR		✓ 98.9%
16	Political donations	DAFÜR	DAFÜR		✓ 98.6%
17	General authority to allot shares	DAFÜR	DAFÜR		✓ 92.6%
18	Extension of authority to allot ordinary shares to include repurchased shares	DAFÜR	DAFÜR		✓ 95.6%
19	Authority to allot preference shares	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. The proposal goes against the "one share, one vote" principle.	✓ 98.9%
20	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 96.3%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR		✓ 95.4%
22	Purchase of own shares	DAFÜR	● DAGEGEN	The share repurchase replaces part of the dividend in cash.	✓ 98.9%
23	Authority to offer scrip dividend	DAFÜR	DAFÜR		✓ 99.2%
24	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.5%

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	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
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.6%
2	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 97.3%
3	Remuneration report (UK advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 97.3%
4	Remuneration report (Australian advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 97.2%
5	Increase to non-executive directors' fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is not justified.	✓ 99.4%
Elections to the board of directors					
6	Elect Dean Dalla Valle	DAFÜR	DAFÜR		✓ 99.1%
7	Elect Ms. Susan Lloyd-Hurwitz	DAFÜR	DAFÜR		✓ 99.7%
8	Elect Ms. Martina Merz	DAFÜR	DAFÜR		✓ 99.9%
9	Elect Mr. James O'Rourke	DAFÜR	DAFÜR		✓ 99.4%
10	Re-elect Mr. Dominic Barton	DAFÜR	DAFÜR		✓ 95.9%
11	Re-elect Mr. Peter Cunningham	DAFÜR	DAFÜR		✓ 99.1%
12	Re-elect Mr. Simon Henry	DAFÜR	DAFÜR		✓ 97.6%
13	Re-elect Ms. Kaisa H. Hietala	DAFÜR	DAFÜR		✓ 97.4%
14	Re-elect Mr. Samuel William Laidlaw	DAFÜR	DAFÜR		✓ 96.9%
15	Re-elect Ms. Jennifer Nason	DAFÜR	DAFÜR		✓ 97.9%
16	Re-elect Mr. Jakob Stausholm	DAFÜR	DAFÜR		✓ 98.7%
17	Re-elect Prof. Dr. Ngaire Woods CBE	DAFÜR	DAFÜR		✓ 97.3%
18	Re-elect Mr. Ben Wyatt	DAFÜR	DAFÜR		✓ 98.2%
19	Re-appoint KPMG as auditors	DAFÜR	DAFÜR		✓ 99.6%
20	Auditor's remuneration	DAFÜR	DAFÜR		✓ 99.9%
21	Political donations	DAFÜR	DAFÜR		✓ 98.9%
22	Amendments to Rio Tinto Limited's Constitution	DAFÜR	DAFÜR		✓ 99.9%
23	General authority to allot shares	DAFÜR	DAFÜR		✓ 97.4%
24	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 99.1%
25	Purchase of own shares	DAFÜR	DAFÜR		✓ 79.6%
26	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.0%

No.	Traktanden	Board	Ethos		Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR		✓ 99.8%
2	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines.	✓ 95.6%
3	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive total remuneration and no long-term incentive plans.	✓ 98.0%
Elections to the board of directors					
4	Re-elect Dame Anita Frew DBE	DAFÜR	DAFÜR		✓ 96.4%
5	Re-elect Mr. Tufan Erginbilgic	DAFÜR	DAFÜR		✓ 99.9%
6	Elect Ms. Helen McCabe	DAFÜR	DAFÜR		✓ 99.8%
7	Re-elect Mr. George Culmer	DAFÜR	DAFÜR		✓ 98.8%
8	Elect Ms. Birgit A. Behrendt	DAFÜR	DAFÜR		✓ 98.0%
9	Elect Mr. Stuart Bradie	DAFÜR	DAFÜR		✓ 98.9%
10	Elect Mr. Paulo Cesar de Souza e Silva	DAFÜR	DAFÜR		✓ 100.0%
11	Re-elect Lord Jitesh Gadhia	DAFÜR	DAFÜR		✓ 95.2%
12	Re-elect Ms. Beverly Goulet	DAFÜR	DAFÜR		✓ 98.8%
13	Re-elect Mr. Nick Luff	DAFÜR	DAFÜR		✓ 98.7%
14	Re-elect Ms. Wendy Mars	DAFÜR	● DAGEGEN	Chair of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 99.2%
15	Re-elect Dame Angela Strank	DAFÜR	DAFÜR		✓ 99.2%
16	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR		✓ 99.7%
17	Auditor's remuneration	DAFÜR	DAFÜR		✓ 100.0%
18	Political donations	DAFÜR	DAFÜR		✓ 98.8%
19	General authority to allot shares	DAFÜR	DAFÜR		✓ 96.2%
20	Rolls-Royce Global Employee Share Purchase Plan	DAFÜR	DAFÜR		✓ 100.0%
21	Rolls-Royce Long Term Incentive Plan	DAFÜR	● DAGEGEN	No individual caps are disclosed.	✓ 98.8%
22	Increase of non-executive directors' fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is not justified.	✓ 99.6%
23	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 98.9%
24	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.7%
25	Adoption of new Articles of Association	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Approve two new regulated agreements and the statutory auditors' special report on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 99.1%
Elections to the board of directors				
5	Re-elect Ms. Patricia Bellinger	DAFÜR	DAFÜR	✓ 98.7%
6	Elect Ms. Pascale Dosda	DAFÜR	• DAGEGEN	Affiliated new nominee and the board size is excessive. ✓ 99.9%
7	Re-elect Ms. Anne Aubert	DAFÜR	DAFÜR	✓ 99.9%
8	Ratify Mazars as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.4%
9	Ratify Ernst & Young as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.4%
10	Approve the 2023 remuneration of Mr. Ross McInnes, chair	DAFÜR	DAFÜR	✓ 99.9%
11	Approve the 2023 remuneration of Mr. Olivier Andriès, CEO	DAFÜR	DAFÜR	✓ 99.5%
12	Approve the remuneration report	DAFÜR	DAFÜR	✓ 99.4%
13	Approve the remuneration policy of Mr. Ross McInnes, chair	DAFÜR	DAFÜR	✓ 77.0%
14	Approve the remuneration policy of Mr. Olivier Andriès, CEO	DAFÜR	DAFÜR	✓ 98.1%
15	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
16	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR	✓ 99.9%
17	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 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%

Sanofi

30.04.2024

MIX

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.	✓ 95.5%
				Concerns over the director's time commitments.	
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	The information provided is insufficient. Concerns over the remuneration of the chair and other board members.	✓ 94.8%
8	Approve the 2023 remuneration of Mr. Jean Pascale Tricoire, chair/CEO until 3 May 2023	DAFÜR	• DAGEGEN	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.	✓ 85.9%
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	Excessive total remuneration.	✓ 97.1%
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	Excessive total remuneration.	✓ 97.6%
13	Approve the remuneration policy of directors	DAFÜR	• DAGEGEN	The remuneration of the lead director is excessive and not justified.	✓ 96.3%
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%

Schneider Electric

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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%

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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	Opening	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG			
2.a	Report of the Board of Directors for the financial year 2023	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG			
2.b	Policy on additions to reserves and on dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG			
2.c	Corporate Governance Chapter of the Annual Report 2023	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG			
2.d	Remuneration Report 2023 (advisory voting)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓	70.2%
2.e	Adoption of the Annual Accounts 2023	DAFÜR	DAFÜR		✓	99.3%
2.f	Approval of 2023 dividend	DAFÜR	DAFÜR		✓	100.0%
2.g	Granting of discharge to the directors in respect of the performance of their duties during the financial year 2023	DAFÜR	● DAGEGEN	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓	95.8%
3	Appointment of Ms. Claudia Parzani as Non-Executive Director	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓	99.9%
4.a	Authorization to issue common shares and to grant rights to subscribe for common shares	DAFÜR	DAFÜR		✓	98.3%
4.b	Authorization to limit or exclude pre-emptive rights	DAFÜR	DAFÜR		✓	98.1%
5	Authorization to purchase treasury shares	DAFÜR	DAFÜR		✓	98.9%
6.a	Authorization to cancel common shares held by the Company	DAFÜR	DAFÜR		✓	99.9%
6.b	Authorization to cancel all class B special voting shares held by the Company	DAFÜR	DAFÜR		✓	100.0%
7	Closing	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG			

No.	Traktanden	Board	Ethos			Resultat
1	Report of the Managing Board on the Company's 2023 financial year	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG			
2	Report on the Company's corporate governance structure and compliance with the updated Dutch Corporate Governance Code	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG			
3	Report of the Supervisory Board on the Company's 2023 financial year	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG			
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	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	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.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG			
2.	Report of the board of directors on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG			
3.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG			
4.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓	71.0%
5.	Adoption of the financial statements	DAFÜR	DAFÜR		✓	100.0%
6a.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG			
6b.	Approve allocation of income	DAFÜR	DAFÜR		✓	99.6%
7a.	Discharge of executive member(s) of the board of directors	DAFÜR	DAFÜR		✓	99.7%
7b.	Discharge of non-executive members of the board of directors	DAFÜR	● DAGEGEN	We have serious concerns over remuneration of the chairman.	✓	99.3%
8.	Re-elect Mr. Vincent Vallejo as CFO and executive member of the board of directors	DAFÜR	DAFÜR		✓	87.3%
9.	Composition of the supervisory board					
9a.	Re-elect Mr. William A. Ackman	DAFÜR	DAFÜR		✓	81.7%
9b.	Re-elect Ms. Cathia Lawson-Hall	DAFÜR	DAFÜR		✓	73.8%
9c.	Re-elect Cyrille Bolloré	DAFÜR	DAFÜR		✓	74.8%
9d.	Re-elect Mr. James Mitchell	DAFÜR	DAFÜR		✓	75.8%
9e.	Re-elect Mr. Manning Doherty	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board.	✓	81.3%
9f.	Re-elect Ms. Margaret Frerejean-Taittinger	DAFÜR	DAFÜR		✓	93.1%
9g.	Re-elect Ms. Nicole Avant	DAFÜR	DAFÜR		✓	96.0%
9h.	Elect Mr. Eric Sprunk	DAFÜR	DAFÜR		✓	99.4%
9i.	Elect Ms. Mandy Ginsberg	DAFÜR	DAFÜR		✓	99.6%
10a.	Approve remuneration policy of the non-executive directors (binding vote)	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the board's remuneration.	✓	98.3%
10b.	Adjustment of the remuneration fees of the non-executive directors (binding vote)	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive and not justified.	✓	98.0%
11a.	Authorisation to repurchase own shares	DAFÜR	DAFÜR		✓	99.7%
11b.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓	100.0%

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

No.	Traktanden	Board	Ethos		Resultat
1.	Report on the company's activities	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 99.3%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 99.8%
4.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 82.0%
5.	Approve directors' fees	DAFÜR	DAFÜR		✓ 98.2%
6.	Composition of the board of directors				
6a.	Re-elect Mr. Anders Runevad	DAFÜR	DAFÜR		✓ 72.1% *
6b.	Re-elect Ms. Eva Merete Søfelde Berneke	DAFÜR	● ENTHAL- TUNG	Concerns over the director's time commitments.	✓ 96.2% *
6c.	Re-elect Ms. Helle Thorning-Schmidt	DAFÜR	DAFÜR		✓ 97.3% *
6d.	Re-elect Mr. Karl-Henrik Sundström	DAFÜR	DAFÜR		✓ 94.6% *
6e.	Re-elect Ms. Lena Olving	DAFÜR	DAFÜR		✓ 98.2% *
6f.	Elect Mr. William (Bill) Fehrman	DAFÜR	DAFÜR		✓ 99.8% *
6g.	Elect Ms. Henriette Hallberg Thygesen	DAFÜR	DAFÜR		✓ 100.0% *
7.	Election of auditor	DAFÜR	DAFÜR		✓ 99.0% *
8.1.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. Concerns over the severance payments which are considered excessive.	✓ 81.7%
8.2.	Authorisation to repurchase own shares	DAFÜR	DAFÜR		✓ 96.5%
9.	To authorise the meeting chairperson	DAFÜR	DAFÜR		✓ 100.0%
10.	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	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	Elections to the board of directors				
4.1	Re-elect Mr. Benoît Bazin	DAFÜR	DAFÜR		✓ 99.3%
5	Elect PricewaterhouseCoopers as auditor in charge of certifying sustainability information	DAFÜR	DAFÜR		✓ 99.7%
6	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR		✓ 99.8%
7	Approve the remuneration policy of directors	DAFÜR	DAFÜR		✓ 99.9%
8	Approve the remuneration policy of the chair and CEO	DAFÜR	• DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 90.2%
9	Approve the remuneration report	DAFÜR	DAFÜR		✓ 95.1%
10	Approve the 2023 remuneration of Mr. Huillard, chair and CEO	DAFÜR	• DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 92.6%
11	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.9%
12	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR		✓ 99.3%
13	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR		✓ 99.3%
14	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos		Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.	Election of the chair of the meeting	DAFÜR	DAFÜR		✓
3.	Preparation and approval of the voting register	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
4.	Approval of the agenda	DAFÜR	DAFÜR		✓
5.	Election of persons to verify the minutes of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
6.	Determination whether the meeting has been duly convened	DAFÜR	DAFÜR		✓
7.	Adress by the chair of the board of directors and the CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
8.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
9.	Adoption of the financial statements	DAFÜR	DAFÜR		✓
10.	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓
11.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
11.1.	Discharge of Matti Alahuhta	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.2.	Discharge of Bo Annvik	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.3.	Discharge of Jan Carlson	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.4.	Discharge of Eric Elzvik	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.5.	Discharge of Martha Finn Brooks	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.6.	Discharge of Kurt Jofs	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.7.	Discharge of Martin Lundstedt	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.8.	Discharge of Kathryn V. Marinello	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.9.	Discharge of Martina Merz	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.10.	Discharge of Hanne de Mora	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.11.	Discharge of Helena Stjernholm	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.12.	Discharge of Carl-Henric Svanberg	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓

No.	Traktanden	Board	Ethos		Resultat
11.13.	Discharge of Lars Ask	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.14.	Discharge of Mats Henning	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.15.	Discharge of Mari Larsson	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.16.	Discharge of Urban Spännar	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.17.	Discharge of Danny Bilger	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.18.	Discharge of Camilla Johansson	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.19.	Discharge of Erik Svensson	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
11.20.	Discharge of the CEO	DAFÜR	● DAGEGEN	The voting results of the 2023 AGM are not disclosed.	✓
12.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR		✓
12.2.	Resolution on the number of deputy members of the board of directors to be appointed	DAFÜR	DAFÜR		✓
13.	Approve directors' fees	DAFÜR	● DAGEGEN	The remuneration of the chair is considered excessive.	✓
14.	Composition of the board of directors				
14.1.	Re-elect Mr. Matti Alahuhta	DAFÜR	DAFÜR		✓
14.2.	Re-elect Mr. Bo Annvik	DAFÜR	DAFÜR		✓
14.3.	Elect Mr. Pär Boman	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
14.4.	Re-elect Mr. Jan Carlson	DAFÜR	DAFÜR		✓
14.5.	Re-elect Mr. Eric Elzvik	DAFÜR	DAFÜR		✓
14.6.	Re-elect Ms. Martha Finn Brooks	DAFÜR	DAFÜR		✓
14.7.	Re-elect Mr. Kurt Jofs	DAFÜR	DAFÜR		✓
14.8.	Re-elect Mr. Martin Lundstedt	DAFÜR	DAFÜR		✓
14.9.	Re-elect Ms. Kathryn V. Marinello	DAFÜR	DAFÜR		✓
14.10.	Re-elect Ms. Martina Merz	DAFÜR	DAFÜR		✓
14.11.	Re-elect Ms. Helena Stjernholm	DAFÜR	DAFÜR		✓
15.	Elect the chair of the board of directors	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
16.	Approve auditors' fees	DAFÜR	DAFÜR		✓
17.	Election of auditor	DAFÜR	DAFÜR		✓
18.	Resolution on the nomination committee				
18.1.	Re-elect Mr. Fredrik Persson as chair of the nomination committee	DAFÜR	DAFÜR		✓

No.	Traktanden	Board	Ethos		Resultat
18.2.	Re-elect Mr. Anders Oscarsson as member of the nomination committee	DAFÜR	DAFÜR		✓
18.3.	Re-elect Mr. Carina Silberg as member of the nomination committee	DAFÜR	DAFÜR		✓
18.4.	Re-elect Mr. Anders Algotsson as member of the nomination committee	DAFÜR	DAFÜR		✓
18.5.	Elect the chair of the board of directors as member of the nomination committee	DAFÜR	DAFÜR		✓
19.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration.	✓

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation. ✓ 97.8%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 97.4%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 92.8%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
6	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 58.3%
7	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The information provided is insufficient. ✗ 40.4%
	Board main features			
8	Elections to the Supervisory Board: Birgit M. Bohle	DAFÜR	DAFÜR	✓ 99.9%

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.
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.
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.
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	

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