

2024

Aargauische Pensionskasse Ausübung der Stimmrechte in Nordamerika

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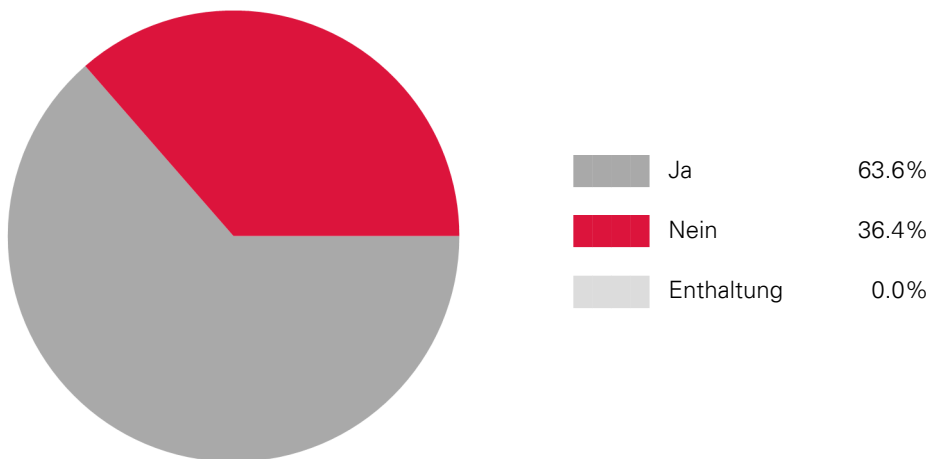
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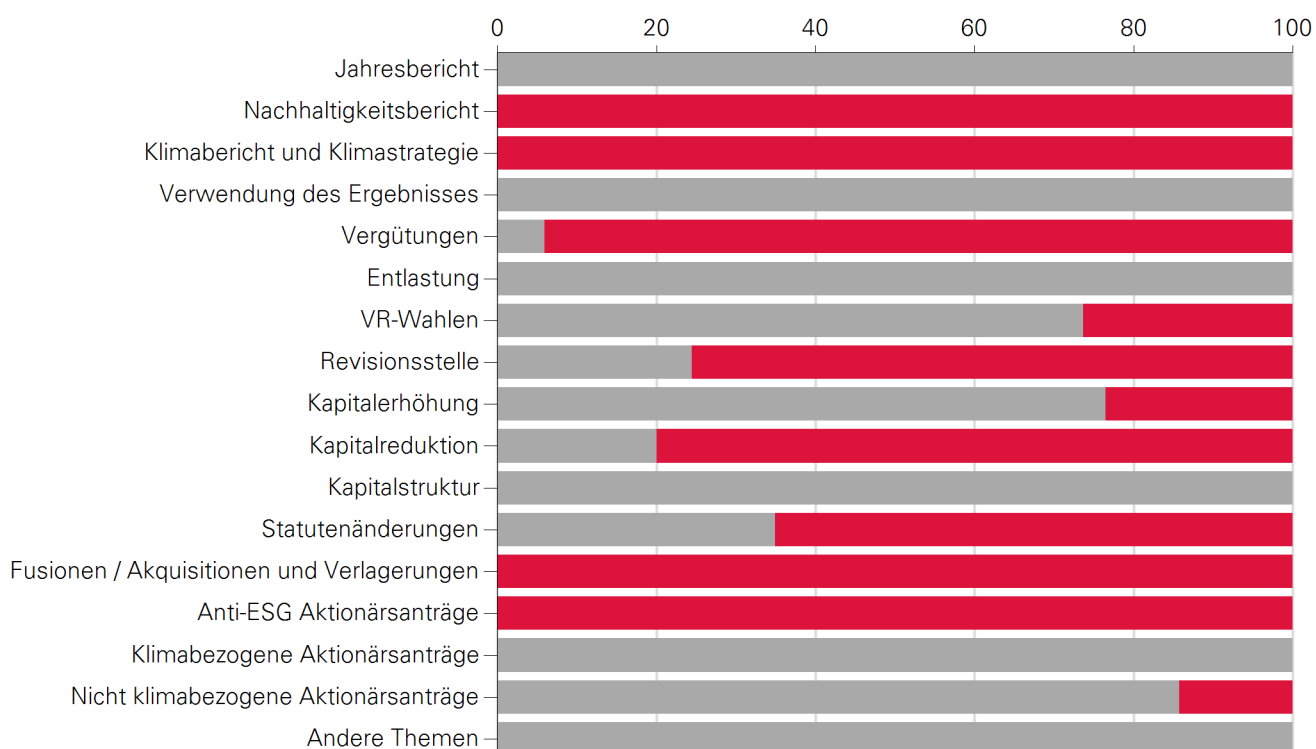
1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	184	2841	1808	1033	0
Ausserordentliche Generalversammlungen	1	2	0	2	0
Total	185	2843	1808	1035	0

1.1 Zusammenfassung der Ethos Stimmempfehlungen



1.2 Ethos Stimmempfehlungen nach Themenkategorien



	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
Jahresbericht	2	100.0%	0	0.0%	0	0.0%	2
Nachhaltigkeitsbericht	0	0.0%	1	100.0%	0	0.0%	1
Klimabericht und Klimastrategie	0	0.0%	1	100.0%	0	0.0%	1
Verwendung des Ergebnisses	2	100.0%	0	0.0%	0	0.0%	2
Vergütungen	14	5.9%	223	94.1%	0	0.0%	237
Entlastung	2	100.0%	0	0.0%	0	0.0%	2
VR-Wahlen	1425	73.6%	510	26.4%	0	0.0%	1935
Revisionsstelle	46	24.5%	142	75.5%	0	0.0%	188
Kapitalerhöhung	13	76.5%	4	23.5%	0	0.0%	17
Kapitalreduktion	1	20.0%	4	80.0%	0	0.0%	5
Kapitalstruktur	1	100.0%	0	0.0%	0	0.0%	1
Statutenänderungen	15	34.9%	28	65.1%	0	0.0%	43
Fusionen / Akquisitionen und Verlagerungen	0	0.0%	1	100.0%	0	0.0%	1
Anti-ESG Aktionärsanträge	0	0.0%	81	100.0%	0	0.0%	81
Klimabezogene Aktionärsanträge	41	100.0%	0	0.0%	0	0.0%	41
Nicht klimabezogene Aktionärsanträge	241	85.8%	40	14.2%	0	0.0%	281
Andere Themen	5	100.0%	0	0.0%	0	0.0%	5

2 Ethos Stimmempfehlungen: Übersicht

Art der Generalversammlung (Typ)

OGV Ordentliche Generalversammlungen
AGV 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	Fusionen / Akquisitionen und Verlagerungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
3M Company	14.05.2024	OGV					✗		✓	✗								✓	
Abbott Laboratories	26.04.2024	OGV					✗		○	✓									
Abbvie	03.05.2024	OGV					✗		○	✓				✓				✓	
Accenture	31.01.2024	OGV					○		○	✗	✓								
Adobe	17.04.2024	OGV					✗		○	✗								✓	
Advanced Micro Devices	08.05.2024	OGV					✗		○	✗								✓	
AFLAC	06.05.2024	OGV					✗		○	✗									
Air Products and Chemicals	23.01.2024	OGV					✗		○	✓									
Airbnb	05.06.2024	OGV					✗		○	✓				✗				✓	
Alimentation Couche-Tard	05.09.2024	OGV					✗		○	✓							✓	✓	
Alphabet	07.06.2024	OGV							○	✗						✗	✓	✓	
Altria	16.05.2024	OGV					✗		○	✗								✓	
Amazon.com	22.05.2024	OGV					✗		○	✗						✗	✓	✓	
American Express Company	06.05.2024	OGV					✗		○	✓						✗	✓	✓	
American International Group	15.05.2024	OGV					✗		○	✗								✓	
American Tower	22.05.2024	OGV					✗		○	✗								✓	
Amgen	31.05.2024	OGV					✗		○	✗									
Amphenol	16.05.2024	OGV					○		○	✗				✗				✓	
Analog Devices	13.03.2024	OGV					✗		○	✗								✗	
Aon	21.06.2024	OGV					✗		○	○	○								

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Apple	28.02.2024	OGV					✗		🟡	✓						✗		✓	
Applied Materials	07.03.2024	OGV					✗		🟡	✗								✓	
Arista Networks	07.06.2024	OGV					✗		🟡	✓									
Arthur J. Gallagher & Co.	07.05.2024	OGV					✗		🟡	✗									
AT&T	16.05.2024	OGV					✗		✓	✗						✗		🟡	
Autodesk	16.07.2024	OGV					✗		🟡	✗				✓				✓	
Automatic Data Processing	06.11.2024	OGV					✗		🟡	✗									
Autozone	18.12.2024	OGV					✗		🟡	✗				✓				✓	
Bank of America	24.04.2024	OGV					✗		🟡	✗							✓	🟡	
Bank of Montréal	16.04.2024	OGV					✗		🟡	✗						✗	✓	🟡	
Bank of Nova Scotia	09.04.2024	OGV					✗		🟡	✗						✗	✓	✓	
Becton Dickinson	23.01.2024	OGV					✗		🟡	✗									
Berkshire Hathaway	04.05.2024	OGV							🟡							✗	✓	✓	
BlackRock	15.05.2024	OGV					✗		🟡	✗						✗	✓	✓	
Boeing	17.05.2024	OGV					✗		🟡	✗						✗	✓	✓	
Booking Holdings	04.06.2024	OGV					✗		✓	✗								✓	
Boston Scientific	02.05.2024	OGV					✗		🟡	✗				✓					
Bristol-Myers Squibb	07.05.2024	OGV					✗		🟡	✓				✗				🟡	
Broadcom	22.04.2024	OGV					✗		🟡	✓									
Brookfield Corp	07.06.2024	OGV					✗		🟡	✗									
Cadence Design Systems	02.05.2024	OGV					🟡		🟡	✓				🟡				✓	
Canadian National Railway	26.04.2024	OGV			✗		✗		✓	✗				✓				✓	
Capital One Financial	02.05.2024	OGV					✗		🟡	✗	✓					✗	✓	✓	
Carrier Global	18.04.2024	OGV					✗		🟡	✓								✓	
Caterpillar	12.06.2024	OGV					✗		🟡	✗						✗		✓	
Charles Schwab Corp.	23.05.2024	OGV					✗		🟡	✗						✗		✓	
Chevron	29.05.2024	OGV					✗		🟡	✗						✗		✓	
Chipotle Mexican Grill	06.06.2024	OGV					✗		🟡	✗			✓	✗				✓	
Chubb	16.05.2024	OGV	✓	✗		✓	🟡	✓	🟡	🟡	✗	✓					✓	✓	✓
Cigna	24.04.2024	OGV					✗		🟡	✗						✗		✓	

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Cintas	29.10.2024	OGV					✗		🟡	✗							✓	✓	
Citigroup	30.04.2024	OGV					✗		🟡	✗						✗		🟡	
CME Group	09.05.2024	OGV					✗		🟡	✗									
Coca-Cola	01.05.2024	OGV					🟡		🟡	✗						✗		✓	
Colgate-Palmolive	10.05.2024	OGV					✗		🟡	✗								✓	
Comcast	10.06.2024	OGV					✗		🟡	✗								✓	
ConocoPhillips	14.05.2024	OGV					✗		🟡	✗						✗		✗	
Constellation Software	13.05.2024	OGV					✓		🟡	✗									
Costco Wholesale	18.01.2024	OGV					✗		🟡	✗						✗			
CrowdStrike Holdings	18.06.2024	OGV					✗		✓	✓									
Crown Castle International	22.05.2024	OGV					✗		✓	✓								🟡	
CSX Corp	08.05.2024	OGV					✗		🟡	✗								✓	
CVS Health	16.05.2024	OGV					✗		🟡	✓						✗		✓	
D.R. Horton	17.01.2024	OGV					✗		🟡	✓									
Danaher	07.05.2024	OGV					✗		🟡	✗								✓	
Deere & Co.	28.02.2024	OGV					✗		🟡	✗						✗		✓	
DexCom	22.05.2024	OGV					✗		🟡	✗								✓	
Eaton	24.04.2024	OGV					✗		🟡	✗	✓	✗							
Ecolab	02.05.2024	OGV					✗		🟡	✗								✓	
Edwards Lifesciences	07.05.2024	OGV					✗		✓	✗									
Elevance Health	15.05.2024	OGV					✗		🟡	✗								✓	
Eli Lilly	06.05.2024	OGV					✗		🟡	✗				✓				✓	
Emerson Electric	06.02.2024	OGV					✗		✓	✗				✓				✗	
Enbridge	08.05.2024	OGV					✗		🟡	✗							✓		
Equinix	23.05.2024	OGV					🟡		🟡	✗									
Exxon Mobil	29.05.2024	OGV					✗		🟡	✗						✗		✓	
FedEx Corporation	23.09.2024	OGV					✗		🟡	✗				✓			✓	✓	
Fiserv	15.05.2024	OGV					✗		🟡	✗									
Ford Motors	09.05.2024	OGV					🟡		🟡	✗						✗	✓	✓	
Freeport McMoRan	11.06.2024	OGV					✗		🟡	✗				✗					
GE Aerospace	07.05.2024	OGV					✗		🟡	✓						✗		✓	

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General Dynamics	01.05.2024	OGV					✗		🟡	✗								✓	
General Motors	04.06.2024	OGV					✗		🟡	✓						✗		✓	
Gilead Sciences	08.05.2024	OGV					✗		🟡	✗				✗		✗		🟡	
Goldman Sachs Group	24.04.2024	OGV					✗		🟡	✗						✗	✓	🟡	
HCA Healthcare	25.04.2024	OGV					✗		🟡	✗								✓	
Hilton Worldwide	15.05.2024	OGV					✗		🟡	✗									
Home Depot	16.05.2024	OGV					✗		🟡	✗						✗		✓	
Honeywell International	14.05.2024	OGV					✗		🟡	✓								✓	
Humana Inc.	18.04.2024	OGV					✗		🟡	✗				✗				✗	
IBM	30.04.2024	OGV					✗		🟡	✗						✗	✓	✓	
Idexx Laboratories	06.05.2024	OGV					✗		✓	✗								✗	
Illinois Tool Works	03.05.2024	OGV					✗		🟡	✗								✓	
Intel	07.05.2024	OGV					✗		🟡	✗						✗		✓	
IntercontinentalExchange	17.05.2024	OGV					✗		🟡	✗								✓	
Intuit	18.01.2024	OGV					✗		🟡	✗							✓		
Intuitive Surgical	25.04.2024	OGV					🟡		🟡	✓								✓	
Johnson & Johnson	25.04.2024	OGV					✗		🟡	✗						✗			
JPMorgan Chase	21.05.2024	OGV					✗		🟡	✗						✗	✓	✓	
KLA	06.11.2024	OGV					✗		🟡	✗									
Lam Research	05.11.2024	OGV					✗		🟡	✗									
Linde Plc	30.07.2024	OGV					✗		🟡	🟡	✓								
Lowe's Companies	31.05.2024	OGV					✗		🟡	✗									
Lululemon Athletica	06.06.2024	OGV					✗		🟡	✓								✓	
Marathon Petroleum	24.04.2024	OGV					✗		✓	✓				🟡				✓	
Marriott International	10.05.2024	OGV					✗		🟡	✗								✓	
Marsh & McLennan	16.05.2024	OGV					✗		🟡	✗								✓	
Mastercard	18.06.2024	OGV					✗		🟡	✗						✗		✓	
McDonald's	22.05.2024	OGV					✗		🟡	✗				✗		✗		🟡	
McKesson Corp	31.07.2024	OGV					✗		🟡	✗				✗				🟡	
Medtronic	17.10.2024	OGV					✗		🟡	✗	✓	✗							
MercadoLibre	05.06.2024	OGV					✗		🟡	✓									

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Merck	28.05.2024	OGV					✗		🟡	✗						✗		✗	
Meta Platforms	29.05.2024	OGV					✗		🟡	✗				✗		✗	✓	✓	
Microchip Technology	20.08.2024	OGV					✗		🟡	✗								✓	
Micron Technology	18.01.2024	OGV					✗		🟡	✗								✓	
Microsoft	10.12.2024	OGV					✗		🟡	✗						✗	✓	✓	
Mondelez International	22.05.2024	OGV					✗		🟡	✗						✗		✓	
Monster Beverage	13.06.2024	OGV					✗		🟡	✗									
Moodys	16.04.2024	OGV					✗		🟡	✓				✓				✓	
Morgan Stanley	23.05.2024	OGV					🟡		✓	✗						✗	✓	✓	
Motorola Solutions	14.05.2024	OGV					✗		🟡	✓				✗					
MSCI	23.04.2024	OGV					✗		🟡	✓						✗			
Netflix	06.06.2024	OGV					✗		🟡	✓						✗		✓	
Newmont Corporation	24.04.2024	OGV					✗		🟡	✓									
NextEra Energy	23.05.2024	OGV					✗		🟡	✗							✓	✓	
Nike	10.09.2024	OGV					✗		✓	✗						✗		✓	
Norfolk Southern	09.05.2024	OGV					✗		🟡	✗								✓	
Northrop Grumman	15.05.2024	OGV					✗		🟡	✗				✗				✓	
Nvidia	26.06.2024	OGV					✗		🟡	✗								✗	
NXP Semiconductors	29.05.2024	OGV	✓				✗	✓	✓	✓	✓	✗							
Oracle	14.11.2024	OGV					✗		🟡	✗							✓		
O'Reilly Automotive	16.05.2024	OGV					✓		🟡	✗								✓	
Paccar	30.04.2024	OGV					🟡		🟡	✗							✓		
Palo Alto Networks	10.12.2024	OGV					✗		✓	✓							✓		
Parker Hannifin	23.10.2024	OGV					✗		🟡	✓									
PayPal	22.05.2024	OGV					✗		🟡	✗						✗		✓	
PepsiCo	01.05.2024	OGV					✗		🟡	✗						✗		✓	
Pfizer	25.04.2024	OGV					✗		🟡	✗						✗		✓	
Philip Morris International	08.05.2024	OGV					✗		🟡	✓									
Phillips 66	15.05.2024	OGV					✗		🟡	✓								✓	
Pioneer Natural Resources	07.02.2024	AGV					✗								✗				

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PNC Financial Services Group	24.04.2024	OGV					🟡		🟡	✓								✓	
Procter & Gamble	08.10.2024	OGV					✗		🟡	✗								✓	
Progressive Corp	10.05.2024	OGV					✗		🟡	✗						✗			
Prologis	09.05.2024	OGV					✗		🟡	✗				✗				✗	
Public Storage	07.05.2024	OGV					✗		🟡	✗									
Qualcomm	05.03.2024	OGV					✗		🟡	✗				🟡					
Regeneron Pharmaceutical	14.06.2024	OGV					✗		🟡	✗								✗	
Roper Technologies	12.06.2024	OGV					✗		🟡	✗								✗	
Ross Stores	22.05.2024	OGV					✗		🟡	✗							✓		
Royal Bank of Canada	11.04.2024	OGV					✗		🟡	✓						✗	✓	🟡	
S&P Global	01.05.2024	OGV					✗		✓	✗									
Salesforce.com	27.06.2024	OGV					✗		🟡	✗				✗		✗		🟡	
Sempra	09.05.2024	OGV					✗		🟡	✗								✓	
ServiceNow	23.05.2024	OGV					✗		🟡	✓								✗	
Sherwin-Williams	17.04.2024	OGV					✗		🟡	✗								✗	
Shopify	04.06.2024	OGV					✗		🟡	✓									
Simon Property Group	08.05.2024	OGV					✗		🟡	✗									
Snowflake	02.07.2024	OGV					✗		✓	✓								✓	
Starbucks	13.03.2024	OGV					✗		🟡	✗						✗		🟡	
Stryker	09.05.2024	OGV					✗		🟡	✗								✓	
Synopsys	10.04.2024	OGV					✗		🟡	✗								✗	
Target	12.06.2024	OGV					✗		🟡	✗						✗		✓	
Tesla	13.06.2024	OGV					✗		✗	✓				✗				🟡	
Texas Instruments	25.04.2024	OGV					✗		🟡	✗								✓	
Thermo Fisher Scientific	22.05.2024	OGV					✗		🟡	✗								✗	
TJX	04.06.2024	OGV					✗		🟡	✗								✓	
Toronto-Dominion Bank	18.04.2024	OGV					✗		🟡	✓				✗		✗	✓	🟡	
Trane Technologies	06.06.2024	OGV					✗		🟡	✗	🟡								✓
Transdigm Group	07.03.2024	OGV					✗		🟡	✗									
Truist Financial Corp	23.04.2024	OGV					✗		🟡	✗						✗		✓	

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
U.S. Bancorp	16.04.2024	OGV					✗		🟡	✗									
Uber Technologies	06.05.2024	OGV					✗		🟡	✓				✗				✓	
Union Pacific	09.05.2024	OGV					✗		🟡	✗								✓	
United Parcel Service	02.05.2024	OGV					✗		🟡	✗						✗		✓	
UnitedHealth	03.06.2024	OGV					✗		🟡	✗								✓	
Verizon Communications	09.05.2024	OGV					✗		🟡	✗						✗		✓	
Vertex Pharmaceuticals	15.05.2024	OGV					✗		🟡	✗								✓	
Walmart	05.06.2024	OGV					✗		🟡	✗						✗		🟡	
Walt Disney	03.04.2024	OGV					✗		🟡	✗						✗		🟡	
Wells Fargo	30.04.2024	OGV					✗		🟡	✗				🟡		✗	✓	✓	
Welltower	23.05.2024	OGV					✗		✓	✗	✗			✗					
Workday	18.06.2024	OGV					✗		🟡	✓				✗					
Zoetis	22.05.2024	OGV					✗		🟡	✓				✗				✓	

3 Ergebnisse der Abstimmungen

3.1 Durchschnittliche Ergebnisse nach Themen

Art der Anträge	Anzahl Anträge*	Verfügbare Ergebnisse*	Durchschnittliche Zustimmung*
Jahresbericht	2	2	100.0%
Nachhaltigkeitsbericht	1	1	98.5%
Klimabericht und Klimastrategie	1	1	97.5%
Verwendung des Ergebnisses	2	2	99.9%
Vergütungen	237	237	89.0%
Entlastung	2	2	99.5%
VR-Wahlen	1838	1838	96.1%
Revisionsstelle	188	188	95.5%
Kapitalerhöhung	17	17	96.7%
Kapitalreduktion	5	5	99.0%
Kapitalstruktur	1	1	99.4%
Statutenänderungen	43	43	86.4%
Fusionen / Akquisitionen und Verlagerungen	1	1	98.9%
Anti-ESG Aktionärsanträge	81	79	2.3%
Klimabezogene Aktionärsanträge	41	40	19.7%
Nicht klimabezogene Aktionärsanträge	281	278	23.2%
Andere Themen	5	5	97.1%
Alle Themen	2746	2740	84.1%

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

3.2 Abgelehnte Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Norfolk Southern	09.05.2024	3	Advisory vote on executive remuneration	DAGEGEN	27.9%
Norfolk Southern	09.05.2024	1m.	Re-elect Mr. John R. Thompson	DAFÜR	29.4%
Boeing	17.05.2024	1j	Re-elect Mr. John M. Richardson	DAGEGEN	30.2%
Pioneer Natural Resources	07.02.2024	2	Advisory Vote on Golden Parachutes	DAGEGEN	31.0%
Norfolk Southern	09.05.2024	1o.	Elect Dissident Nominee Mr. James Barber Jr.	DAFÜR	35.3%
Paccar	30.04.2024	5	Advisory vote on say on pay frequency	EIN JAHR	35.4%
Norfolk Southern	09.05.2024	1i.	Re-elect Ms. Amy E. Miles	ZURÜCKBEHALTEN	36.3%
Motorola Solutions	14.05.2024	4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAGEGEN	38.6%
Norfolk Southern	09.05.2024	1n.	Elect Dissident Nominee Ms. Betsy Atkins	ZURÜCKBEHALTEN	38.6%
3M Company	14.05.2024	3	Advisory vote on executive remuneration	DAGEGEN	45.0%
Norfolk Southern	09.05.2024	1r.	Elect Dissident Nominee John Kasich	ZURÜCKBEHALTEN	45.6%
Salesforce.com	27.06.2024	5.	Advisory vote on executive remuneration	DAGEGEN	45.6%
Norfolk Southern	09.05.2024	1k.	Re-elect Ms. Jennifer F. Scanlon	ZURÜCKBEHALTEN	46.1%
Norfolk Southern	09.05.2024	1t.	Elect Dissident Nominee Ms. Allison Landry	DAFÜR	49.6%
Motorola Solutions	14.05.2024	1g	Re-elect Mr. Gregory K. Mondre	DAFÜR	50.0%
Motorola Solutions	14.05.2024	1h	Re-elect Mr. Joseph M. Tucci	DAGEGEN	50.0%
Philip Morris International	08.05.2024	1k.	Re-elect Ms. Dessi Temperley	DAFÜR	50.0%
Philip Morris International	08.05.2024	1l.	Re-elect Mr. Shlomo Yanai	DAFÜR	50.0%
Marathon Petroleum	24.04.2024	7	Eliminate supermajority voting provisions	DAGEGEN	67.7%
Marathon Petroleum	24.04.2024	6	Declassify the board of directors	DAFÜR	68.0%
Eli Lilly	06.05.2024	5	Eliminate Supermajority Vote Requirement	DAFÜR	77.7%
Eli Lilly	06.05.2024	4	Declassify the board of directors	DAFÜR	77.8%
DexCom	22.05.2024	3	Advisory vote on executive remuneration	DAGEGEN	90.2%
DexCom	22.05.2024	2	Re-election of the auditor	DAGEGEN	93.4%
Emerson Electric	06.02.2024	3.	Declassify the board of directors	DAFÜR	98.5%

3.3 Zurückgezogene Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos
Altria	16.05.2024	6	Shareholder resolution: Adopt Director Election Resignation Bylaw	ZURÜCK-GEZOGEN
Citigroup	30.04.2024	7	Shareholder resolution: Amend Director Election Resignation Bylaw	ZURÜCK-GEZOGEN
Goldman Sachs Group	24.04.2024	12	Shareholder resolution: Directors to be Elected by Majority Vote	ZURÜCK-GEZOGEN
Johnson & Johnson	25.04.2024	5	Shareholder resolution: Impact of Extended Patent Exclusivities on Patient Access	ZURÜCK-GEZOGEN
JPMorgan Chase	21.05.2024	11	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN
McDonald's	22.05.2024	7	Shareholder resolution: Worldwide Switch to Cage-Free Eggs	ZURÜCK-GEZOGEN
Pfizer	25.04.2024	7	Shareholder resolution: Amend Director Resignation Processes	ZURÜCK-GEZOGEN
Royal Bank of Canada	11.04.2024	4	Shareholder resolution 1: Disclose clean energy to fossil fuel financing ratios	DAFÜR
Royal Bank of Canada	11.04.2024	5	Shareholder resolution 2: Report on the bank's exposure to oil and gas sector	DAGEGEN
Starbucks	13.03.2024	1.l	Elect Dissident Nominee Ms. Maria Echaveste	DAFÜR
Starbucks	13.03.2024	1.m	Elect Dissident Nominee Mr. Joshua Gotbaum	ZURÜCKBEHALTEN
Starbucks	13.03.2024	1.n	Elect Dissident Nominee Ms. Wilma B. Liebman	DAFÜR

3.4 Die umstrittensten Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Palo Alto Networks	10.12.2024	4	Advisory vote on executive remuneration	DAGEGEN	50.3%
Uber Technologies	06.05.2024	1j.	Re-elect Mr. David I. Trujillo	DAFÜR	56.3%
General Motors	04.06.2024	3	Advisory vote on executive remuneration	DAGEGEN	57.7%
Carrier Global	18.04.2024	2	Advisory vote on executive remuneration	DAGEGEN	58.6%
BlackRock	15.05.2024	2	Advisory vote on executive remuneration	DAGEGEN	58.6%
Nike	10.09.2024	1.b	Re-elect Mr. John W. Rogers Jr.	DAFÜR	60.0%
Coca-Cola	01.05.2024	1h	Elect Mr. Thomas S. Gayner	DAGEGEN	61.1%
Broadcom	22.04.2024	3	Advisory vote on executive remuneration	DAGEGEN	61.6%
Boeing	17.05.2024	2	Advisory vote on executive remuneration	DAGEGEN	61.9%
Tesla	13.06.2024	3	Change State of Incorporation from Delaware to Texas	DAGEGEN	62.7%

3.5 Aktionärsanträge

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
ConocoPhillips	14.05.2024	4	Shareholder resolution: Reduce Supermajority Vote Requirement	DAGEGEN	98.8%
ServiceNow	23.05.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	96.4%
Roper Technologies	12.06.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	94.4%
Idexx Laboratories	06.05.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	90.6%
Analog Devices	13.03.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	89.6%
Nvidia	26.06.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	88.9%
Snowflake	02.07.2024	4	Shareholder resolution: Declassify the board of directors	DAFÜR	78.0%
Regeneron Pharmaceutical	14.06.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	76.5%
Vertex Pharmaceuticals	15.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	72.3%
Sherwin-Williams	17.04.2024	4	Shareholder resolution: Adopt a simple majority voting	DAGEGEN	71.5%
Emerson Electric	06.02.2024	6.	Shareholder resolution: Introduce simple majority voting	DAGEGEN	71.5%
Norfolk Southern	09.05.2024	5	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25 2023	DAFÜR	61.3%
Autodesk	16.07.2024	5	Shareholder resolution: call special shareholder meetings	DAFÜR	59.9%
Tesla	13.06.2024	6	Shareholder resolution: Establish Term Limits for Directors	DAFÜR	54.1%
Tesla	13.06.2024	7	Shareholder resolution: Introduce simple majority voting	DAGEGEN	53.9%
DexCom	22.05.2024	5	Shareholder resolution: Transparency in Lobbying	DAFÜR	51.9%
Humana Inc.	18.04.2024	6	Shareholder resolution: Introduce simple majority voting	DAGEGEN	51.3%
Bank of Montréal	16.04.2024	4	Shareholder resolution: Hold annual meetings in person with virtual meetings as complements	DAGEGEN	50.7%
Prologis	09.05.2024	6	Shareholder resolution: Introduce simple majority voting	DAGEGEN	49.7%
American Tower	22.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	49.2%
Abbvie	03.05.2024	6	Shareholder resolution: Introduce simple majority voting	DAFÜR	48.9%
Cigna	24.04.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	48.8%
Royal Bank of Canada	11.04.2024	7	Shareholder resolution 4: Hold annual meetings in person with virtual meetings as complements	DAGEGEN	47.1%
Marathon Petroleum	24.04.2024	8	Shareholder resolution: Introduce simple majority voting	DAFÜR	46.8%
Texas Instruments	25.04.2024	5	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	46.6%

Netflix	06.06.2024	7	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	45.6%
American Tower	22.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	45.6%
Autozone	18.12.2024	5	Shareholder resolution: call special shareholder meetings	DAFÜR	44.5%
Verizon Communications	09.05.2024	7	Shareholder resolution: Independent chair	DAFÜR	43.2%
Danaher	07.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	43.1%
Netflix	06.06.2024	4	Shareholder resolution: Report on Use of Artificial Intelligence	DAFÜR	43.1%
IBM	30.04.2024	6	Shareholder resolution: Allow shareholders to act by written consent	DAFÜR	43.0%
JPMorgan Chase	21.05.2024	5	Shareholder resolution: Independent chair	DAFÜR	42.7%
Truist Financial Corp	23.04.2024	4	Shareholder resolution: Disclose lobbying contributions	DAFÜR	41.2%
JPMorgan Chase	21.05.2024	10	Shareholder resolution: Termination Pay	DAFÜR	40.7%
NextEra Energy	23.05.2024	4	Shareholder resolution: Board Matrix	DAFÜR	40.6%
O'Reilly Automotive	16.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	40.5%
Amphenol	16.05.2024	6	Shareholder resolution: Call Special Shareholder Meeting	DAFÜR	40.3%
Cintas	29.10.2024	7	Shareholder resolution: report on political contributions	DAFÜR	39.5%
Goldman Sachs Group	24.04.2024	5	Shareholder resolution: Report on climate lobbying	DAFÜR	39.4%
Norfolk Southern	09.05.2024	4	Shareholder resolution: Transparency on Lobbying	DAFÜR	38.9%
Bristol-Myers Squibb	07.05.2024	6	Shareholder resolution: Executive Retention of Significant Stock	DAGEGEN	38.5%
Boeing	17.05.2024	6	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	38.3%
Ford Motors	09.05.2024	5	Shareholder resolution: Give Each Share An Equal Vote	DAFÜR	38.3%
American International Group	15.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	38.1%
Deere & Co.	28.02.2024	6	Shareholder Resolution: Termination Pay	DAFÜR	38.0%
IBM	30.04.2024	4	Shareholder resolution: Public Report on Lobbying Activities	DAFÜR	37.7%
Moodys	16.04.2024	5	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	37.6%
Apple	28.02.2024	7	Shareholder resolution: Report on Use of AI	DAFÜR	37.5%
Stryker	09.05.2024	4	Shareholder resolution: Transparency in Political Spending	DAFÜR	37.4%
Alimentation Couche-Tard	05.09.2024	5	Shareholder resolution: hold annual meetings of the company in person with virtual meetings as complements	DAFÜR	36.3%
United Parcel Service	02.05.2024	4	Shareholder resolution: Equal Voting Rights for Each Shareholder	DAFÜR	36.2%
Microsoft	10.12.2024	9	Shareholder resolution: report on AI data sourcing accountability	DAGEGEN	36.2%

McDonald's	22.05.2024	8	Shareholder resolution: Poultry Welfare Disclosure	DAFÜR	36.0%
DexCom	22.05.2024	4	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	35.9%
Gilead Sciences	08.05.2024	7	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	35.8%
Advanced Micro Devices	08.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	35.7%
Wells Fargo	30.04.2024	12	Shareholder resolution: Transparency in Lobbying	DAFÜR	35.4%
Pfizer	25.04.2024	5	Shareholder resolution: Independent chair	DAFÜR	34.9%
Merck	28.05.2024	4	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	34.7%
Verizon Communications	09.05.2024	5	Shareholder resolution: Transparency on Lobbying	DAFÜR	34.6%
Illinois Tool Works	03.05.2024	5	Shareholder resolution: Termination Pay	DAFÜR	34.3%
Ecolab	02.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	33.9%
Colgate-Palmolive	10.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	33.8%
Goldman Sachs Group	24.04.2024	4	Shareholder resolution: Independent chair	DAGEGEN	33.7%
Intuitive Surgical	25.04.2024	6	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	33.1%
Verizon Communications	09.05.2024	6	Shareholder resolution: Amend clawback policy	DAFÜR	32.8%
Synopsys	10.04.2024	5	Shareholder resolution: Independent chairman	DAGEGEN	32.7%
NextEra Energy	23.05.2024	5	Shareholder resolution: Climate Lobbying Report	DAFÜR	32.5%
Microsoft	10.12.2024	6	Shareholder resolution: report on risks of operating in countries with significant human rights concerns	DAFÜR	32.0%
Amazon.com	22.05.2024	12	Shareholder resolution: Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	DAFÜR	31.8%
IBM	30.04.2024	7	Shareholder resolution: Public Report on Climate Lobbying	DAFÜR	31.8%
Bristol-Myers Squibb	07.05.2024	5	Shareholder resolution: Independent Chair	DAFÜR	31.7%
Tesla	13.06.2024	8	Shareholder resolution: Report on Harassment and Discrimination Prevention Efforts	DAFÜR	31.5%
Mondelez International	22.05.2024	8	Shareholder resolution: Third Party Report on Due Diligence in Conflict Affected and High-Risk Areas	DAFÜR	31.4%
Alphabet	07.06.2024	9	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	DAFÜR	31.3%
Bank of America	24.04.2024	9	Shareholder resolution: Independent chair	DAFÜR	31.3%
Amazon.com	22.05.2024	17	Shareholder resolution: Commission a Third Party Audit on Working Conditions	DAFÜR	31.2%

Morgan Stanley	23.05.2024	6	Shareholder resolution: Transparency on Lobbying	DAFÜR	31.2%
American Express Company	06.05.2024	5	Shareholder resolution: Termination Pay	DAFÜR	31.2%
Caterpillar	12.06.2024	4	Shareholder resolution: Independent chair	DAFÜR	31.2%
Walt Disney	03.04.2024	1.m	Elect Trian Dissident Nominee Mr. Nelson Peltz	ZURÜCKBEHALTEN	31.1%
Mondelez International	22.05.2024	6	Shareholder resolution: Independent chair	DAFÜR	31.1%
Apple	28.02.2024	6	Shareholder resolution: Racial and Gender Pay Gaps	DAFÜR	31.1%
IBM	30.04.2024	8	Shareholder resolution: Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	DAFÜR	30.8%
Booking Holdings	04.06.2024	4	Shareholder resolution: Amend Clawback Policy	DAFÜR	30.7%
JPMorgan Chase	21.05.2024	7	Shareholder resolution: Report on Respecting Indigenous People's Rights	DAFÜR	30.4%
Boeing	17.05.2024	8	Shareholder resolution: Adoption of value chain emission reduction target	DAFÜR	30.4%
Wells Fargo	30.04.2024	7	Shareholder resolution: Policy on Freedom of Association and Collective Bargaining	DAFÜR	30.2%
Home Depot	16.05.2024	9	Shareholder resolution: Amend Clawback Policy	DAFÜR	30.1%
Procter & Gamble	08.10.2024	4	Shareholder resolution: gender and racial pay equity report	DAFÜR	30.1%
Goldman Sachs Group	24.04.2024	11	Shareholder resolution: Pay Equity Reporting	DAFÜR	30.0%
Walt Disney	03.04.2024	9	Shareholder resolution: Repeal Any Bylaw Provisions Adopted by the Board Subsequent to 30 November 2023	DAGEGEN	29.7%
Amazon.com	22.05.2024	7	Shareholder resolution: Transparency on Lobbying	DAFÜR	29.7%
Chipotle Mexican Grill	06.06.2024	6	Shareholder resolution: Commission a Third Party Audit on Working Conditions	DAFÜR	29.6%
Amazon.com	22.05.2024	8	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	29.4%
Paccar	30.04.2024	6	Shareholder resolution: Report on climate related policy engagement	DAFÜR	29.3%
IntercontinentalExchange	17.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	29.0%
Target	12.06.2024	4	Shareholder resolution: Independent chair	DAFÜR	29.0%
Vertex Pharmaceuticals	15.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	28.8%
Goldman Sachs Group	24.04.2024	8	Shareholder resolution: Report Disclosure of Clean Energy Supply Financing Ratio	DAFÜR	28.8%
Toronto-Dominion Bank	18.04.2024	7	Shareholder resolution 2: Disclose transition activities	DAFÜR	28.8%
Amazon.com	22.05.2024	11	Shareholder resolution: Report on Efforts to Reduce Plastic Use	DAFÜR	28.6%

Chubb	16.05.2024	15	Aktionärsantrag: Berichterstattung über die Treibhausgasemissionen von Scope 3	DAFÜR	28.3%
Wells Fargo	30.04.2024	6	Shareholder resolution: Annual Report on Prevention of Workplace Harassment and Discrimination	DAFÜR	28.2%
Bank of America	24.04.2024	6	Shareholder resolution: Report on climate lobbying	DAFÜR	27.5%
Wells Fargo	30.04.2024	10	Shareholder resolution: Annual Climate Lobbying Congruency Report	DAFÜR	27.4%
Enbridge	08.05.2024	5	Shareholder resolution: Disclose the Company's Scope 3 Emissions	DAFÜR	27.3%
Abbvie	03.05.2024	7	Shareholder resolution: Disclose lobbying activities	DAFÜR	26.8%
Nike	10.09.2024	7	Shareholder resolution: environmental targets	DAFÜR	26.7%
Chubb	16.05.2024	16	Aktionärsantrag: Berichterstattung über das Lohngefälle	DAFÜR	26.6%
Citigroup	30.04.2024	6	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	DAFÜR	26.3%
Meta Platforms	29.05.2024	5	Shareholder resolution: Dual Class Capital Structure	DAFÜR	26.3%
Nike	10.09.2024	4	Shareholder resolution: gender and racial pay equity report	DAFÜR	26.0%
Bank of America	24.04.2024	7	Shareholder resolution: Disclosure of clean energy financing ratio	DAFÜR	26.0%
Cintas	29.10.2024	6	Shareholder resolution: managing climate risk through science-based targets and transition planning	DAFÜR	26.0%
Ross Stores	22.05.2024	4	Shareholder resolution: reporting on Material Value Chain GHG Emissions	DAFÜR	25.9%
Honeywell International	14.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	25.8%
Mastercard	18.06.2024	4	Shareholder resolution: Transparency on Lobbying	DAFÜR	25.5%
Cintas	29.10.2024	5	Shareholder resolution: disclosure of key diversity and inclusion metrics	DAFÜR	25.5%
Eli Lilly	06.05.2024	6	Shareholder resolution: Report on Lobbying Payments and Policy	DAFÜR	25.5%
Walt Disney	03.04.2024	6	Shareholder resolution: Disclose political contributions	DAFÜR	25.5%
Sempra	09.05.2024	5	Shareholder resolution: Report on Steps to Reduce Certain Safety and Environmental Risks	DAFÜR	25.3%
Northrop Grumman	15.05.2024	7	Shareholder resolution: Independent chair	DAFÜR	25.0%
UnitedHealth	03.06.2024	4	Shareholder resolution: Report on Political Contributions Congruency	DAFÜR	24.8%
Abbvie	03.05.2024	8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	DAFÜR	24.7%
Wells Fargo	30.04.2024	11	Shareholder resolution: Annual Report on Congruency of Political Spending and Corporate Values	DAFÜR	24.7%
Boeing	17.05.2024	5	Shareholder resolution: Report on Climate Lobbying	DAFÜR	24.6%

American Express Company	06.05.2024	6	Shareholder resolution: Report Climate Lobbying Alignment	DAFÜR	24.4%
McKesson Corp	31.07.2024	5	Shareholder resolution: independent chair	DAGEGEN	24.3%
Wells Fargo	30.04.2024	8	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	DAFÜR	23.9%
Eli Lilly	06.05.2024	7	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	DAFÜR	23.8%
CVS Health	16.05.2024	5	Shareholder resolution: Third Party Worker Rights Assessment and Report	DAFÜR	23.4%
Amazon.com	22.05.2024	10	Shareholder resolution: Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	DAFÜR	23.4%
Carrier Global	18.04.2024	4	Shareholder resolution: Transparency in Lobbying	DAFÜR	23.1%
Charles Schwab Corp.	23.05.2024	6	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	23.1%
Caterpillar	12.06.2024	5	Shareholder resolution: Transparency on Lobbying	DAFÜR	23.0%
Morgan Stanley	23.05.2024	7	Shareholder resolution: Report on Clean Energy Supply Financing Ratio	DAFÜR	22.9%
Mondelez International	22.05.2024	7	Shareholder resolution: Eradicate Child Labour from Cocoa Supply Chain	DAFÜR	22.4%
FedEx Corporation	23.09.2024	6	Shareholder resolution: Just Transition report	DAFÜR	22.3%
United Parcel Service	02.05.2024	6	Shareholder resolution: Report on Diversity, Equity and Inclusion	DAFÜR	22.3%
Chevron	29.05.2024	6	Shareholder resolution: Third Party Assessment on Company's Human Rights Policies	DAFÜR	22.2%
Salesforce.com	27.06.2024	6.	Shareholder resolution: Independent chair	DAGEGEN	21.6%
Applied Materials	07.03.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	21.1%
Berkshire Hathaway	04.05.2024	2	Shareholder resolution: Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	DAFÜR	21.0%
Exxon Mobil	29.05.2024	6	Shareholder resolution: Report on Reduced Plastics Demand Impact on Financial Assumptions	DAFÜR	20.8%
Tesla	13.06.2024	9	Shareholder resolution: Adopt a Non-Interference Policy Respecting Freedom of Association	DAFÜR	20.6%
Berkshire Hathaway	04.05.2024	4	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	20.5%
Adobe	17.04.2024	5	Shareholder resolution: Directors to be Elected by Majority Vote	DAFÜR	20.4%
FedEx Corporation	23.09.2024	8	Shareholder resolution: report on climate lobbying alignment	DAFÜR	20.3%
Exxon Mobil	29.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	20.0%
PepsiCo	01.05.2024	10	Shareholder resolution: Racial Equity Report/Audit	DAFÜR	20.0%
Marriott International	10.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	19.9%

AT&T	16.05.2024	4	Shareholder resolution: Independent chair	DAGEGEN	19.2%
Texas Instruments	25.04.2024	6	Shareholder resolution: Report on due diligence efforts to identify risks associated with product misuse	DAFÜR	19.2%
Walmart	05.06.2024	9	Shareholder resolution: Commission a Third Party Audit on Workplace Safety and Violence	DAFÜR	19.1%
Toronto-Dominion Bank	18.04.2024	10	Shareholder resolution 5: Advisory vote on environmental policies	DAFÜR	19.1%
Amazon.com	22.05.2024	14	Shareholder resolution: Third Party Study and Report on Risks Associated with Use of Rekognition	DAFÜR	19.1%
TJX	04.06.2024	4	Shareholder resolution: report on effectiveness of social compliance efforts in TJX's supply chain	DAFÜR	19.0%
Microsoft	10.12.2024	8	Shareholder resolution: report on risks related to AI-generated misinformation and disinformation	DAFÜR	18.7%
Alphabet	07.06.2024	13	Shareholder resolution Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	DAFÜR	18.5%
CVS Health	16.05.2024	6	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAFÜR	18.5%
Meta Platforms	29.05.2024	11	Shareholder resolution: Report on Child Safety Impacts and Actual Harm Reduction to Children	DAFÜR	18.5%
PepsiCo	01.05.2024	9	Shareholder resolution: Report on Risks Related to Biodiversity and Nature Loss	DAFÜR	18.4%
Chipotle Mexican Grill	06.06.2024	8	Shareholder resolution: Report on Adoption of Automation	DAFÜR	18.4%
PepsiCo	01.05.2024	7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAFÜR	17.9%
Berkshire Hathaway	04.05.2024	3	Shareholder resolution: Greenhouse Gas Reduction Targets	DAFÜR	17.7%
Meta Platforms	29.05.2024	9	Shareholder resolution: Amendment of Corporate Governance Guidelines	DAFÜR	17.7%
Alphabet	07.06.2024	12	Shareholder resolution: Report on Risks Related to AI Generated Misinformation and Disinformation	DAFÜR	17.6%
Verizon Communications	09.05.2024	10	Shareholder resolution: Political expenditures misalignment	DAFÜR	17.4%
McKesson Corp	31.07.2024	6	Shareholder resolution: report on potential risks and costs of restrictive reproductive healthcare legislation	DAFÜR	17.2%
Meta Platforms	29.05.2024	7	Shareholder resolution: Disclosure of Voting Results Based on Class of Shares	DAFÜR	17.1%
Alimentation Couche-Tard	05.09.2024	7	Shareholder resolution: advisory vote on environmental policies	DAFÜR	17.0%
Amazon.com	22.05.2024	6	Shareholder resolution: Report on Customer Due Diligence	DAFÜR	16.8%
Meta Platforms	29.05.2024	6	Shareholder resolution: Report on Generative AI Misinformation and Disinformation Risks	DAFÜR	16.7%

Microchip Technology	20.08.2024	5	Shareholder resolution: Report on due diligence efforts to trace end-user misuse of company products	DAFÜR	16.7%
Applied Materials	07.03.2024	4	Shareholder resolution: Disclose lobbying contributions	DAFÜR	16.5%
Chipotle Mexican Grill	06.06.2024	9	Shareholder resolution: Report on Harassment and Discrimination Statistics	DAFÜR	16.5%
Netflix	06.06.2024	6	Shareholder resolution: Amend Director Election Resignation Bylaw	DAFÜR	16.3%
GE Aerospace	07.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	16.2%
Home Depot	16.05.2024	8	Shareholder resolution: Disclose a Biodiversity Impact and Dependency Assessment	DAFÜR	16.1%
Citigroup	30.04.2024	5	Shareholder resolution: Independent chair	DAGEGEN	15.8%
HCA Healthcare	25.04.2024	6	Shareholder resolution: Report on patient feedback regarding quality of care	DAFÜR	15.4%
Walmart	05.06.2024	5	Shareholder resolution: Racial Equity Report/Audit	DAFÜR	15.4%
Bank of Montréal	16.04.2024	6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	DAFÜR	15.3%
Microsoft	10.12.2024	4	Shareholder resolution: report on risks of weapons development	DAFÜR	15.3%
Amazon.com	22.05.2024	13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	DAFÜR	15.2%
Alphabet	07.06.2024	8	Shareholder resolution: Transparency on Lobbying	DAFÜR	15.2%
McDonald's	22.05.2024	6	Shareholder resolution: Adoption of Antibiotics Policy	DAFÜR	15.2%
Goldman Sachs Group	24.04.2024	6	Shareholder resolution: Report on Efforts Regarding Protected Classes of Employees	DAFÜR	15.1%
Royal Bank of Canada	11.04.2024	10	Shareholder resolution 7: Annual advisory vote on environmental and climate objectives and action plan	DAFÜR	15.1%
PepsiCo	01.05.2024	12	Shareholder resolution: Global Transparency Report	DAFÜR	14.9%
McDonald's	22.05.2024	11	Shareholder resolution: Annual Report on Global Political Influence	DAGEGEN	14.9%
American International Group	15.05.2024	5	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAFÜR	14.9%
Chevron	29.05.2024	7	Shareholder resolution: Publish a Tax Transparency Report	DAFÜR	14.9%
Booking Holdings	04.06.2024	5	Shareholder resolution: Report on Reproductive Rights and Data	DAFÜR	14.8%
Verizon Communications	09.05.2024	9	Shareholder resolution: Lead-sheathed cable report	DAFÜR	14.6%
Comcast	10.06.2024	4	Shareholder resolution: Report on political misalignment of political expenditures with company values	DAFÜR	14.6%
Meta Platforms	29.05.2024	10	Shareholder resolution: Human Rights Impact Assessment on AI Systems Driving Targeted Advertising	DAFÜR	14.5%

Target	12.06.2024	7	Shareholder resolution: Political contributions congruency analysis	DAFÜR	14.4%
Pfizer	25.04.2024	6	Shareholder resolution: Political Contributions Congruency Report	DAFÜR	14.2%
Alphabet	07.06.2024	14	Shareholder resolution: Adopt Targets Evaluating YouTube Child Safety Policies	DAFÜR	14.1%
Mastercard	18.06.2024	5	Shareholder resolution: Amend Director Election Resignation Bylaw	DAFÜR	14.0%
Danaher	07.05.2024	5	Shareholder resolution: Report on Effectiveness of the company's diversity, equity and inclusion efforts	DAFÜR	14.0%
Zoetis	22.05.2024	5	Shareholder resolution: Director Resignation Policy	DAFÜR	13.9%
Adobe	17.04.2024	6	Shareholder resolution: Report on Hiring of Persons with Arrest or Incarceration Records	DAFÜR	13.9%
General Motors	04.06.2024	7	Shareholder resolution: Report on Sustainability Risk in the Company's Supply Chain	DAFÜR	13.6%
Bank of America	24.04.2024	8	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	13.4%
Intuit	18.01.2024	6	Shareholder resolution: Report on climate risk in retirement plan options	DAFÜR	13.2%
Toronto-Dominion Bank	18.04.2024	6	Shareholder resolution 1: Consider CEO pay ratio in executive remuneration	DAFÜR	13.2%
Nike	10.09.2024	5	Shareholder resolution: supply chain management report	DAFÜR	13.2%
BlackRock	15.05.2024	6	Shareholder resolution: Independent chair	DAFÜR	13.1%
Bank of Nova Scotia	09.04.2024	6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	DAFÜR	12.9%
Target	12.06.2024	6	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	DAFÜR	12.6%
General Motors	04.06.2024	4	Shareholder resolution: Report on the Use of Child Labour in Connection with Electric Vehicles	DAGEGEN	12.6%
Walmart	05.06.2024	4	Shareholder resolution: Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	DAFÜR	12.5%
General Motors	04.06.2024	6	Shareholder resolution: Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	DAFÜR	12.5%
Nike	10.09.2024	6	Shareholder resolution: worker-driven social responsibility	DAFÜR	12.3%
Toronto-Dominion Bank	18.04.2024	9	Shareholder resolution 4: Non-confidential information relating to the bank's country-by country reporting	DAFÜR	12.2%
Palo Alto Networks	10.12.2024	6	Shareholder resolution: report on climate risk in retirement plan options	DAFÜR	12.0%
Home Depot	16.05.2024	5	Shareholder resolution: Political Contributions Congruency Analysis	DAFÜR	11.9%
Walt Disney	03.04.2024	1.n	Elect Trian Dissident Nominee Mr. Jay A. Rasulo	ZURÜCKBEHALTEN	11.7%

Phillips 66	15.05.2024	4	Shareholder resolution: Report on Impacts of a Significant Reduction in Virgin Plastic Demand	DAFÜR	11.6%
Walmart	05.06.2024	6	Shareholder resolution: Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	DAFÜR	11.5%
PepsiCo	01.05.2024	8	Shareholder resolution: Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	DAFÜR	11.5%
Royal Bank of Canada	11.04.2024	6	Shareholder resolution 3: Disclose the CEO pay ratio on an annual basis	DAFÜR	11.4%
Crown Castle International	22.05.2024	4	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	DAFÜR	11.3%
Royal Bank of Canada	11.04.2024	9	Shareholder resolution 6: Reporting circular economy loans	DAFÜR	11.1%
Marriott International	10.05.2024	4	Shareholder resolution: Third-Party Civil Right Audit	DAFÜR	11.0%
Bank of Montréal	16.04.2024	5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	DAFÜR	10.9%
Bank of Montréal	16.04.2024	8	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAFÜR	10.9%
Royal Bank of Canada	11.04.2024	8	Shareholder resolution 5: Non-confidential information relating to the bank's country-by country reporting	DAFÜR	10.7%
Coca-Cola	01.05.2024	7	Shareholder resolution: Requesting a Report on Non-Sugar Sweeteners	DAFÜR	10.7%
Crown Castle International	22.05.2024	1.m	Elect Dissident Nominee Charles Campbell Green III	ZURÜCKBEHALTEN	10.5%
Capital One Financial	02.05.2024	7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAFÜR	10.2%
Tesla	13.06.2024	11	Shareholder resolution: Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	DAFÜR	10.2%
Capital One Financial	02.05.2024	5	Shareholder resolution: Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	DAFÜR	10.1%
Goldman Sachs Group	24.04.2024	7	Shareholder resolution: Environmental Justice Impact Assessment	DAFÜR	10.0%
Eli Lilly	06.05.2024	9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	DAFÜR	10.0%
PNC Financial Services Group	24.04.2024	5	Shareholder resolution: Report on risk management and implementation of PNC's Human Rights Statement	DAFÜR	9.9%
Canadian National Railway	26.04.2024	7	Shareholder resolution: Adopt a Paid Sick Leave Policy	DAFÜR	9.9%
Chipotle Mexican Grill	06.06.2024	7	Shareholder resolution: Adopt Policy to Not Interfere with Freedom of Association Rights	DAFÜR	9.9%
Bank of Nova Scotia	09.04.2024	5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	DAFÜR	9.9%

Microsoft	10.12.2024	7	Shareholder resolution: report on risks of using artificial intelligence and machine learning tools for oil and gas development and production	DAFÜR	9.7%
Amazon.com	22.05.2024	16	Shareholder resolution: Establish a Board Committee on Artificial Intelligence	DAFÜR	9.7%
AT&T	16.05.2024	5	Shareholder resolution: Improve Clawback Policy	DAFÜR	9.7%
Altria	16.05.2024	4	Shareholder resolution: Report on Congruence of Political and Lobbying Expenditures with the Company's Vision	DAFÜR	9.5%
Target	12.06.2024	5	Shareholder resolution: Report on Animal Pain Management Procedures	DAFÜR	9.3%
Coca-Cola	01.05.2024	8	Shareholder resolution: Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	DAFÜR	9.3%
Eli Lilly	06.05.2024	8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	DAFÜR	8.9%
Crown Castle International	22.05.2024	1.n	Elect Dissident Nominee Theodore B. Miller, Jr.	ZURÜCKBEHALTEN	8.8%
HCA Healthcare	25.04.2024	7	Shareholder resolution: Report on maternal health outcomes	DAFÜR	8.5%
Altria	16.05.2024	5	Shareholder resolution: Benefits of Extended Producer Responsibility Laws for Spent Tobacco Filters	DAFÜR	8.5%
Marsh & McLennan	16.05.2024	4	Shareholder resolution: Allow shareholders to act by written consent	DAFÜR	8.3%
Goldman Sachs Group	24.04.2024	9	Shareholder resolution: Proxy Voting Review	DAFÜR	8.3%
Meta Platforms	29.05.2024	14	Shareholder resolution: Report on Framework to Assess Company Lobbying Alignment with Climate Goals	DAFÜR	8.2%
HCA Healthcare	25.04.2024	5	Shareholder resolution: Report on risk mitigation regarding state restrictions for emergency abortions	DAFÜR	8.2%
Uber Technologies	06.05.2024	5	Shareholder resolution: Prepare an Independent Third-Party Audit on Driver Health and Safety	DAFÜR	8.1%
BlackRock	15.05.2024	7	Shareholder resolution: Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	DAFÜR	8.1%
Walt Disney	03.04.2024	5	Shareholder resolution: Termination Pay	DAFÜR	8.0%
United Parcel Service	02.05.2024	5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	DAGEGEN	7.9%
JPMorgan Chase	21.05.2024	8	Shareholder resolution: Review Proxy Voting Record and Policies Related to Climate Change and Diversity	DAFÜR	7.8%
Citigroup	30.04.2024	10	Shareholder resolution: Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	DAFÜR	7.8%
Tesla	13.06.2024	12	Shareholder resolution: Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	DAFÜR	7.7%
CSX Corp	08.05.2024	4	Shareholder resolution: Establish a Railroad Safety Committee	DAFÜR	7.6%

Chevron	29.05.2024	5	Shareholder resolution: Report on Reduced Plastics Demand Impact on Financial Assumptions	DAFÜR	7.5%
Lululemon Athletica	06.06.2024	4	Shareholder resolution: Report on Risks from Company's Use of Animal-Derived Materials	DAFÜR	7.5%
Micron Technology	18.01.2024	5	Shareholder resolution: Termination Pay	DAFÜR	7.5%
Exxon Mobil	29.05.2024	7	Shareholder resolution: Report on Social Impact from Plant Closure on Energy Transition	DAFÜR	7.5%
Alphabet	07.06.2024	11	Shareholder resolution: Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	DAFÜR	7.4%
Union Pacific	09.05.2024	5	Shareholder resolution: Amend the Stafey and Service Quality Committee's Charter	DAFÜR	7.3%
JPMorgan Chase	21.05.2024	9	Shareholder resolution: Third Party Report on Due Diligence in Conflict Affected and High-Risk Areas	DAFÜR	7.3%
Intel	07.05.2024	6	Shareholder resolution: Termination Pay	DAFÜR	7.3%
Northrop Grumman	15.05.2024	6	Shareholder resolution: Report on Congruency of Political Spending with Company Stated Values on Human Rights	DAFÜR	7.1%
Bank of America	24.04.2024	10	Shareholder resolution: Improve executive remuneration program and policy	DAFÜR	7.1%
Thermo Fisher Scientific	22.05.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	6.7%
Amazon.com	22.05.2024	4	Shareholder resolution: Establish a Public Policy Committee	DAFÜR	6.6%
Ford Motors	09.05.2024	7	Shareholder resolution: Report on Sustainable Sourcing Policies	DAFÜR	6.6%
PepsiCo	01.05.2024	5	Shareholder resolution: Termination Pay	DAFÜR	6.6%
Cadence Design Systems	02.05.2024	7	Shareholder resolution: Termination Pay	DAFÜR	6.5%
Alphabet	07.06.2024	10	Shareholder resolution: Report on Reproductive Healthcare Misinformation Risks	DAFÜR	6.4%
Verizon Communications	09.05.2024	4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	DAFÜR	6.4%
Alimentation Couche-Tard	05.09.2024	8	Shareholder resolution: disclose decarbonization action plan	DAFÜR	6.4%
Union Pacific	09.05.2024	4	Shareholder resolution: Termination Pay	DAFÜR	6.3%
CVS Health	16.05.2024	7	Shareholder resolution: Termination Pay	DAFÜR	6.0%
Gilead Sciences	08.05.2024	5	Shareholder resolution: Employee representation on board of directors	DAFÜR	5.9%
Alimentation Couche-Tard	05.09.2024	6	Shareholder resolution: disclose language fluency of executives	DAFÜR	5.8%
IBM	30.04.2024	5	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	DAGEGEN	5.6%
Ford Motors	09.05.2024	6	Shareholder resolution: Report on Reliance on Child Labour in Supply Chain	DAGEGEN	5.6%

Netflix	06.06.2024	8	Shareholder resolution: Amend Code of Ethics and Report on Board Compliance with the Amended Code	DAFÜR	5.6%
Meta Platforms	29.05.2024	8	Shareholder resolution: Report on Human Rights Risks in Non-US Markets	DAFÜR	5.5%
Starbucks	13.03.2024	4	Shareholder resolution: Report on plant-based milk pricing	DAGEGEN	5.3%
Oracle	14.11.2024	4	Shareholder resolution: report on climate risks to retirement plan beneficiaries	DAFÜR	5.3%
Boeing	17.05.2024	7	Shareholder resolution: Report on Risks Related to Diversity, Equity and Inclusion Efforts	DAGEGEN	5.2%
Elevance Health	15.05.2024	4	Shareholder resolution: Third Party Groups to Report Their Political Expenditures	DAFÜR	5.1%
Salesforce.com	27.06.2024	7.	Shareholder resolution: Termination Pay	DAFÜR	5.1%
Sempra	09.05.2024	4	Shareholder resolution: Termination Pay	DAFÜR	5.0%
Boeing	17.05.2024	4	Shareholder resolution: Publish Third Party Review of China Business and ESG Commitments	DAGEGEN	4.9%
3M Company	14.05.2024	4	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAFÜR	4.8%
Verizon Communications	09.05.2024	8	Shareholder resolution: Civil liberties in digital services	DAGEGEN	4.6%
Walmart	05.06.2024	7	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	DAFÜR	4.4%
Walt Disney	03.04.2024	8	Shareholder resolution: Charitable Contributions	DAGEGEN	4.3%
Charles Schwab Corp.	23.05.2024	4	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAFÜR	4.3%
Airbnb	05.06.2024	5	Shareholder resolution: Disclose political contributions	DAFÜR	4.0%
Johnson & Johnson	25.04.2024	4	Shareholder resolution: Gender Transitioning Compensation and Benefits	DAGEGEN	3.9%
Pfizer	25.04.2024	8	Shareholder resolution: Publish a Report on Corporate Contributions	DAGEGEN	3.8%
Tesla	13.06.2024	10	Shareholder resolution: Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	DAFÜR	3.8%
Alphabet	07.06.2024	7	Shareholder resolution: Report on Climate Risk in Retirement Plan Options	DAFÜR	3.7%
Berkshire Hathaway	04.05.2024	5	Shareholder resolution: Establish a Railroad Safety Committee	DAFÜR	3.6%
General Dynamics	01.05.2024	4	Shareholder resolution: Termination Pay	DAFÜR	3.6%
Bank of America	24.04.2024	5	Shareholder resolution: Report on risks of politicized de-banking	DAFÜR	3.2%
Enbridge	08.05.2024	4	Shareholder resolution: Report on Governance Systems in Light of Climate and Environmental Misrepresentations	DAFÜR	3.2%
Crown Castle International	22.05.2024	1.0	Elect Dissident Nominee Tripp H. Rice	ZURÜCKBEHALTEN	3.1%

Meta Platforms	29.05.2024	13	Shareholder resolution: Report on Political Advertising and Election Cycle Enhanced Actions	DAFÜR	3.0%
PayPal	22.05.2024	6	Shareholder resolution: Stockholder Approval of Director Remuneration	DAFÜR	3.0%
Walt Disney	03.04.2024	10	Shareholder resolution: Advisory Vote on Board Size and Related Vacancies	DAFÜR	2.8%
Wells Fargo	30.04.2024	13	Shareholder resolution: Report on Risks of Politicized De-Banking	DAGEGEN	2.8%
PepsiCo	01.05.2024	11	Shareholder resolution: Report on Risks Created by the Company's Diversity, Equity and Inclusion (DEI) Efforts	DAGEGEN	2.8%
Wells Fargo	30.04.2024	9	Shareholder resolution: Audit of Climate Transition Policies	DAGEGEN	2.6%
CVS Health	16.05.2024	8	Shareholder resolution: Adopt Policy to Require Director Allocation of Hours Disclosure	DAGEGEN	2.5%
Walt Disney	03.04.2024	7	Shareholder resolution: Gender Transitioning Compensation and Benefits	DAGEGEN	2.4%
AT&T	16.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	DAGEGEN	2.4%
Target	12.06.2024	8	Shareholder resolution: Report on Charitable Contributions	DAGEGEN	2.2%
Truist Financial Corp	23.04.2024	5	Shareholder resolution: A Report on Board Oversight of Risks Related to Discrimination	DAGEGEN	2.2%
PayPal	22.05.2024	5	Shareholder resolution: Report on Respecting Workforce Civil Liberties	DAGEGEN	2.1%
Walt Disney	03.04.2024	1.p	Elect Blackwells Dissident Nominee Ms. Jessica Schell	DAFÜR	2.1%
Merck	28.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	DAGEGEN	2.0%
Toronto-Dominion Bank	18.04.2024	8	Shareholder resolution 3: Incentive remuneration for all employees against ESG objectives	DAFÜR	2.0%
Walt Disney	03.04.2024	1.o	Elect Blackwells Dissident Nominee Mr. Craig Hatkoff	ZURÜCKBEHALTEN	2.0%
Walt Disney	03.04.2024	1.q	Elect Blackwells Dissident Nominee Ms. Leah Solivan	DAFÜR	2.0%
Costco Wholesale	18.01.2024	4	Shareholder resolution: Fiduciary carbon-emission relevance report	DAGEGEN	1.9%
Home Depot	16.05.2024	7	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN	1.9%
McDonald's	22.05.2024	10	Shareholder resolution: Publish a Report on Corporate Contributions	DAGEGEN	1.9%
Home Depot	16.05.2024	6	Shareholder resolution: Report on Corporate Contributions	DAGEGEN	1.9%
PepsiCo	01.05.2024	6	Shareholder resolution: Report on Gender-Based Compensation Gaps and Associated Risks	DAGEGEN	1.9%
Apple	28.02.2024	5	Shareholder resolution: Report on Ensuring Respect for Civil Liberties	DAGEGEN	1.8%
Gilead Sciences	08.05.2024	6	Shareholder resolution: Report on Risks of Supporting Abortion	DAGEGEN	1.8%

Citigroup	30.04.2024	9	Shareholder resolution: Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	DAGEGEN	1.7%
Exxon Mobil	29.05.2024	4	Shareholder resolution: Revisit Executive Pay Incentives for GHG Emission Reductions	DAGEGEN	1.7%
FedEx Corporation	23.09.2024	7	Shareholder resolution: advisory vote on amendment to the bylaws	DAFÜR	1.7%
Apple	28.02.2024	8	Shareholder resolution: Congruency Report on Privacy and Human Rights	DAGEGEN	1.6%
Starbucks	13.03.2024	6	Shareholder resolution: Report on human rights policies	DAGEGEN	1.6%
Cigna	24.04.2024	5	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	DAGEGEN	1.6%
Morgan Stanley	23.05.2024	5	Shareholder resolution: Report on Risks of Politicized De-Banking	DAGEGEN	1.6%
Coca-Cola	01.05.2024	6	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	DAGEGEN	1.6%
McDonald's	22.05.2024	9	Shareholder resolution: Congruency Analysis on Human Rights	DAGEGEN	1.6%
Caterpillar	12.06.2024	6	Shareholder resolution: Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	DAGEGEN	1.5%
Chevron	29.05.2024	4	Shareholder resolution: Report on Voluntary Carbon-Reduction Risks	DAGEGEN	1.5%
Deere & Co.	28.02.2024	4	Shareholder Resolution: Report on GHG Reduction Policies and Their Impact on Revenue Generation	DAGEGEN	1.5%
Home Depot	16.05.2024	4	Shareholder resolution: Disclosure of Director Donations	DAGEGEN	1.4%
Merck	28.05.2024	5	Shareholder resolution: Government Censorship Transparency Report	DAGEGEN	1.4%
Berkshire Hathaway	04.05.2024	7	Shareholder resolution: Report on Risks Related to Operations in China	DAGEGEN	1.4%
Progressive Corp	10.05.2024	5	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	DAGEGEN	1.4%
Apple	28.02.2024	4	Shareholder resolution: EEO Policy Risk Report	DAGEGEN	1.3%
Intel	07.05.2024	4	Shareholder resolution: Establish a Corporate Financial Sustainability Board Committee	DAGEGEN	1.2%
Starbucks	13.03.2024	5	Shareholder resolution: Report on Direct and Systemic Discrimination	DAGEGEN	1.2%
GE Aerospace	07.05.2024	5	Shareholder resolution: Report Analyzing Risks Arising from Voluntary Carbon-Reduction Commitments	DAGEGEN	1.2%
Toronto-Dominion Bank	18.04.2024	11	Shareholder resolution 6: Report on impact of oil and gas divestment	DAGEGEN	1.2%
Mastercard	18.06.2024	8	Shareholder resolution: Report on gender-based compensation and benefit gaps	DAGEGEN	1.2%

Citigroup	30.04.2024	8	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	DAGEGEN	1.2%
Mastercard	18.06.2024	6	Shareholder resolution: Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	DAGEGEN	1.1%
Deere & Co.	28.02.2024	5	Shareholder Resolution: Civil Rights and Non-Discrimination Audit Proposal	DAGEGEN	1.0%
JPMorgan Chase	21.05.2024	6	Shareholder resolution: Report on Humanitarian risks due to climate change policies	DAGEGEN	1.0%
Amazon.com	22.05.2024	15	Shareholder resolution: Disclosure of Director Donations	DAGEGEN	1.0%
Capital One Financial	02.05.2024	6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN	0.9%
Alphabet	07.06.2024	5	Shareholder resolution: Report on Electromagnetic Radiation and Wireless Technologies Risk	DAFÜR	0.8%
Intel	07.05.2024	5	Shareholder resolution: Report of Opposing State Abortion Regulation	DAGEGEN	0.8%
Salesforce.com	27.06.2024	8.	Shareholder resolution: Report on Viewpoint Discrimination	DAGEGEN	0.8%
American Express Company	06.05.2024	7	Shareholder resolution: Report on Company's Policy on Merchant Category Codes	DAGEGEN	0.8%
Mastercard	18.06.2024	7	Shareholder resolution: Report on Congruency of Political Spending with its Human Rights Statements	DAGEGEN	0.8%
Berkshire Hathaway	04.05.2024	6	Shareholder resolution: Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	DAGEGEN	0.8%
Goldman Sachs Group	24.04.2024	10	Shareholder resolution: Report on Financial Statement Assumptions Regarding Climate Change	DAGEGEN	0.8%
Amazon.com	22.05.2024	9	Shareholder resolution: Report on Viewpoint Restriction	DAGEGEN	0.8%
Toronto-Dominion Bank	18.04.2024	12	Shareholder resolution 7: Annex to annual report on all out-of-court settlements	DAGEGEN	0.8%
General Motors	04.06.2024	5	Shareholder resolution: Eliminate EV Targets from Incentive Compensation Programs	DAGEGEN	0.8%
Toronto-Dominion Bank	18.04.2024	14	Shareholder resolution 9: Provide all employees with the same amount of social benefits	DAGEGEN	0.8%
ConocoPhillips	14.05.2024	5	Shareholder resolution: Revisit Pay Incentives for GHG Emission Reductions	DAGEGEN	0.8%
Crown Castle International	22.05.2024	1.p	Elect Dissident Nominee David P. Wheeler	ZURÜCKBEHALTEN	0.7%
Bank of Nova Scotia	09.04.2024	4	Shareholder resolution: Report on the bank's exposure to oil and gas sector	DAGEGEN	0.7%
BlackRock	15.05.2024	5	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	DAGEGEN	0.7%

Alimentation Couche-Tard	05.09.2024	4	Shareholder resolution: approve incentive compensation for all employees based on ESG objectives	DAFÜR	0.7%
Bank of Montréal	16.04.2024	7	Shareholder resolution: Report on the bank's exposure to oil and gas sector	DAGEGEN	0.7%
Mondelez International	22.05.2024	5	Shareholder resolution: Audit Committee Subcommittee Study on Company Affiliations	DAGEGEN	0.6%
Nike	10.09.2024	8	Shareholder resolution: divisive partnerships congruency report	DAGEGEN	0.6%
Charles Schwab Corp.	23.05.2024	5	Shareholder resolution: Report on Respecting Workforce Civil Liberties Supporting Statement	DAGEGEN	0.6%
Alphabet	07.06.2024	3	Shareholder resolution: Amend Bylaw regarding Stockholder Approval of Director Compensation	DAFÜR	0.6%
Amazon.com	22.05.2024	5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	DAGEGEN	0.6%
Microsoft	10.12.2024	5	Shareholder resolution: assess and report on investing in bitcoin	DAGEGEN	0.5%
Toronto-Dominion Bank	18.04.2024	13	Shareholder resolution 8: Establish a committee of 5 persons to consider all out-of-court settlements	DAGEGEN	0.5%
Walmart	05.06.2024	8	Shareholder resolution: Report on a Civil Rights and Non-Discrimination Audit	DAGEGEN	0.5%
MSCI	23.04.2024	4	Shareholder resolution: Report on Chinese Military-Industry companies in company indices	DAGEGEN	0.4%
Netflix	06.06.2024	5	Shareholder resolution: Establish Committee on Corporate Financial Sustainability	DAGEGEN	0.4%
Walmart	05.06.2024	10	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	DAGEGEN	0.4%
Meta Platforms	29.05.2024	12	Shareholder resolution: Report and Advisory Vote on Minimum Age for Social Media	DAGEGEN	0.3%
Alphabet	07.06.2024	6	Shareholder resolution: Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	DAGEGEN	0.3%
Alphabet	07.06.2024	4	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	DAGEGEN	0.2%
Walmart	05.06.2024		Shareholder resolution not on the agenda: limitations on political contributions	DAGEGEN	0.0%

4 Stimmberichte pro Unternehmen

3M Company

14.05.2024

OGV

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Thomas K. Brown	DAFÜR	DAFÜR	✓ 94.5%
1b	Elect Mr. William M. Brown	DAFÜR	DAFÜR	✓ 99.1%
1c	Elect Ms. Audrey Choi	DAFÜR	DAFÜR	✓ 98.9%
1d	Re-elect Ms. Anne H. Chow	DAFÜR	DAFÜR	✓ 88.8%
1e	Re-elect Mr. David B. Dillon	DAFÜR	DAFÜR	✓ 96.0%
1f	Re-elect Mr. Jim Fitterling	DAFÜR	DAFÜR	✓ 95.6%
1g	Re-elect Mr. Amy E. Hood	DAFÜR	DAFÜR	✓ 95.7%
1h	Re-elect Ms. Suzan Kereere	DAFÜR	DAFÜR	✓ 95.2%
1i	Re-elect Mr. Gregory R. Page	DAFÜR	DAFÜR	✓ 92.2%
1j	Re-elect Mr. Pedro J. Pizarro	DAFÜR	DAFÜR	✓ 96.8%
1k	Re-elect Mr. Michael F. Roman	DAFÜR	DAFÜR	✓ 96.9%
1l	Elect Mr. Thomas W. Sweet	DAFÜR	DAFÜR	✓ 99.0%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	✓ 93.7% The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✗ 45.0% Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	● DAFÜR	✗ 4.8% Mandatory equity ownership for executives promotes accountability and encourages them to create long-term value.

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.1	Re-elect Dr. Robert J. Alpern	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.7%
1.2	Re-elect Ms. Claire Babineaux-Fontenot	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.3%
1.3	Re-elect Dr. Sally E. Blount	DAFÜR	DAFÜR		✓ 97.6%
1.4	Re-elect Mr. Robert B. Ford	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 93.3%
1.5	Re-elect Ms. Paola Gonzalez	DAFÜR	DAFÜR		✓ 99.0%
1.6	Re-elect Ms. Michelle A. Kumbier	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 98.8%
1.7	Re-elect Mr. Darren W. McDew	DAFÜR	DAFÜR		✓ 98.7%
1.8	Re-elect Ms. Nancy McKinstry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments and non independent lead director, which is not best practice.	✓ 82.1%
1.9	Re-elect Mr. Michael G. O'Grady	DAFÜR	DAFÜR		✓ 98.5%
1.10	Re-elect Mr. Michael F. Roman	DAFÜR	● DAGEGEN	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.	✓ 97.6%
1.11	Re-elect Mr. Daniel J. Starks	DAFÜR	DAFÜR		✓ 97.1%
1.12	Re-elect Mr. John G. Stratton	DAFÜR	DAFÜR		✓ 74.4%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 97.2%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 89.4%

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

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

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Ms. Nora M. Denzel	DAFÜR	DAFÜR		✓ 98.1%
1b	Re-elect Mr. Mark Durcan	DAFÜR	DAFÜR		✓ 96.0%
1c	Re-elect Mr. Michael P. Gregoire	DAFÜR	DAFÜR		✓ 96.9%
1d	Re-elect Mr. Joseph A. Householder	DAFÜR	DAFÜR		✓ 97.7%
1e	Re-elect Mr. John W. Marren	DAFÜR	DAFÜR		✓ 99.7%
1f	Re-elect Mr. Jon A. Olson	DAFÜR	DAFÜR		✓ 98.7%
1g	Re-elect Dr. Lisa T. Su	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 94.7%
1h	Re-elect Mr. Abhijit Y. Talwalkar	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 88.6%
1i	Re-elect Ms. Elizabeth W. Vanderslice	DAFÜR	DAFÜR		✓ 97.0%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.8%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 81.9%
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 35.7%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Daniel P. Amos	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 98.1%
1b	Re-elect Mr. W. Paul Bowers	DAFÜR	DAFÜR		✓ 99.0%
1c	Re-elect Mr. Arthur R. Collins	DAFÜR	DAFÜR		✓ 99.6%
1d	Re-elect Prof. Miwako Hosoda	DAFÜR	DAFÜR		✓ 99.7%
1e	Re-elect Mr. Thomas J. Kenny	DAFÜR	DAFÜR		✓ 99.8%
1f	Re-elect Ms. Georgette D. Kiser	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 98.5%
1g	Re-elect Ms. Karole F. Lloyd	DAFÜR	DAFÜR		✓ 99.6%
1h	Re-elect Mr. Nobuchika Mori	DAFÜR	DAFÜR		✓ 99.7%
1i	Re-elect Mr. Joseph L. Moskowitz	DAFÜR	DAFÜR		✓ 98.7%
1j	Re-elect Prof. Katherine T. Rohrer	DAFÜR	DAFÜR		✓ 98.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 96.4%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 97.3%

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1.a	Re-elect Ms. Tonit M. Calaway	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓	93.2%
1.b	Re-elect Mr. Charles Cogut	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓	98.7%
1.c	Re-elect Ms. Lisa A. Davis	DAFÜR	DAFÜR		✓	95.6%
1.d	Re-elect Mr. Seifollah Ghasemi	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓	95.1%
1.e	Elect Ms. Jessica Trocchi Graziano	DAFÜR	DAFÜR		✓	99.7%
1.f	Re-elect Mr. David H.Y. Ho	DAFÜR	DAFÜR		✓	96.5%
1.g	Re-elect Mr. Edward L. Monser	DAFÜR	DAFÜR		✓	96.5%
1.h	Re-elect Mr. Matthew H. Paull	DAFÜR	DAFÜR		✓	97.8%
1.i	Re-elect Mr. Wayne T. Smith	DAFÜR	DAFÜR		✓	98.2%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓	72.9%
3	Re-election of the auditor	DAFÜR	DAFÜR		✓	99.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Brian Chesky	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 99.6% *
1b	Re-elect Ms. Angela Ahrendts	DAFÜR	DAFÜR	✓ 95.9% *
1c	Re-elect Mr. Kenneth Chenault	DAFÜR	DAFÜR	✓ 97.7% *
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.9%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 98.9%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 97.4%
5	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations. ✗ 4.0%

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

No.	Traktanden	Board	Ethos		Resultat
1	Re-election of the auditor	DAFÜR	DAFÜR		✓ 98.9%
2	Elections of directors				
2.1	Re-elect Mr. Alain Bouchard	DAFÜR	DAFÜR		✓ 94.3%
2.2	Re-elect Mr. Louis Vachon	DAFÜR	DAFÜR		✓ 99.6%
2.3	Re-elect Mr. Jean Bernier	DAFÜR	DAFÜR		✓ 98.5%
2.4	Re-elect Ms. Karinne Bouchard	DAFÜR	DAFÜR		✓ 92.9%
2.5	Re-elect Mr. Eric Boyko	DAFÜR	DAFÜR		✓ 94.1%
2.6	Re-elect Ms. Marie-Eve D'Amours	DAFÜR	DAFÜR		✓ 95.2%
2.7	Re-elect Ms. Janice L. Fields	DAFÜR	DAFÜR		✓ 99.0%
2.8	Re-elect Mr. Eric Fortin	DAFÜR	• DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board.	✓ 92.5%
2.9	Re-elect Mr. Richard Fortin	DAFÜR	DAFÜR		✓ 94.7%
2.10	Elect Mr. Stephen J. Harper	DAFÜR	DAFÜR		✓ 99.9%
2.11	Re-elect Ms. Mélanie Kau	DAFÜR	• DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 69.9%
2.12	Re-elect Ms. Marie-Josée Lamothe	DAFÜR	DAFÜR		✓ 99.7%
2.13	Re-elect Ms. Monique F. Leroux	DAFÜR	DAFÜR		✓ 99.5%
2.14	Elect Mr. Alex Miller	DAFÜR	DAFÜR		✓ 98.7%
2.15	Re-elect Mr. Réal Plourde	DAFÜR	DAFÜR		✓ 94.7%
2.16	Re-elect Mr. Louis Têtu	DAFÜR	DAFÜR		✓ 98.7%
3	Advisory vote on executive remuneration	DAFÜR	• DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 92.2%
4	Shareholder resolution: approve incentive compensation for all employees based on ESG objectives	DAGEGEN	• DAFÜR	The proposal aims at improving the remuneration policy. The proposal is in line with the long-term interests of the majority of the company's stakeholders.	✗ 0.7%
5	Shareholder resolution: hold annual meetings of the company in person with virtual meetings as complements	DAGEGEN	• DAFÜR	The proposal aims at improving shareholder rights.	✗ 36.3%
6	Shareholder resolution: disclose language fluency of executives	DAGEGEN	• DAFÜR	The proposal aims at improving the company's corporate governance.	✗ 5.8%
7	Shareholder resolution: advisory vote on environmental policies	DAGEGEN	• DAFÜR	An annual advisory vote serves as a mechanism for monitoring progress and holding the company accountable for its climate commitments.	✗ 17.0%
8	Shareholder resolution: disclose decarbonization action plan	DAGEGEN	• DAFÜR	Enhanced disclosure on environmental issues.	✗ 6.4%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Larry Page	DAFÜR	DAFÜR	✓ 98.0%
1b	Re-elect Mr. Sergey Brin	DAFÜR	DAFÜR	✓ 98.0%
1c	Re-elect Mr. Sundar Pichai	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 98.5%
1d	Re-elect Dr. John L. Hennessy	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 83.0%
1e	Re-elect Dr. Frances H. Arnold	DAFÜR	DAFÜR	✓ 88.3%
1f	Re-elect Mr. R. Martin Chavez	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.2%
1g	Re-elect Mr. L. John Doerr	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 86.2%
				Concerns over the director's time commitments.
1h	Re-elect Mr. Roger W. Ferguson Jr.	DAFÜR	DAFÜR	✓ 98.8%
1i	Re-elect Mr. K. Ram Shriram	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 86.8%
1j	Re-elect Ms. Robin L. Washington	DAFÜR	DAFÜR	✓ 86.4%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 97.5%
3	Shareholder resolution: Amend Bylaw regarding Stockholder Approval of Director Compensation	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 0.6%
4	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	DAGEGEN	DAGEGEN	✗ 0.2%
5	Shareholder resolution: Report on Electromagnetic Radiation and Wireless Technologies Risk	DAGEGEN	● DAFÜR	Enhanced disclosure on the potential ill effects of electromagnetic radiation and wireless technologies. ✗ 0.8%
6	Shareholder resolution: Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	DAGEGEN	DAGEGEN	✗ 0.3%
7	Shareholder resolution: Report on Climate Risk in Retirement Plan Options	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues. ✗ 3.7%
8	Shareholder resolution: Transparency on Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 15.2%
9	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	DAGEGEN	● DAFÜR	The proposal to give each share an equal vote is in line with the principle of fair and equal treatment of all shareholders. ✗ 31.3%

No.	Traktanden	Board	Ethos		Resultat
10	Shareholder resolution: Report on Reproductive Healthcare Misinformation Risks	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 6.4%
11	Shareholder resolution: Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	DAGEGEN	● DAFÜR	Amending the charter for AI use and transparent reporting align with societal values and can mitigate risks.	✗ 7.4%
12	Shareholder resolution: Report on Risks Related to AI Generated Misinformation and Disinformation	DAGEGEN	● DAFÜR	Enhanced disclosure of risks posed by AI.	✗ 17.6%
13	Shareholder resolution Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	DAGEGEN	● DAFÜR	Transparent assessment is essential to enable the company to better address and prevent adverse human rights impacts linked to targeted ads.	✗ 18.5%
14	Shareholder resolution: Adopt Targets Evaluating YouTube Child Safety Policies	DAGEGEN	● DAFÜR	Online safety for children is extremely important.	✗ 14.1%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Ian L.T. Clarke	DAFÜR	DAFÜR		✓ 99.1%
1b	Re-elect Ms. Marjorie M. Connelly	DAFÜR	DAFÜR		✓ 98.4%
1c	Re-elect Mr. R. Matt Davis	DAFÜR	DAFÜR		✓ 98.9%
1d	Re-elect Mr. William F. Gifford Jr.	DAFÜR	DAFÜR		✓ 98.8%
1e	Re-elect Ms. Debra J. Kelly-Ennis	DAFÜR	DAFÜR		✓ 98.1%
1f	Re-elect Ms. Kathryn B. McQuade	DAFÜR	DAFÜR		✓ 97.7%
1g	Re-elect Mr. George Muñoz	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.3%
1h	Re-elect Ms. Virginia E. Shanks	DAFÜR	DAFÜR		✓ 98.9%
1i	Re-elect Ms. Ellen R. Strahlman	DAFÜR	DAFÜR		✓ 99.1%
1j	Re-elect Mr. M. Max Yzaguirre	DAFÜR	DAFÜR		✓ 98.6%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 95.1%
4	Shareholder resolution: Report on Congruence of Political and Lobbying Expenditures with the Company's Vision	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 9.5%
5	Shareholder resolution: Benefits of Extended Producer Responsibility Laws for Spent Tobacco Filters	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues.	✗ 8.5%
6	Shareholder resolution: Adopt Director Election Resignation Bylaw	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN		–

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Mr. Jeffrey P. Bezos	DAFÜR	DAFÜR		✓ 94.8%
1.b	Re-elect Mr. Andrew R. Jassy	DAFÜR	DAFÜR		✓ 98.6%
1.c	Re-elect Mr. Keith B. Alexander	DAFÜR	DAFÜR		✓ 98.9%
1.d	Re-elect Ms. Edith W. Cooper	DAFÜR	DAFÜR		✓ 94.0%
1.e	Re-elect Ms. Jamie S. Gorelick	DAFÜR	DAFÜR		✓ 95.9%
1.f	Re-elect Mr. Daniel P. Huttenlocher	DAFÜR	DAFÜR		✓ 97.4%
1.g	Elect Mr. Andrew Y. Ng	DAFÜR	DAFÜR		✓ 99.4%
1.h	Re-elect Ms. Indra K. Nooyi	DAFÜR	DAFÜR		✓ 98.5%
1.i	Re-elect Mr. Jonathan J. Rubinstein	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 88.9%
1.j	Elect Mr. Brad D. Smith	DAFÜR	DAFÜR		✓ 99.5%
1.k	Re-elect Ms. Patricia Q. Stonesifer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.1%
1.l	Re-elect Mr. Wendell P. Weeks	DAFÜR	DAFÜR		✓ 98.6%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.2%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 77.7%
4	Shareholder resolution: Establish a Public Policy Committee	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.	✗ 6.6%
5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	DAGEGEN	DAGEGEN		✗ 0.6%
6	Shareholder resolution: Report on Customer Due Diligence	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 16.8%
7	Shareholder resolution: Transparency on Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying activities.	✗ 29.7%
8	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.	✗ 29.4%
9	Shareholder resolution: Report on Viewpoint Restriction	DAGEGEN	DAGEGEN		✗ 0.8%
10	Shareholder resolution: Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	DAGEGEN	● DAFÜR	Enhanced disclosure on how the company addresses the social and economic impacts linked to its climate change strategy.	✗ 23.4%
11	Shareholder resolution: Report on Efforts to Reduce Plastic Use	DAGEGEN	● DAFÜR	The report would be useful to evaluate opportunities for dramatically reducing the amount of plastics used in the company's packaging.	✗ 28.6%

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

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1a.	Re-elect Mr. Thomas J. Baltimore Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓	81.8%
1b.	Re-elect Mr. John J. Brennan	DAFÜR	DAFÜR		✓	98.0%
1c.	Re-elect Dr. Walter J. Clayton III	DAFÜR	DAFÜR		✓	98.3%
1d.	Re-elect Mr. Theodore J. Leonsis	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓	97.0%
1e.	Re-elect Ms. Deborah P. Majoras	DAFÜR	DAFÜR		✓	99.3%
1f.	Re-elect Ms. Karen L. Parkhill	DAFÜR	DAFÜR		✓	99.9%
1g.	Re-elect Mr. Charles E. Phillips Jr.	DAFÜR	DAFÜR		✓	97.8%
1h.	Re-elect Ms. Lynn A. Pike	DAFÜR	DAFÜR		✓	99.4%
1i.	Re-elect Mr. Stephen J. Squeri	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓	96.2%
1j.	Re-elect Dr. Daniel L. Vasella	DAFÜR	DAFÜR		✓	97.2%
1k.	Re-elect Ms. Lisa W. Wardell	DAFÜR	DAFÜR		✓	99.8%
1l.	Re-elect Mr. Christopher D. Young	DAFÜR	DAFÜR		✓	98.4%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓	98.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓	95.1%
4	To approve the amendment of the 2016 Incentive Compensation Plan	DAFÜR	● DAGEGEN	Potential excessive awards.	✓	96.5%
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗	31.2%
6	Shareholder resolution: Report Climate Lobbying Alignment	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying activities.	✗	24.4%
7	Shareholder resolution: Report on Company's Policy on Merchant Category Codes	DAGEGEN	DAGEGEN		✗	0.8%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Paola Bergamaschi	DAFÜR	DAFÜR	✓ 99.8%
1b	Re-elect Mr. James Cole Jr.	DAFÜR	DAFÜR	✓ 97.1%
1c	Elect Mr. James Dunne III	DAFÜR	DAFÜR	✓ 99.9%
1d	Elect Mr. John Chris Inglis	DAFÜR	DAFÜR	✓ 99.9%
1e	Re-elect Ms. Linda A. Mills	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 82.3%
1f	Re-elect Ms. Diana M. Murphy	DAFÜR	DAFÜR	✓ 93.9%
1g	Re-elect Mr. Peter R. Porrino	DAFÜR	DAFÜR	✓ 99.0%
1h	Re-elect Mr. John G. Rice	DAFÜR	DAFÜR	✓ 95.2%
1i	Re-elect Ms. Vanessa A. Wittman	DAFÜR	DAFÜR	✓ 99.6%
1j	Re-elect Mr. Peter Zaffino	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 94.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 64.8% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.9%
4	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management. ✗ 38.1%
5	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance. ✗ 14.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Elect Mr. Steven O. Vondran	DAFÜR	DAFÜR	✓ 99.9%
1b.	Re-elect Ms. Kelly C. Chambliss	DAFÜR	DAFÜR	✓ 99.0%
1c.	Re-elect Ms. Teresa H. Clarke	DAFÜR	DAFÜR	✓ 99.8%
1d.	Re-elect Mr. Kenneth R. Frank	DAFÜR	DAFÜR	✓ 99.7%
1e.	Re-elect Mr. Robert D. Hormats	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.2%
1f.	Re-elect Ms. Grace D. Lieblein	DAFÜR	DAFÜR	✓ 99.0%
1g.	Re-elect Mr. Craig Macnab	DAFÜR	DAFÜR	✓ 97.5%
1h.	Elect Mr. Neville R. Ray	DAFÜR	DAFÜR	✓ 99.9%
1i.	Re-elect Ms. JoAnn A. Reed	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.2%
1j.	Re-elect Ms. Pamela D.A. Reeve	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.6%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k.	Re-elect Mr. Bruce L. Tanner	DAFÜR	DAFÜR	✓ 99.8%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.8%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 96.2%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 45.6%
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 49.2%

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

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1.1	Re-elect Ms. Nancy A. Altobello	DAFÜR		DAFÜR	✓	98.5%
1.2	Re-elect Mr. David P. Falck	DAFÜR		DAFÜR	✓	94.7%
1.3	Re-elect Mr. Edward G. Jepsen	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	97.0%
1.4	Re-elect Ms. Rita S. Lane	DAFÜR		DAFÜR	✓	99.1%
1.5	Re-elect Mr. Robert A. Livingston	DAFÜR		DAFÜR	✓	97.0%
1.6	Re-elect Dr. Martin H. Loeffler	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓	96.0%
1.7	Re-elect Dr. R. Adam Norwitt	DAFÜR		DAFÜR	✓	98.7%
1.8	Re-elect Dr. Prahlad Singh	DAFÜR		DAFÜR	✓	99.8%
1.9	Re-elect Ms. Anne Clarke Wolff	DAFÜR		DAFÜR	✓	78.2%
2	To approve the amendment of the 2024 Restricted Stock Plan	DAFÜR		DAFÜR	✓	95.6%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓	94.0%
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓	91.7%
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers.	✓	87.6%
6	Shareholder resolution: Call Special Shareholder Meeting	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗	40.3%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Mr. Vincent T. Roche	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 94.7%
1.b	Elect Mr. Stephen M. Jennings	DAFÜR	DAFÜR		✓ 98.8%
1.c	Re-elect Mr. André Andonian	DAFÜR	DAFÜR		✓ 98.1%
1.d	Re-elect Mr. James A. Champy	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.1%
1.e	Re-elect Dr. Edward H. Frank	DAFÜR	DAFÜR		✓ 95.1%
1.f	Re-elect Prof. Dr. Laurie H. Glimcher	DAFÜR	DAFÜR		✓ 97.2%
1.g	Re-elect Ms. Karen Golz	DAFÜR	DAFÜR		✓ 98.0%
1.h	Elect Prof. Dr. oec. Peter B. Henry	DAFÜR	DAFÜR		✓ 99.3%
1.i	Re-elect Ms. Mercedes Johnson	DAFÜR	DAFÜR		✓ 98.7%
1.j	Re-elect Mr. Ray Stata	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 98.7%
1.k	Re-elect Dr. Susie Wee	DAFÜR	DAFÜR		✓ 97.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 72.5%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 91.8%
4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	DAGEGEN		✓ 89.6%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Lester B. Knight	DAFÜR	● DAGEGEN	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 88.9%</p>
1.2	Re-elect Mr. Gregory C. Case	DAFÜR	● DAGEGEN	<p>Executive director. The board is not sufficiently independent.</p> <p>✓ 98.6%</p>
1.3	Elect Mr. José Antonio Álvarez Álvarez	DAFÜR	● DAGEGEN	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>✓ 99.7%</p>
1.4	Re-elect Mr. Jin-Yong Cai	DAFÜR	DAFÜR	<p>✓ 98.1%</p>
1.5	Re-elect Mr. Jeffrey C. Campbell	DAFÜR	DAFÜR	<p>✓ 97.7%</p>
1.6	Re-elect Mr. Fulvio Conti	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 95.9%</p>
1.7	Re-elect Ms. Cheryl A. Francis	DAFÜR	DAFÜR	<p>✓ 95.4%</p>
1.8	Re-elect Ms. Adriana Karaboutis	DAFÜR	DAFÜR	<p>✓ 99.7%</p>
1.9	Re-elect Mr. Richard C. Notebaert	DAFÜR	● DAGEGEN	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 93.1%</p>
1.10	Re-elect Ms. Gloria Santona	DAFÜR	● DAGEGEN	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 95.9%</p>
1.11	Re-elect Ms. Sarah E. Smith	DAFÜR	DAFÜR	<p>✓ 99.7%</p>
1.12	Re-elect Mr. Byron O. Spruell	DAFÜR	DAFÜR	<p>✓ 97.9%</p>

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21.06.2024

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Ms. Kelly Battles	DAFÜR	DAFÜR	✓ 75.8% *
1.2	Elect Dr. Kenneth Duda	DAFÜR	DAFÜR	✓ 95.7% *
1.3	Re-elect Ms. Jayshree V. Ullal	DAFÜR	● ZURÜCK-BEHALTEN	✓ 80.4% *
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 93.3%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.3%
4	To approve the amended, restated and extended 2014 Equity Incentive Plan	DAFÜR	● DAGEGEN	✓ 95.4%

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Sherry S. Barrat	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.3%
1b	Elect Ms. Deborah Caplan	DAFÜR	DAFÜR	✓ 99.9%
1c	Re-elect Ms. Teresa H. Clarke	DAFÜR	DAFÜR	✓ 99.7%
1d	Re-elect Mr. D. John Coldman	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 98.9%
1e	Re-elect Mr. Patrick J. Gallagher	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 93.1%
1f	Re-elect Mr. David S. Johnson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.3%
				Non independent lead director, which is not best practice.
1g	Re-elect Mr. Christopher C. Miskel	DAFÜR	DAFÜR	✓ 91.2%
1h	Re-elect Mr. Ralph J. Nicoletti	DAFÜR	DAFÜR	✓ 99.0%
1i	Re-elect Dr. Norman L. Rosenthal	DAFÜR	● DAGEGEN	Non-independent chair of the risk committee. The independence of this committee is insufficient. ✓ 97.2%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.1%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.9%

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Dr. Andrew Anagnost	DAFÜR	DAFÜR	✓ 96.3%
1.b	Re-elect Ms. Karen Blasing	DAFÜR	DAFÜR	✓ 96.5%
1.c	Re-elect Mr. Reid French	DAFÜR	DAFÜR	✓ 96.8%
1.d	Re-elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR	✓ 97.8%
1.e	Re-elect Mr. Blake J. Irving	DAFÜR	DAFÜR	✓ 94.6%
1.f	Re-elect Ms. Mary T. McDowell	DAFÜR	DAFÜR	✓ 91.0%
1.g	Re-elect Mr. Stephen Milligan	DAFÜR	DAFÜR	✓ 97.7%
1.h	Re-elect Ms. Lorrie M. Norrington	DAFÜR	● DAGEGEN Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 91.6%
1.i	Re-elect Ms. Betsy Rafael	DAFÜR	DAFÜR	✓ 93.6%
1.j	Re-elect Mr. Rami Rahim	DAFÜR	DAFÜR	✓ 97.8%
1.k	Re-elect Mr. Stacy J. Smith	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 90.3%
2	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 89.8%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 82.3%
4	Amend the restated certificate of incorporation: provide right to call special meeting	DAFÜR	DAFÜR	✓ 98.8%
5	Shareholder resolution: call special shareholder meetings	DAGEGEN	● DAFÜR The proposed threshold would enhance the right of shareholders to call a special meeting.	✓ 59.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Peter Bisson	DAFÜR	DAFÜR	✓ 99.5%
1.b	Re-elect Ms. Maria Black	DAFÜR	DAFÜR	✓ 99.6%
1.c	Re-elect Mr. David V. Goeckeler	DAFÜR	DAFÜR	✓ 98.8%
1.d	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR	✓ 99.1%
1.e	Re-elect Mr. John P. Jones	DAFÜR	<div> <div>●</div> DAGEGEN </div> <div> Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines. </div>	✓ 96.3%
1.f	Re-elect Ms. Francine S. Katsoudas	DAFÜR	DAFÜR	✓ 99.0%
1.g	Re-elect Ms. Nazzic S. Keene	DAFÜR	DAFÜR	✓ 99.4%
1.h	Re-elect Mr. Thomas J. Lynch	DAFÜR	DAFÜR	✓ 99.1%
1.i	Re-elect Mr. Scott F. Powers	DAFÜR	DAFÜR	✓ 97.7%
1.j	Re-elect Mr. William J. Ready	DAFÜR	<div> <div>●</div> DAGEGEN </div> <div> Concerns over the director's time commitments. </div>	✓ 71.8%
1.k	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR	✓ 98.6%
1.l	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	✓ 94.6%
2	Advisory vote on executive remuneration	DAFÜR	<div> <div>●</div> DAGEGEN </div> <div> Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. </div>	✓ 90.1%
3	Re-election of the auditor	DAFÜR	<div> <div>●</div> DAGEGEN </div> <div> The auditor's long tenure raises independence concerns. </div>	✓ 92.9%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.1	Elect Mr. Philip B. Daniele III	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.1%
1.2	Re-elect Mr. Michael A. George	DAFÜR	DAFÜR		✓ 99.4%
1.3	Re-elect Ms. Linda A. Goodspeed	DAFÜR	DAFÜR		✓ 94.7%
1.4	Re-elect Mr. Earl J. Graves Jr.	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.3%
1.5	Re-elect Mr. Brian Hannasch	DAFÜR	DAFÜR		✓ 98.8%
1.6	Re-elect Ms. Gale V. King	DAFÜR	DAFÜR		✓ 99.0%
1.7	Re-elect Mr. George R. Mrkonic Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.7%
1.8	Re-elect Mr. William C. Rhodes III	DAFÜR	DAFÜR		✓ 93.9%
1.9	Re-elect Ms. Jill A. Soltau	DAFÜR	DAFÜR		✓ 95.3%
2	Re-election of Ernst & Young as auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 91.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 89.6%
4	Reducing threshold to call special shareholder meetings (advisory vote)	DAFÜR	DAFÜR		✓ 90.0%
5	Shareholder resolution: call special shareholder meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 44.5%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.a	Re-elect Ms. Sharon L. Allen	DAFÜR	DAFÜR	✓ 96.1%	
1.b	Re-elect Mr. Jose E. Almeida	DAFÜR	DAFÜR	✓ 98.1%	
1.c	Re-elect Mr. Pierre J. P. de Weck	DAFÜR	DAFÜR	✓ 97.5%	
1.d	Re-elect Mr. Arnold W. Donald	DAFÜR	DAFÜR	✓ 96.6%	
1.e	Re-elect Ms. Linda P. Hudson	DAFÜR	DAFÜR	✓ 96.3%	
1.f	Re-elect Ms. Monica C. Lozano	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>Chairman of the remuneration committee. We have serious concerns over remuneration and there is no say-on-pay.</div>	✓ 94.7%
1.g	Re-elect Mr. Brian T. Moynihan	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 94.3%
1.h	Re-elect Mr. Lionel L. Nowell III	DAFÜR	DAFÜR		✓ 97.6%
1.i	Re-elect Ms. Denise L. Ramos	DAFÜR	DAFÜR		✓ 98.8%
1.j	Re-elect Dr. Clayton S. Rose	DAFÜR	DAFÜR		✓ 94.9%
1.k	Re-elect Mr. Michael D. White	DAFÜR	DAFÜR		✓ 96.3%
1.l	Re-elect Mr. Thomas D. Woods	DAFÜR	DAFÜR		✓ 98.7%
1.m	Re-elect Prof. Dr. Maria T. Zuber	DAFÜR	DAFÜR		✓ 93.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div>Excessive variable remuneration.</div> <div>An important part of the variable remuneration is based on continued employment only.</div>	✓ 91.4%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.5%
4	To approve the amendment of the equity incentive plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines.	✓ 78.2%
5	Shareholder resolution: Report on risks of politicized de-banking	DAGEGEN	● DAFÜR	The complaint filed against Bank of America raises valid concerns regarding violations of consumer protection laws.	✗ 3.2%
6	Shareholder resolution: Report on climate lobbying	DAGEGEN	● DAFÜR	The resolution would give a more precise view on how the bank's lobbying activities are aligned with its commitments to achieve its net zero goals in 2050.	✗ 27.5%
7	Shareholder resolution: Disclosure of clean energy financing ratio	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 26.0%
8	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	DAGEGEN		✗ 13.4%
9	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management.	✗ 31.3%

No.	Traktanden	Board	Ethos	Resultat
10	Shareholder resolution: Improve executive remuneration program and policy	DAGEGEN	<div> <div></div> DAFÜR </div>	<div> <div></div> 7.1% </div>

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Ms. Janice M. Babiak	DAFÜR	DAFÜR		✓ 97.4%
1b	Re-elect Mr. Craig W. Broderick	DAFÜR	DAFÜR		✓ 99.0%
1c	Elect Ms. Hazel Claxton	DAFÜR	DAFÜR		✓ 99.7%
1d	Re-elect Mr. George A. Cope	DAFÜR	• ZURÜCK-BEHALTEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.3%
1e	Re-elect Mr. Stephen Dent	DAFÜR	DAFÜR		✓ 99.7%
1f	Re-elect Ms. Christine A. Edwards	DAFÜR	• ZURÜCK-BEHALTEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 97.0%
1g	Re-elect Prof. Dr. Martin S. Eichenbaum	DAFÜR	DAFÜR		✓ 99.5%
1h	Re-elect Mr. David E. Harquail	DAFÜR	DAFÜR		✓ 99.7%
1i	Re-elect Ms. Linda S. Huber	DAFÜR	DAFÜR		✓ 99.7%
1j	Re-elect Mr. Eric R. La Flèche	DAFÜR	DAFÜR		✓ 98.5%
1k	Re-elect Ms. Lorraine Mitchelmore	DAFÜR	DAFÜR		✓ 99.0%
1l	Re-elect Ms. Madhu Ranganathan	DAFÜR	• ZURÜCK-BEHALTEN	Concerns over the director's time commitments.	✓ 90.7%
1m	Re-elect Mr. Darryl White	DAFÜR	DAFÜR		✓ 99.4%
2	Re-election of the auditor	DAFÜR	• ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.	✓ 91.4%
3	Advisory vote on executive remuneration	DAFÜR	• DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 94.3%
4	Shareholder resolution: Hold annual meetings in person with virtual meetings as complements	DAGEGEN	DAGEGEN		✓ 50.7%
5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	DAGEGEN	• DAFÜR	The report would promote transparency disclosing the mean annual compensation for all employees and contribute to combatting tax havens.	✗ 10.9%
6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	DAGEGEN	• DAFÜR	The annual advisory vote serves as a mechanism for monitoring progress and holding the company accountable for its climate commitments.	✗ 15.3%
7	Shareholder resolution: Report on the bank's exposure to oil and gas sector	DAGEGEN	DAGEGEN		✗ 0.7%
8	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	• DAFÜR	The proposal aims at improving the remuneration policy.	✗ 10.9%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Ms. Nora A. Aufreiter	DAFÜR	DAFÜR		✓ 95.5%
1.b	Re-elect Dr. Guillermo E. Babatz	DAFÜR	DAFÜR		✓ 97.6%
1.c	Re-elect Mr. Scott B. Bonham	DAFÜR	DAFÜR		✓ 96.6%
1.d	Re-elect Mr. Daniel (Don) H. Callahan	DAFÜR	DAFÜR		✓ 96.8%
1.e	Re-elect Mr. Dave. W. Dowrich	DAFÜR	DAFÜR		✓ 97.9%
1.f	Elect Mr. Michael B. Medline	DAFÜR	DAFÜR		✓ 99.5%
1.g	Re-elect Ms. Lynn K. Patterson	DAFÜR	DAFÜR		✓ 97.7%
1.h	Re-elect Mr. Michael D. Penner	DAFÜR	DAFÜR		✓ 96.7%
1.i	Re-elect Ms. Una M. Power	DAFÜR	DAFÜR		✓ 97.5%
1.j	Re-elect Mr. Aaron W. Regent	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.	✓ 95.7%
1.k	Re-elect Mr. Calin Rovinescu	DAFÜR	DAFÜR		✓ 96.4%
1.l	Elect Ms. Sandra J. Stuart	DAFÜR	DAFÜR		✓ 95.4%
1.m	Re-elect Mr. Scott L Thomson	DAFÜR	DAFÜR		✓ 97.8%
1.n	Re-elect Ms. Benita M. Warmbold	DAFÜR	DAFÜR		✓ 95.1%
2	Re-election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.	✓ 93.6%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 94.2%
4	Shareholder resolution: Report on the bank's exposure to oil and gas sector	DAGEGEN	DAGEGEN		✗ 0.7%
5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	DAGEGEN	● DAFÜR	The report would promote transparency disclosing the mean annual compensation for all employees and contribute to combatting tax havens.	✗ 9.9%
6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	DAGEGEN	● DAFÜR	An annual advisory vote serves as a mechanism for monitoring progress and holding the company accountable for its climate commitments.	✗ 12.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. William M. Brown	DAFÜR	DAFÜR	✓ 97.4%
1.2	Re-elect Ms. Catherine M. Burzik	DAFÜR	DAFÜR	✓ 96.8%
1.3	Re-elect Ms. Carrie L. Byington	DAFÜR	DAFÜR	✓ 99.5%
1.4	Re-elect Mr. R. Andrew Eckert	DAFÜR	DAFÜR	✓ 97.2%
1.5	Re-elect Ms. Claire M. Fraser	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 95.9%</div>
1.6	Re-elect Mr. Jeffrey W. Henderson	DAFÜR	● DAGEGEN	<div>Non-independent chair of the audit committee. The independence of this committee is insufficient.</div> <div>✓ 91.0%</div>
1.7	Re-elect Mr. Christopher Jones	DAFÜR	DAFÜR	✓ 94.5%
1.8	Re-elect Mr. Thomas E. Polen	DAFÜR	● DAGEGEN	<div>Combined chair and CEO.</div> <div>✓ 93.2%</div>
1.9	Re-elect Mr. Timothy M. Ring	DAFÜR	DAFÜR	✓ 97.9%
1.10	Re-elect Mr. Bertram L. Scott	DAFÜR	● DAGEGEN	<div>Non independent lead director, which is not best practice.</div> <div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 91.4%</div>
1.11	Elect Ms. Joanne Waldstreicher	DAFÜR	DAFÜR	✓ 99.8%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<div>The auditor's long tenure raises independence concerns.</div> <div>✓ 94.2%</div>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div>Excessive variable remuneration.</div> <div>✓ 92.6%</div>

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Warren E. Buffett	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Combined chairman and CEO.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p>	<div> <div></div> 96.1% </div>
1.2	Re-elect Mr. Gregory E. Abel	DAFÜR	DAFÜR	<div> <div></div> 96.2% </div>
1.3	Re-elect Mr. Howard G. Buffett	DAFÜR	DAFÜR	<div> <div></div> 95.9% </div>
1.4	Re-elect Ms. Susan A. Buffett	DAFÜR	DAFÜR	<div> <div></div> 96.1% </div>
1.5	Re-elect Mr. Stephen B. Burke	DAFÜR	DAFÜR	<div> <div></div> 89.3% </div>
1.6	Re-elect Mr. Kenneth Irvine Chenault	DAFÜR	DAFÜR	<div> <div></div> 89.4% </div>
1.7	Re-elect Mr. Christopher C. Davis	DAFÜR	DAFÜR	<div> <div></div> 96.7% </div>
1.8	Re-elect Ms. Susan L. Decker	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 86.2% </div>
1.9	Re-elect Ms. Charlotte Guyman	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 85.8% </div>
1.10	Re-elect Mr. Ajit Jain	DAFÜR	DAFÜR	<div> <div></div> 96.2% </div>
1.11	Re-elect Mr. Thomas S. Murphy Jr.	DAFÜR	DAFÜR	<div> <div></div> 89.5% </div>
1.12	Re-elect Mr. Ronald L. Olson	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 95.9% </div>
1.13	Re-elect Mr. Wallace R. Weitz	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>The director is over 75 years old, which exceeds guidelines.</p>	<div> <div></div> 97.2% </div>
1.14	Re-elect Ms. Meryl B. Witmer	DAFÜR	DAFÜR	<div> <div></div> 97.2% </div>
2	Shareholder resolution: Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	DAGEGEN	<div> <div></div> DAFÜR </div> <p>The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.</p>	<div> <div></div> 21.0% </div>
3	Shareholder resolution: Greenhouse Gas Reduction Targets	DAGEGEN	<div> <div></div> DAFÜR </div> <p>The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.</p>	<div> <div></div> 17.7% </div>
4	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	<div> <div></div> DAFÜR </div> <p>Enhanced disclosure on gender equality and ethnic diversity.</p>	<div> <div></div> 20.5% </div>
5	Shareholder resolution: Establish a Railroad Safety Committee	DAGEGEN	<div> <div></div> DAFÜR </div> <p>The proposition aims to improve safety in the workplace.</p>	<div> <div></div> 3.6% </div>

Berkshire Hathaway

04.05.2024

OGV

No.	Traktanden	Board	Ethos	Resultat	
6	Shareholder resolution: Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	DAGEGEN	DAGEGEN	✗	0.8%
7	Shareholder resolution: Report on Risks Related to Operations in China	DAGEGEN	DAGEGEN	✗	1.4%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a.	Re-elect Ms. Pamela Daley	DAFÜR	DAFÜR		✓ 98.2%
1b.	Re-elect Mr. Laurence D. Fink	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 96.3%
1c.	Re-elect Mr. William E. Ford	DAFÜR	DAFÜR		✓ 96.4%
1d.	Re-elect Mr. Fabrizio Freda	DAFÜR	DAFÜR		✓ 97.2%
1e.	Re-elect Mr. Murry S. Gerber	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.0%
1f.	Re-elect Ms. Margaret (Peggy) L. Johnson	DAFÜR	DAFÜR		✓ 99.3%
1g.	Re-elect Mr. Robert S. Kapito	DAFÜR	● DAGEGEN	Executive director and the board size is excessive.	✓ 98.9%
1h.	Re-elect Ms. Cheryl D. Mills	DAFÜR	DAFÜR		✓ 97.5%
1i.	Elect Mr. Amin H. Nasser	DAFÜR	DAFÜR		✓ 98.5%
1j.	Re-elect Mr. Gordon M. Nixon	DAFÜR	DAFÜR		✓ 95.8%
1k.	Re-elect Ms. Kristin C. Peck	DAFÜR	DAFÜR		✓ 98.8%
1l.	Re-elect Mr. Charles H. Robbins	DAFÜR	DAFÜR		✓ 99.7%
1m.	Re-elect Mr. Marco Antonio Slim Domit	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 89.6%
1n.	Re-elect Mr. Hans Vestberg	DAFÜR	DAFÜR		✓ 99.7%
1o.	Re-elect Ms. Susan L. Wagner	DAFÜR	DAFÜR		✓ 98.4%
1p.	Re-elect Mr. Mark Wilson	DAFÜR	DAFÜR		✓ 98.9%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 58.6%
3	To approve the amendment of the 1999 Stock Award and Incentive Plan	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. Potential excessive awards.	✓ 97.9%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.7%
5	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	DAGEGEN	DAGEGEN		✗ 0.7%
6	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management.	✗ 13.1%
7	Shareholder resolution: Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	DAGEGEN	● DAFÜR	Proxy voting records should align with climate commitments.	✗ 8.1%

Boeing

17.05.2024

OGV

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Robert A. Bradway	DAFÜR	DAFÜR		✓ 88.9%
1b	Re-elect Mr. David L. Calhoun	DAFÜR	● DAGEGEN	CEO of the company who is responsible for the board's unsatisfactory supervision of the company's management with regard to important safety matters.	✓ 77.7%
1c	Re-elect Ms. Lynne M. Doughtie	DAFÜR	DAFÜR		✓ 91.0%
1d	Re-elect Mr. David L. Gitlin	DAFÜR	● DAGEGEN	Member of the aerospace safety committee. The company is facing serious problems related to safety and technical issues.	✓ 82.7%
1e	Re-elect Ms. Lynn J. Good	DAFÜR	DAFÜR		✓ 87.9%
1f	Re-elect Ms. Stayce D. Harris	DAFÜR	● DAGEGEN	Member of the aerospace safety committee. The company is facing serious problems related to safety and technical issues.	✓ 82.5%
1g	Re-elect Mr. Akhil Johri	DAFÜR	DAFÜR		✓ 83.4%
1h	Re-elect Mr. David L. Joyce	DAFÜR	● DAGEGEN	Chair of the aerospace safety committee. The company is facing serious problems related to safety and technical issues.	✓ 66.6%
1i	Re-elect Mr. Steven M. Mollenkopf	DAFÜR	DAFÜR		✓ 89.8%
1j	Re-elect Mr. John M. Richardson	DAFÜR	● DAGEGEN	Member of the aerospace safety committee. The company is facing serious problems related to safety and technical issues.	✗ 30.2%
1k	Re-elect Ms. Sabrina Soussan	DAFÜR	DAFÜR		✓ 93.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 61.9%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.5%
4	Shareholder resolution: Publish Third Party Review of China Business and ESG Commitments	DAGEGEN	DAGEGEN		✗ 4.9%
5	Shareholder resolution: Report on Climate Lobbying	DAGEGEN	● DAFÜR	The resolution asks the company to assess the congruence of its lobbying activities with their stated goal of achieving net-zero emissions by 2030.	✗ 24.6%
6	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.	✗ 38.3%
7	Shareholder resolution: Report on Risks Related to Diversity, Equity and Inclusion Efforts	DAGEGEN	DAGEGEN		✗ 5.2%

Boeing

17.05.2024

OGV

No.	Traktanden	Board	Ethos	Resultat
8	Shareholder resolution: Adoption of value chain emission reduction target	DAGEGEN	<div> <div></div> <div>DAFÜR</div> </div>	<div> <div></div> <div>30.4%</div> </div>

The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.

Booking Holdings

04.06.2024

OGV

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Glenn D. Fogel	DAFÜR	DAFÜR	✓ 99.6%
1.2	Re-elect Dr. Mirian M. Graddick-Weir	DAFÜR	DAFÜR	✓ 96.7%
1.3	Elect Ms. Kelly J. Grier	DAFÜR	DAFÜR	✓ 99.6%
1.4	Re-elect Ms. Wei Hopeman	DAFÜR	DAFÜR	✓ 99.2%
1.5	Re-elect Mr. Robert J. Mylod Jr.	DAFÜR	DAFÜR	✓ 97.9%
1.6	Re-elect Mr. Charles H. Noski	DAFÜR	DAFÜR	✓ 91.8%
1.7	Re-elect Mr. Joseph (Larry) Quinlan	DAFÜR	DAFÜR	✓ 99.6%
1.8	Re-elect Mr. Nicholas J. Read	DAFÜR	DAFÜR	✓ 99.6%
1.9	Re-elect Mr. Thomas E. Rothman	DAFÜR	DAFÜR	✓ 97.8%
1.10	Re-elect Mr. Sumit Singh	DAFÜR	DAFÜR	✓ 98.7%
1.11	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	✓ 98.3%
1.12	Re-elect Ms. Vanessa A. Wittman	DAFÜR	DAFÜR	✓ 97.9%
2	Advisory vote on executive remuneration	DAFÜR	<div> <div>●</div> DAGEGEN </div> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 90.3%
3	Re-election of the auditor	DAFÜR	<div> <div>●</div> DAGEGEN </div> <p>The auditor's long tenure raises independence concerns.</p>	✓ 90.9%
4	Shareholder resolution: Amend Clawback Policy	DAGEGEN	<div> <div>●</div> DAFÜR </div> <p>The proposal aims at improving the remuneration policy.</p>	✗ 30.7%
5	Shareholder resolution: Report on Reproductive Rights and Data	DAGEGEN	<div> <div>●</div> DAFÜR </div> <p>Enhanced disclosure on social issues.</p>	✗ 14.8%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Charles J. Dockendorff	DAFÜR	DAFÜR		✓ 95.4%
1b	Re-elect Mr. Yoshiaki Fujimori	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.8%
1c	Re-elect Mr. Edward J. Ludwig	DAFÜR	DAFÜR		✓ 98.2%
1d	Re-elect Mr. Michael F. Mahoney	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 93.6%
1e	Elect Dr. Jessica L. Mega	DAFÜR	DAFÜR		✓ 99.8%
1f	Elect Ms. Susan E. Morano	DAFÜR	DAFÜR		✓ 99.8%
1g	Re-elect Mr. John E. Sununu	DAFÜR	DAFÜR		✓ 95.1%
1h	Re-elect Mr. David S. Wichmann	DAFÜR	DAFÜR		✓ 99.1%
1i	Re-elect Ms. Ellen M. Zane	DAFÜR	DAFÜR		✓ 97.5%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.7%
3	Amend Advance Notice Provisions	DAFÜR	DAFÜR		✓ 99.4%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 92.0%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Peter J. Arduini	DAFÜR	DAFÜR		✓ 93.1%
1b	Re-elect Prof. Dr. Deepak L. Bhatt	DAFÜR	DAFÜR		✓ 99.3%
1c	Elect Dr. Christopher Boerner	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 93.6%
1d	Re-elect Dr. Julia A. Haller	DAFÜR	DAFÜR		✓ 99.3%
1e	Re-elect Prof. Dr. Manuel Hidalgo Medina	DAFÜR	DAFÜR		✓ 99.4%
1f	Re-elect Prof. Paula A. Price	DAFÜR	DAFÜR		✓ 97.8%
1g	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR		✓ 96.5%
1h	Re-elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR		✓ 95.9%
1i	Re-elect Dr. Karen H. Vousden	DAFÜR	DAFÜR		✓ 97.8%
1j	Re-elect Ms. Phyllis R. Yale	DAFÜR	DAFÜR		✓ 98.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.9%
3	Re-election of the auditor	DAFÜR	DAFÜR		✓ 97.2%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 84.4%
5	Shareholder resolution: Independent Chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management.	✗ 31.7%
6	Shareholder resolution: Executive Retention of Significant Stock	DAGEGEN	DAGEGEN		✗ 38.5%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Ms. Diane M. Bryant	DAFÜR	DAFÜR		✓ 91.8%
1.b	Re-elect Ms. Gayla J. Delly	DAFÜR	DAFÜR		✓ 98.2%
1.c	Elect Mr. Kenneth Y. Hao	DAFÜR	DAFÜR		✓ 99.9%
1.d	Re-elect Mr. Eddy Hartenstein	DAFÜR	DAFÜR		✓ 82.2%
1.e	Re-elect Mr. Check Kian Low	DAFÜR	DAFÜR		✓ 91.0%
1.f	Re-elect Ms. Justine F. Page	DAFÜR	DAFÜR		✓ 99.6%
1.g	Re-elect Dr. Henry S. Samuelli	DAFÜR	DAFÜR		✓ 98.1%
1.h	Re-elect Mr. Hock E. Tan	DAFÜR	DAFÜR		✓ 99.7%
1.i	Re-elect Mr. Harry L. You	DAFÜR	● DAGEGEN	Chairman of the remuneration committee. We have serious concerns over remuneration.	✓ 79.6%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 98.5%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 61.6%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors (Class A shares)			
1.1	Re-elect Ms. M. Elyse Allan	DAFÜR	DAFÜR	✓ 99.7%
1.2	Re-elect Ms. Angela F. Braly	DAFÜR	DAFÜR	✓ 99.6%
1.3	Re-elect Ms. Janice Fukakusa	DAFÜR	DAFÜR	✓ 99.0%
1.4	Re-elect Ms. Maureen Kempstone Darkes	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<p>✓ 96.4%</p>
1.5	Re-elect Mr. Frank J. McKenna	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>The director is over 75 years old and has been sitting on the board for over 16 years, which both exceeds guidelines.</p> <p>Concerns over the director's time commitments.</p>	<p>✓ 91.9%</p>
1.6	Re-elect Ms. Hutham S. Olayan	DAFÜR	DAFÜR	✓ 99.3%
1.7	Re-elect Ms. Diana L. Taylor	DAFÜR	<p>● DAGEGEN</p> <p>Non-independent chair of the remuneration committee. The independence of this committee is insufficient.</p>	<p>✓ 97.6%</p>
2	Re-election of the auditor	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>The auditor's long tenure raises independence concerns.</p>	<p>✓ 96.3%</p>
3	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	<p>✓ 95.6%</p>
4	Re-approve the BNRE Escrowed Stock Plan	DAFÜR	<p>● DAGEGEN</p> <p>The potential variable remuneration exceeds Ethos' guidelines.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	<p>✓ 70.5%</p>

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Mark W. Adams	DAFÜR	DAFÜR		✓ 97.3%
1b	Re-elect Ms. Ita M. Brennan	DAFÜR	DAFÜR		✓ 98.2%
1c	Re-elect Mr. Lewis Chew	DAFÜR	DAFÜR		✓ 98.6%
1d	Re-elect Dr. Anirudh Devgan	DAFÜR	DAFÜR		✓ 99.5%
1e	Re-elect Ms. Mary Louise Krakauer	DAFÜR	DAFÜR		✓ 97.3%
1f	Re-elect Ms. Julia Liuson	DAFÜR	DAFÜR		✓ 95.7%
1g	Re-elect Dr. James D. Plummer	DAFÜR	• DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 96.3%
1h	Re-elect Dr. Alberto Sangiovanni-Vincentelli	DAFÜR	• DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.5%
1i	Re-elect Mr. Young Sohn	DAFÜR	DAFÜR		✓ 99.3%
2	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR		✓ 99.8%
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	• DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 85.7%
4	Allow shareholders to act by written consent	DAFÜR	DAFÜR		✓ 66.7%
5	Advisory vote on executive remuneration	DAFÜR	• DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 89.3%
6	Re-election of the auditor	DAFÜR	DAFÜR		✓ 99.6%
7	Shareholder resolution: Termination Pay	DAGEGEN	• DAFÜR	The proposal aims at improving the remuneration policy.	✗ 6.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Shauneen Bruder	DAFÜR	DAFÜR	✓ 99.1%
1b	Re-elect Ms. Jo-ann dePass Olsovsky	DAFÜR	DAFÜR	✓ 99.1%
1c	Re-elect Mr. David Freeman	DAFÜR	DAFÜR	✓ 99.5%
1d	Re-elect Ms. Denise Gray	DAFÜR	DAFÜR	✓ 99.4%
1e	Re-elect Mr. Justin Marshall Howell	DAFÜR	DAFÜR	✓ 99.2%
1f	Re-elect Ms. Susan C. Jones	DAFÜR	DAFÜR	✓ 99.5%
1g	Re-elect Mr. Robert Knight	DAFÜR	DAFÜR	✓ 99.5%
1h	Re-elect Mr. Michel Letellier	DAFÜR	DAFÜR	✓ 99.3%
1i	Re-elect Ms. Margaret A. McKenzie	DAFÜR	DAFÜR	✓ 99.1%
1j	Re-elect Mr. Al Monaco	DAFÜR	DAFÜR	✓ 99.1%
1k	Re-elect Ms. Tracy Robinson	DAFÜR	DAFÜR	✓ 99.9%
2	Re-election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns. ✓ 90.9%
3	Confirmation of Advance Notice By-Law	DAFÜR	DAFÜR	✓ 99.7%
4	Amend the Management Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan. ✓ 98.5%
5	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 97.4% An important part of the variable remuneration is based on continued employment only.
6	Advisory vote on Climate Action Plan	DAFÜR	● DAGEGEN	The company has not set CO2e emission reduction targets consistent with limiting the global temperature increase to 1.5°. ✓ 97.5%
7	Shareholder resolution: Adopt a Paid Sick Leave Policy	DAGEGEN	● DAFÜR	The proposal's policies encourage social responsibility. ✗ 9.9%

No.	Traktanden	Board	Ethos		Resultat	
	Elections of directors					
1a	Re-elect Mr. Richard D. Fairbank	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓	96.7%
1b	Re-elect Mr. Ime Archibong	DAFÜR	DAFÜR		✓	99.6%
1c	Re-elect Ms. Christine R. Detrick	DAFÜR	DAFÜR		✓	96.6%
1d	Re-elect Ms. Ann Fritz Hackett	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.	✓	95.2%
1e	Elect Ms. Suni P. Harford	DAFÜR	DAFÜR		✓	99.9%
1f	Re-elect Mr. Peter Thomas Killalea	DAFÜR	DAFÜR		✓	97.2%
1g	Re-elect Mr. Eli Leenaars	DAFÜR	DAFÜR		✓	99.6%
1h	Re-elect Mr. François Locoh-Donou	DAFÜR	DAFÜR		✓	96.7%
1i	Re-elect Mr. Peter E. Raskind	DAFÜR	DAFÜR		✓	96.8%
1j	Re-elect Ms. Eileen Serra	DAFÜR	DAFÜR		✓	99.4%
1k	Re-elect Mr. Mayo A. Shattuck III	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	96.2%
1l	Re-elect Mr. Craig Anthony Williams	DAFÜR	DAFÜR		✓	99.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓	95.1%
3	To approve the 2002 Associate Stock Purchase Plan	DAFÜR	DAFÜR		✓	99.0%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓	95.8%
5	Shareholder resolution: Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗	10.1%
6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN		✗	0.9%
7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.	✗	10.2%

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1a.	Re-elect Dr. Jean-Pierre Garnier	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓	98.8%
1b.	Re-elect Mr. David L. Gitlin	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓	96.3%
1c.	Re-elect Mr. John J. Greisch	DAFÜR	DAFÜR		✓	98.9%
1d.	Re-elect Mr. Charles M. Holley Jr.	DAFÜR	DAFÜR		✓	97.8%
1e.	Re-elect Mr. Michael M. McNamara	DAFÜR	DAFÜR		✓	98.1%
1f.	Elect Ms. Susan N. Story	DAFÜR	DAFÜR		✓	99.4%
1g.	Re-elect Mr. Michael A. Todman	DAFÜR	DAFÜR		✓	97.4%
1h.	Elect Mr. Max Viessmann	DAFÜR	DAFÜR		✓	99.3%
1i.	Re-elect Ms. Virginia M. Wilson	DAFÜR	DAFÜR		✓	97.3%
1j.	Re-elect Ms. Beth A. Wozniak	DAFÜR	DAFÜR		✓	98.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓	58.6%
3	Re-election of the auditor	DAFÜR	DAFÜR		✓	97.7%
4	Shareholder resolution: Transparency in Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗	23.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Daniel M. Dickinson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.5%
1.2	Re-elect Mr. James C. Fish Jr.	DAFÜR	DAFÜR	✓ 98.8%
1.3	Re-elect Mr. Gerald Johnson	DAFÜR	DAFÜR	✓ 98.4%
1.4	Re-elect Mr. David W. MacLennan	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 94.6%
1.5	Re-elect Ms. Judith F. Marks	DAFÜR	DAFÜR	✓ 98.9%
1.6	Re-elect Ms. Debra L. Reed-Klages	DAFÜR	DAFÜR	✓ 97.3%
1.7	Re-elect Prof. Susan C. Schwab	DAFÜR	DAFÜR	✓ 96.5%
1.8	Re-elect Mr. D. James Umpleby III	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.3%
1.9	Re-elect Mr. Rayford Wilkins Jr.	DAFÜR	DAFÜR	✓ 96.6%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.9% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management. ✗ 31.2%
5	Shareholder resolution: Transparency on Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying activities. ✗ 23.0%
6	Shareholder resolution: Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	DAGEGEN	DAGEGEN	✗ 1.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Walter W. Bettinger II	DAFÜR	● DAGEGEN	Combined co-chair and CEO. ✓ 93.2%
1.b	Re-elect Ms. Joan T. Dea	DAFÜR	DAFÜR	✓ 91.8%
1.c	Re-elect Mr. Christopher V. Dodds	DAFÜR	DAFÜR	✓ 97.4%
1.d	Re-elect Mr. Bharat B. Masrani	DAFÜR	DAFÜR	✓ 95.2%
1.e	Re-elect Mr. Charles A. Ruffel	DAFÜR	DAFÜR	✓ 97.6%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.1%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.7% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 4.3%
5	Shareholder resolution: Report on Respecting Workforce Civil Liberties Supporting Statement	DAGEGEN	DAGEGEN	✗ 0.6%
6	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality. ✗ 23.1%

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Dr. Wanda M. Austin	DAFÜR	DAFÜR		✓ 97.4%
1b.	Re-elect Mr. John B. Frank	DAFÜR	DAFÜR		✓ 97.2%
1c.	Re-elect Dr. Alice P. Gast	DAFÜR	DAFÜR		✓ 97.2%
1d.	Re-elect Mr. Enrique Hernandez Jr.	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p>	✓ 93.7%
1e.	Re-elect Ms. Marillyn A. Hewson	DAFÜR	DAFÜR		✓ 98.2%
1f.	Re-elect Mr. Jon M. Huntsman Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 97.2%
1g.	Re-elect Mr. Charles W. Moorman IV	DAFÜR	DAFÜR		✓ 96.1%
1h.	Re-elect Dr. Dambisa F. Moyo	DAFÜR	DAFÜR		✓ 98.3%
1i.	Re-elect Ms. Debra L. Reed-Klages	DAFÜR	DAFÜR		✓ 98.0%
1j.	Re-elect Mr. D. James Umpleby III	DAFÜR	DAFÜR		✓ 97.9%
1k.	Re-elect Ms. Cynthia J. Warner	DAFÜR	DAFÜR		✓ 98.4%
1l.	Re-elect Mr. Michael K. Wirth	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 95.3%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 95.8%
4	Shareholder resolution: Report on Voluntary Carbon-Reduction Risks	DAGEGEN	DAGEGEN		✗ 1.5%
5	Shareholder resolution: Report on Reduced Plastics Demand Impact on Financial Assumptions	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues.	✗ 7.5%
6	Shareholder resolution: Third Party Assessment on Company's Human Rights Policies	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 22.2%
7	Shareholder resolution: Publish a Tax Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.	✗ 14.9%

Chipotle Mexican Grill

06.06.2024

OGV

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

No.	Traktanden	Board	Ethos		Resultat
1	Genehmigung des Jahresberichts, der Jahresrechnung und der Konzernrechnung	DAFÜR	DAFÜR		✓ 99.9%
2.1	Verwendung des Bilanzgewinns	DAFÜR	DAFÜR		✓ 99.9%
2.2	Ausschüttung einer Dividende aus der Reserve aus Kapitaleinlagen	DAFÜR	DAFÜR		✓ 100.0%
3	Entlastung der Mitglieder des Verwaltungsrats	DAFÜR	DAFÜR		✓ 99.3%
4.1	Wiederwahl von PricewaterhouseCoopers als Revisionsstelle	DAFÜR	• DAGEGEN	Die Mandatsdauer der externen Revisionsstelle beträgt 39 Jahre, was Ethos' Limite übersteigt.	✓ 96.0%
4.2	Wiederwahl von PricewaterhouseCoopers LLP (US) für die Aktien-Berichterstattung gemäss Amerikanische Aktiengesetz	DAFÜR	• DAGEGEN	Die Mandatsdauer der externen Revisionsstelle beträgt 39 Jahre, was Ethos' Limite übersteigt.	✓ 95.0%
4.3	Wiederwahl von BDO als Spezialrevisionsstelle	DAFÜR	DAFÜR		✓ 99.7%
5	Wahlen in den Verwaltungsrat				
5.1	Wiederwahl von Herrn Evan G. Greenberg	DAFÜR	• DAGEGEN	Er ist gleichzeitig dauerhaftes Mitglied der Geschäftsleitung (CEO).	✓ 93.8%
5.2	Wiederwahl von Herrn Michael P. Connors	DAFÜR	DAFÜR		✓ 94.4%
5.3	Wiederwahl von Herrn Michael G. Atieh	DAFÜR	• DAGEGEN	Er ist seit 33 Jahren Mitglied des Verwaltungsrats, was Ethos' Limite übersteigt.	✓ 98.5%
5.4	Wiederwahl von Frau Nancy K. Buese	DAFÜR	DAFÜR		✓ 99.5%
5.5	Wiederwahl von Frau Sheila P. Burke	DAFÜR	DAFÜR		✓ 99.3%
5.6	Neuwahl von Herrn Nelson J. Chai	DAFÜR	DAFÜR		✓ 99.7%
5.7	Wiederwahl von Herrn Michael L. Corbat	DAFÜR	DAFÜR		✓ 99.4%
5.8	Wiederwahl von Herrn Robert J. Hugin	DAFÜR	DAFÜR		✓ 99.3%
5.9	Wiederwahl von Herrn Robert W. Scully	DAFÜR	DAFÜR		✓ 98.2%
5.10	Wiederwahl von Herrn Theodore E. Shasta	DAFÜR	DAFÜR		✓ 97.5%
5.11	Wiederwahl von Herrn David Sidwell	DAFÜR	DAFÜR		✓ 87.6%
5.12	Wiederwahl von Herrn Olivier Steimer	DAFÜR	• DAGEGEN	Er ist seit 16 Jahren Mitglied des Verwaltungsrats, was Ethos' Limite übersteigt.	✓ 98.8%
5.13	Wiederwahl von Frau Frances Fragos Townsend	DAFÜR	DAFÜR		✓ 94.3%

No.	Traktanden	Board	Ethos	Resultat
6	Wiederwahl von Herrn Evan G. Greenberg als Verwaltungsratspräsident	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Herr Greenberg wurde von Ethos nicht in den Verwaltungsrat gewählt. Deshalb kann Ethos Herr Greenberg auch nicht als Verwaltungsratspräsidenten bestätigen.</p>	<div> <div></div> 79.3% </div>
7	Wahlen in den Vergütungsausschuss			
7.1	Wiederwahl von Herrn Michael P. Connors als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	<div> <div></div> 95.7% </div>
7.2	Wiederwahl von Herrn David Sidwell als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	<div> <div></div> 95.3% </div>
7.3	Wiederwahl von Frau Frances Fragos Townsend als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	<div> <div></div> 95.6% </div>
8	Wiederwahl von Homburger AG als unabhängigen Stimmrechtsvertreter	DAFÜR	DAFÜR	<div> <div></div> 99.9% </div>
9	Kapitalherabsetzung durch Vernichtung von zurückgekauften Aktien	DAFÜR	DAFÜR	<div> <div></div> 99.8% </div>
10	Schaffung eines Kapitalbands	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Die Ermächtigung ermöglicht eine Kapitalerhöhung ohne Bezugsrecht von mehr als 10 Prozent des bereits ausgegebenen Kapitals.</p> <p>Die Ermächtigung ermöglicht eine Kapitalherabsetzung von mehr als 5 Prozent des bereits ausgegebenen Kapitals, ohne ausreichende Begründung.</p>	<div> <div></div> 95.8% </div>
11	Genehmigung des Mitarbeiteraktienkaufplans	DAFÜR	DAFÜR	<div> <div></div> 99.9% </div>
12.1	Verbindliche prospektive Abstimmung über die gesamte Vergütung des Verwaltungsrats	DAFÜR	DAFÜR	<div> <div></div> 99.8% </div>
12.2	Verbindliche prospektive Abstimmung über die gesamte Vergütung der Geschäftsleitung	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Die gelieferten Informationen sind ungenügend.</p> <p>Der Maximalbetrag, welcher letztlich ausbezahlt werden könnte, ist erheblich höher als der an der Generalversammlung beantragte Betrag.</p> <p>Die Struktur der Vergütung genügt den Richtlinien von Ethos nicht.</p>	<div> <div></div> 97.4% </div>
12.3	Konsultativabstimmung über den Schweizer Vergütungsbericht	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Der Vergütungsbericht genügt den Richtlinien von Ethos nicht.</p>	<div> <div></div> 94.3% </div>
13	Konsultativabstimmung über die Vergütung der Geschäftsleitung	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Der Vergütungsbericht genügt den Richtlinien von Ethos nicht.</p>	<div> <div></div> 94.3% </div>

No.	Traktanden	Board	Ethos	Resultat
14	Genehmigung des Nachhaltigkeitsberichts	DAFÜR	<p>● DAGEGEN</p> <p>Der Bericht entspricht nicht einem anerkannten Standard.</p> <p>Der Bericht enthält nicht alle wesentlichen Themen.</p> <p>Der Bericht enthält keine ambitionierten und quantifizierbaren Ziele für alle wesentlichen Themen.</p>	<p>✓ 98.5%</p>
15	Aktionärsantrag: Berichterstattung über die Treibhausgasemissionen von Scope 3	DAGEGEN	<p>● DAFÜR</p> <p>Der Antrag ist klar formuliert und ordnungsgemäss begründet.</p> <p>Der Antrag zielt darauf ab, die Praktiken des Unternehmens im Bereich Sozial- und Umweltverantwortung zu verbessern.</p> <p>Der Antrag ist mit den langfristigen Interessen der Mehrheit der Anspruchsgruppen des Unternehmens vereinbar.</p> <p>Der Antrag entspricht den Grundsätzen der Ethos-Charta, die auf dem Konzept der nachhaltigen Entwicklung basiert.</p>	<p>✗ 28.3%</p>
16	Aktionärsantrag: Berichterstattung über das Lohngefälle	DAGEGEN	<p>● DAFÜR</p> <p>Der Antrag ist klar formuliert und ordnungsgemäss begründet.</p> <p>Der Antrag zielt darauf ab, die Praktiken des Unternehmens im Bereich Sozialverantwortung zu verbessern.</p> <p>Der Antrag ist mit den langfristigen Interessen der Mehrheit der Anspruchsgruppen des Unternehmens vereinbar.</p> <p>Der Antrag entspricht den Grundsätzen der Ethos-Charta, die auf dem Konzept der nachhaltigen Entwicklung basiert.</p>	<p>✗ 26.6%</p>

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Ms. Melanie W. Barstad	DAFÜR	DAFÜR		✓ 96.2%
1.b	Elect Ms. Beverly K. Carmichael	DAFÜR	DAFÜR		✓ 99.4%
1.c	Re-elect Ms. Karen L. Carnahan	DAFÜR	DAFÜR		✓ 97.7%
1.d	Re-elect Mr. Robert E. Coletti	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board.	✓ 94.8%
1.e	Re-elect Mr. Scott D. Farmer	DAFÜR	DAFÜR		✓ 94.0%
1.f	Re-elect Mr. Martin Mucci	DAFÜR	DAFÜR		✓ 98.2%
1.g	Re-elect Mr. Joseph Scaminace	DAFÜR	● DAGEGEN	Non-independent chair of the nomination committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice.	✓ 83.9%
1.h	Re-elect Mr. Todd M. Schneider	DAFÜR	● DAGEGEN	Executive director (CEO). The board is not sufficiently independent.	✓ 98.3%
1.i	Re-elect Mr. Ronald W. Tysoe	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.6%
3	To approve the amendment of the omnibus incentive plan	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 77.6%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.6%
5	Shareholder resolution: disclosure of key diversity and inclusion metrics	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 25.5%
6	Shareholder resolution: managing climate risk through science-based targets and transition planning	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 26.0%
7	Shareholder resolution: report on political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.	✗ 39.5%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Ms. Ellen Costello	DAFÜR	DAFÜR		✓ 98.7%
1b	Re-elect Ms. Grace E. Dailey	DAFÜR	DAFÜR		✓ 98.7%
1c	Re-elect Ms. Barbara J. Desoer	DAFÜR	DAFÜR		✓ 99.4%
1d	Re-elect Mr. John C. Dugan	DAFÜR	DAFÜR		✓ 96.9%
1e	Re-elect Ms. Jane N. Fraser	DAFÜR	DAFÜR		✓ 99.1%
1f	Re-elect Mr. Duncan P. Hennes	DAFÜR	DAFÜR		✓ 96.8%
1g	Re-elect Prof. Dr. oec. Peter B. Henry	DAFÜR	DAFÜR		✓ 97.5%
1h	Re-elect Ms. S. Leslie Ireland	DAFÜR	DAFÜR		✓ 99.4%
1i	Re-elect Ms. Renée J. James	DAFÜR	• DAGEGEN	Concerns over the director's time commitments.	✓ 95.5%
1j	Re-elect Mr. Gary M. Reiner	DAFÜR	DAFÜR		✓ 96.8%
1k	Re-elect Ms. Diana L. Taylor	DAFÜR	DAFÜR		✓ 95.7%
1l	Re-elect Mr. James S. Turley	DAFÜR	DAFÜR		✓ 96.2%
1m	Re-elect Mr. Casper von Koskull	DAFÜR	DAFÜR		✓ 97.7%
2	Re-election of the auditor	DAFÜR	• DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.9%
3	Advisory vote on executive remuneration	DAFÜR	• DAGEGEN	Excessive variable remuneration.	✓ 93.2%
4	To approve the amendment of the 2019 Stock Incentive Plan	DAFÜR	• DAGEGEN	Potential excessive awards.	✓ 71.2%
5	Shareholder resolution: Independent chair	DAGEGEN	DAGEGEN		✗ 15.8%
6	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	DAGEGEN	• DAFÜR	Enhanced disclosure on human rights.	✗ 26.3%
7	Shareholder resolution: Amend Director Election Resignation Bylaw	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN		–
8	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	DAGEGEN	DAGEGEN		✗ 1.2%
9	Shareholder resolution: Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	DAGEGEN	DAGEGEN		✗ 1.7%
10	Shareholder resolution: Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	DAGEGEN	• DAFÜR	Enhanced disclosure on ethical and responsible practices that uphold animal welfare standards.	✗ 7.8%

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

No.	Traktanden	Board	Ethos	Resultat
1p	Re-elect Mr. Howard J. Siegel	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 91.6% </div>
1q	Re-elect Mr. Dennis A. Suskind	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Non-independent chairman of the risk committee. The independence of this committee is insufficient.</p> <p>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	<div> <div></div> 83.4% </div>
2	Re-election of the auditor	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The auditor's long tenure raises independence concerns.</p>	<div> <div></div> 92.1% </div>
3	Advisory vote on executive remuneration	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	<div> <div></div> 87.1% </div>

No.	Traktanden	Board	Ethos			Resultat	
	Ethos' ongoing engagement with Coca-Cola						
1	Elections of directors						
1a	Re-elect Mr. Herb A. Allen III	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓	98.8%	
1b	Re-elect Mr. Marc Bolland	DAFÜR	DAFÜR		✓	99.2%	
1c	Re-elect Ms. Ana Patricia Botín-Sanz de Sautuola y O'Shea	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓	97.2%	
1d	Re-elect Mr. Christopher C. Davis	DAFÜR	DAFÜR		✓	94.4%	
1e	Re-elect Mr. Barry Diller	DAFÜR	● DAGEGEN	Non-independent chair of the risk committee. The independence of this committee is insufficient. Concerns over the director's time commitments. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	77.1%	
1f	Re-elect Ms. Carolyn N. Everson	DAFÜR	DAFÜR		✓	98.8%	
1g	Re-elect Dr. Helene D. Gayle	DAFÜR	DAFÜR		✓	95.5%	
1h	Elect Mr. Thomas S. Gayner	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓	61.1%	
1i	Re-elect Ms. Alexis M. Herman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. The director is over 75 years old, which exceeds guidelines.	✓	96.0%	
1j	Re-elect Ms. Maria Elena Lagomasino	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓	93.6%	
1k	Re-elect Ms. Amity Millhiser	DAFÜR	DAFÜR		✓	99.7%	
1l	Re-elect Mr. James Quincey	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓	93.9%	
1m	Re-elect Ms. Caroline J. Tsay	DAFÜR	DAFÜR		✓	99.2%	
1n	Re-elect Mr. David B. Weinberg	DAFÜR	DAFÜR		✓	97.9%	

No.	Traktanden	Board	Ethos		Resultat
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 89.1%
3	To approve the amendment of the 2024 Company Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 95.7%
4	To approve the Global Employee Stock Purchase Plan	DAFÜR	DAFÜR		✓ 99.3%
5	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.1%
6	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	DAGEGEN	DAGEGEN		✗ 1.6%
7	Shareholder resolution: Requesting a Report on Non-Sugar Sweeteners	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.	✗ 10.7%
8	Shareholder resolution: Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	DAGEGEN	● DAFÜR	Enhanced disclosure on employee health care.	✗ 9.3%

No.	Traktanden	Board	Ethos	Resultat
	Ethos' ongoing engagement with Colgate-Palmolive			
1	Elections of directors			
1a	Re-elect Mr. John P. Bilbrey	DAFÜR	DAFÜR	✓ 89.0%
1b	Re-elect Mr. John T. Cahill	DAFÜR	● DAGEGEN	✓ 93.2%
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1c	Re-elect Mr. Steve Cahillane	DAFÜR	DAFÜR	✓ 98.7%
1d	Re-elect Ms. Lisa M. Edwards	DAFÜR	DAFÜR	✓ 99.6%
1e	Re-elect Prof. Dr. C. Martin Harris	DAFÜR	DAFÜR	✓ 97.9%
1f	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	✓ 99.6%
1g	Re-elect Ms. Kimberly A. Nelson	DAFÜR	DAFÜR	✓ 99.2%
1h	Elect Mr. Brian Newman	DAFÜR	DAFÜR	✓ 99.7%
1i	Re-elect Ms. Lorrie M. Norrington	DAFÜR	DAFÜR	✓ 98.0%
1j	Re-elect Mr. Noel R. Wallace	DAFÜR	● DAGEGEN	✓ 92.8%
			Combined chair and CEO.	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	✓ 92.5%
			The auditor's long tenure raises independence concerns.	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 86.7%
			Excessive variable remuneration.	
			An important part of the variable remuneration is based on continued employment only.	
4	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	✗ 33.8%
			An independent chair can ensure independent oversight of management.	

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Kenneth J. Bacon	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Non-independent chair of the nomination committee. The independence of this committee is insufficient.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 78.5% * </div>
1b	Re-elect Mr. Thomas J. Baltimore Jr.	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Concerns over the director's time commitments.</p>	<div> <div></div> 78.3% * </div>
1c	Re-elect Ms. Madeline S. Bell	DAFÜR	DAFÜR	<div> <div></div> 86.7% * </div>
1d	Elect Ms. Louise F. Brady	DAFÜR	DAFÜR	<div> <div></div> 99.6% * </div>
1e	Re-elect Mr. Edward D. Breen	DAFÜR	DAFÜR	<div> <div></div> 97.2% * </div>
1f	Re-elect Mr. Jeffrey A. Honickman	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 85.2% * </div>
1g	Elect Ms. Wonya Y. Lucas	DAFÜR	DAFÜR	<div> <div></div> 99.7% * </div>
1h	Re-elect Mr. Asuka Nakahara	DAFÜR	DAFÜR	<div> <div></div> 98.8% * </div>
1i	Re-elect Mr. David C. Novak	DAFÜR	DAFÜR	<div> <div></div> 98.2% * </div>
1j	Re-elect Mr. Brian L. Roberts	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Combined chair and CEO.</p>	<div> <div></div> 95.9% * </div>
2	Re-election of the auditor	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The auditor's long tenure raises independence concerns.</p>	<div> <div></div> 97.3% </div>
3	Advisory vote on executive remuneration	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	<div> <div></div> 88.8% </div>
4	Shareholder resolution: Report on political misalignment of political expenditures with company values	DAGEGEN	<div> <div></div> DAFÜR </div> <p>Enhanced disclosure on political donations.</p>	<div> <div></div> 14.6% </div>

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Mr. Dennis V. Arriola	DAFÜR	DAFÜR		✓ 98.7%
1.b	Re-elect Ms. Gay Huey Evans, CBE	DAFÜR	DAFÜR		✓ 95.7%
1.c	Re-elect Mr. Jeffrey A. Joerres	DAFÜR	DAFÜR		✓ 94.7%
1.d	Re-elect Mr. Ryan M. Lance	DAFÜR	• DAGEGEN	Combined chairman and CEO.	✓ 96.2%
1.e	Re-elect Mr. Timothy A. Leach	DAFÜR	DAFÜR		✓ 98.1%
1.f	Re-elect Mr. William H. McRaven	DAFÜR	DAFÜR		✓ 97.6%
1.g	Re-elect Ms. Sharmila Mulligan	DAFÜR	DAFÜR		✓ 98.1%
1.h	Re-elect Mr. Eric D. Mullins	DAFÜR	• DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 95.1%
1.i	Re-elect Mr. Arjun N. Murti	DAFÜR	DAFÜR		✓ 97.8%
1.j	Re-elect Mr. Robert A. Niblock	DAFÜR	• DAGEGEN	Non independent lead director, which is not best practice. Chairman of the nomination committee. The representation of women on the board is insufficient.	✓ 81.0%
1.k	Re-elect Mr. David T. Seaton	DAFÜR	DAFÜR		✓ 95.2%
1.l	Re-elect Mr. R. A. Walker	DAFÜR	DAFÜR		✓ 96.8%
2	Re-election of the auditor	DAFÜR	• DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.4%
3	Advisory vote on executive remuneration	DAFÜR	• DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 99.6%
4	Shareholder resolution: Reduce Supermajority Vote Requirement	DAFÜR	• DAGEGEN	Certain corporate actions require an affirmative vote of two-thirds of the majority of the outstanding capital (>50% to better protect the strategic future of a company).	✓ 98.8%
5	Shareholder resolution: Revisit Pay Incentives for GHG Emission Reductions	DAGEGEN	DAGEGEN		✗ 0.8%

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1.1	Re-elect Mr. Jeff Bender	DAFÜR	● ZURÜCK-BEHALTEN	Executive director and the board includes too many executive directors.	✓	95.8%
1.2	Re-elect Mr. John Billowits	DAFÜR	DAFÜR		✓	87.9%
1.3	Re-elect Mr. Lawrence Cunningham	DAFÜR	DAFÜR		✓	98.7%
1.4	Re-elect Ms. Susan Gayner	DAFÜR	DAFÜR		✓	97.4%
1.5	Re-elect Ms. Claire M.C. Kennedy	DAFÜR	DAFÜR		✓	97.3%
1.6	Re-elect Mr. Robert Kittel	DAFÜR	DAFÜR		✓	84.4%
1.7	Re-elect Mr. Mark Leonard	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.	✓	98.6%
1.8	Re-elect Mr. Mark Miller	DAFÜR	DAFÜR		✓	93.7%
1.9	Re-elect Ms. Lori O'Neill	DAFÜR	DAFÜR		✓	97.4%
1.10	Re-elect Ms. Donna Parr	DAFÜR	DAFÜR		✓	99.5%
1.11	Re-elect Mr. Andrew Pastor	DAFÜR	DAFÜR		✓	93.0%
1.12	Re-elect Mr. Dexter Salna	DAFÜR	DAFÜR		✓	92.7%
1.13	Re-elect Ms. Laurie Schultz	DAFÜR	DAFÜR		✓	99.5%
1.14	Re-elect Mr. Barry Symons	DAFÜR	● ZURÜCK-BEHALTEN	Executive director and the board includes too many executive directors.	✓	95.8%
1.15	Re-elect Mr. Robin Van Poelje	DAFÜR	● ZURÜCK-BEHALTEN	Executive director and the board includes too many executive directors.	✓	91.1%
2	Re-election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.	✓	87.6%
3	Advisory vote on executive remuneration	DAFÜR	DAFÜR		✓	96.1%

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1.a	Re-elect Ms. Susan L. Decker	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	95.5%
1.b	Re-elect Mr. Kenneth D. Denman	DAFÜR	DAFÜR		✓	97.1%
1.c	Elect Ms. Helena B. Foulkes	DAFÜR	DAFÜR		✓	99.7%
1.d	Re-elect Mr. Richard A. Galanti	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓	91.6%
1.e	Re-elect Mr. Hamilton E. James	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	93.7%
1.f	Re-elect Mr. W. Craig Jelinek	DAFÜR	DAFÜR		✓	96.4%
1.g	Re-elect Ms. Sally Jewell	DAFÜR	DAFÜR		✓	98.7%
1.h	Re-elect Mr. Jeffrey S. Raikes	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	91.8%
1.i	Re-elect Mr. John W. Stanton	DAFÜR	DAFÜR		✓	97.9%
1.j	Re-elect Mr. Ron M. Vachris	DAFÜR	DAFÜR		✓	98.4%
1.k	Re-elect Ms. Mary Agnes Wilderotter	DAFÜR	DAFÜR		✓	96.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓	96.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓	94.6%
4	Shareholder resolution: Fiduciary carbon-emission relevance report	DAGEGEN	DAGEGEN		✗	1.9%

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1.1	Re-elect Ms. Roxanne S. Austin	DAFÜR	DAFÜR		✓ 95.6%
1.2	Re-elect Mr. Sameer K. Gandhi	DAFÜR	DAFÜR		✓ 97.3%
1.3	Re-elect Mr. Gerhard Watzinger	DAFÜR	DAFÜR		✓ 74.3%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 99.6%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 86.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors (Management nominees)			
1.a	Re-elect Mr. P. Robert Bartolo	DAFÜR	DAFÜR	✓ 98.1%
1.b	Re-elect Ms. Cindy Christy	DAFÜR	DAFÜR	✓ 90.0%
1.c	Re-elect Mr. Ari Q. Fitzgerald	DAFÜR	DAFÜR	✓ 86.1%
1.d	Elect Mr. Jason Genrich	DAFÜR	DAFÜR	✓ 99.2%
1.e	Re-elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	✓ 99.0%
1.f	Re-elect Ms. Tammy K. Jones	DAFÜR	DAFÜR	✓ 96.7%
1.g	Re-elect Mr. Kevin T. Kabat	DAFÜR	DAFÜR	✓ 95.7%
1.h	Re-elect Mr. Anthony J. Melone	DAFÜR	DAFÜR	✓ 99.1%
1.i	Elect Mr. Sunit S. Patel	DAFÜR	DAFÜR	✓ 99.3%
1.j	Elect Mr. Bradley Singer	DAFÜR	DAFÜR	✓ 99.3%
1.k	Re-elect Mr. Kevin A. Stephens	DAFÜR	DAFÜR	✓ 97.4%
1.l	Re-elect Mr. Matthew Thornton III	DAFÜR	DAFÜR	✓ 97.1%
	Election of directors (Boots Group nominees)			
1.m	Elect Dissident Nominee Charles Campbell Green III	ZURÜCK-BEHALTEN	ZURÜCK-BEHALTEN	✗ 10.5%
1.n	Elect Dissident Nominee Theodore B. Miller, Jr.	ZURÜCK-BEHALTEN	ZURÜCK-BEHALTEN	✗ 8.8%
1.o	Elect Dissident Nominee Tripp H. Rice	ZURÜCK-BEHALTEN	ZURÜCK-BEHALTEN	✗ 3.1%
1.p	Elect Dissident Nominee David P. Wheeler	ZURÜCK-BEHALTEN	ZURÜCK-BEHALTEN	✗ 0.7%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 95.5%
4	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	DAGEGEN	● DAFÜR	In light of the current proxy fight, it would not be appropriate for the board of directors to change bylaws. ✗ 11.3%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Donna M. Alvarado	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 95.0% </div>
1b	Re-elect Mr. Thomas P. Bostick	DAFÜR	DAFÜR	<div> <div></div> 98.2% </div>
1c	Elect Ms. Anne H. Chow	DAFÜR	DAFÜR	<div> <div></div> 99.3% </div>
1d	Re-elect Mr. Steven T. Halverson	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 93.0% </div>
1e	Re-elect Mr. Paul C. Hilal	DAFÜR	DAFÜR	<div> <div></div> 97.9% </div>
1f	Re-elect Mr. Joseph R. Hinrichs	DAFÜR	DAFÜR	<div> <div></div> 99.3% </div>
1g	Re-elect Mr. David M. Moffett	DAFÜR	DAFÜR	<div> <div></div> 98.3% </div>
1h	Re-elect Ms. Linda H. Riefler	DAFÜR	DAFÜR	<div> <div></div> 96.5% </div>
1i	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR	<div> <div></div> 97.8% </div>
1j	Re-elect Mr. James L. Wainscott	DAFÜR	DAFÜR	<div> <div></div> 98.4% </div>
1k	Re-elect Mr. J. Steven Whisler	DAFÜR	DAFÜR	<div> <div></div> 96.2% </div>
1l	Re-elect Mr. John J. Zillmer	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Concerns over the director's time commitments.</p>	<div> <div></div> 75.8% </div>
2	Re-election of the auditor	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The auditor's long tenure raises independence concerns.</p>	<div> <div></div> 93.9% </div>
3	Advisory vote on executive remuneration	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	<div> <div></div> 83.2% </div>
4	Shareholder resolution: Establish a Railroad Safety Committee	DAGEGEN	<div> <div></div> DAFÜR </div> <p>The resolution aims to increase railroad safety.</p>	<div> <div></div> 7.6% </div>

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Fernando Aguirre	DAFÜR	DAFÜR		✓ 98.2%
1b	Re-elect Mr. Ph.D Jeffrey R. Balser	DAFÜR	DAFÜR		✓ 99.3%
1c	Re-elect Mr. C. David Brown II	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.9%
1d	Re-elect Ms. Alecia A. DeCoudreaux	DAFÜR	DAFÜR		✓ 99.0%
1e	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR		✓ 98.4%
1f	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR		✓ 97.8%
1g	Re-elect Ms. Anne M. Finucane	DAFÜR	DAFÜR		✓ 96.2%
1h	Elect Mr. Scott J. Kirby	DAFÜR	DAFÜR		✓ 99.3%
1i	Re-elect Ms. Karen S. Lynch	DAFÜR	DAFÜR		✓ 98.9%
1j	Elect Mr. Michael F. Mahoney	DAFÜR	DAFÜR		✓ 99.1%
1k	Re-elect Mr. Jean-Pierre Millon	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.6%
1l	Re-elect Ms. Mary L. Schapiro	DAFÜR	DAFÜR		✓ 99.3%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 97.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 85.1%
4	To approve the amendment of the 2017 Incentive Remuneration Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines.	✓ 95.7%
5	Shareholder resolution: Third Party Worker Rights Assessment and Report	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 23.4%
6	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.	✗ 18.5%
7	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	We strongly support the right of shareholders to address pay-related concerns.	✗ 6.0%
8	Shareholder resolution: Adopt Policy to Require Director Allocation of Hours Disclosure	DAGEGEN	DAGEGEN		✗ 2.5%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Mr. Donald R. Horton	DAFÜR	DAFÜR		✓ 87.4%
1.b	Re-elect Ms. Barbara K. Allen	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 92.7%
1.c	Re-elect Mr. Brad S. Anderson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.3%
1.d	Elect Mr. David V. Auld	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 93.3%
1.e	Re-elect Mr. Michael R. Buchanan	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.7%
1.f	Re-elect Mr. Benjamin S. Carson, Sr.	DAFÜR	DAFÜR		✓ 86.0%
1.g	Re-elect Ms. Maribess L. Miller	DAFÜR	DAFÜR		✓ 99.0%
1.h	Elect Mr. Paul J. Romanowski	DAFÜR	DAFÜR		✓ 97.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 88.9%
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 97.6%
4	To approve the 2024 Stock Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 96.2%
5	Re-election of the auditor	DAFÜR	DAFÜR		✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Rainer M. Blair	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 97.9%
1b	Re-elect Mr. Feroz Dewan	DAFÜR	DAFÜR	✓ 98.0%
1c	Re-elect Ms. Linda Filler	DAFÜR	● DAGEGEN	Non-independent chair of the nomination committee. The independence of this committee is insufficient. ✓ 89.2% The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.
1d	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	✓ 77.7%
1e	Re-elect Dr. Jessica L. Mega	DAFÜR	DAFÜR	✓ 98.5%
1f	Re-elect Mr. Mitchell P. Rales	DAFÜR	DAFÜR	✓ 94.5%
1g	Re-elect Mr. Steven M. Rales	DAFÜR	DAFÜR	✓ 93.7%
1h	Re-elect Dr. Pardis C. Sabeti	DAFÜR	DAFÜR	✓ 94.1%
1i	Re-elect Mr. A. Shane Sanders	DAFÜR	DAFÜR	✓ 79.1%
1j	Re-elect Mr. John T. Schwieters	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 74.0% The director is over 75 years old, which exceeds guidelines.
1k	Re-elect Mr. Alan G. Spoon	DAFÜR	● DAGEGEN	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. ✓ 85.9% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1l	Re-elect Prof. Dr. Raymond C. Stevens	DAFÜR	DAFÜR	✓ 79.3%
1m	Re-elect Dr. Elias A. Zerhouni	DAFÜR	DAFÜR	✓ 95.3%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.5%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 93.0% An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 43.1%

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No.	Traktanden	Board	Ethos	Resultat
5	Shareholder resolution: Report on Effectiveness of the company's diversity, equity and inclusion efforts	DAGEGEN	• DAFÜR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 14.0%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Ms. Leanne G. Caret	DAFÜR	DAFÜR		✓ 98.3%
1.b	Re-elect Ms. Tamra A. Erwin	DAFÜR	DAFÜR		✓ 97.9%
1.c	Re-elect Mr. Alan C. Heuberger	DAFÜR	DAFÜR		✓ 99.6%
1.d	Elect Mr. L. Neil Hunn	DAFÜR	DAFÜR		✓ 99.5%
1.e	Re-elect Mr. Michael O. Johannis	DAFÜR	DAFÜR		✓ 97.7%
1.f	Re-elect Mr. Clayton M. Jones	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.0%
1.g	Re-elect Mr. John C. May	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 93.4%
1.h	Re-elect Mr. Gregory R. Page	DAFÜR	DAFÜR		✓ 94.4%
1.i	Re-elect Ms. Sherry M. Smith	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.	✓ 96.0%
1.j	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR		✓ 96.8%
1.k	Re-elect Ms. Sheila G. Talton	DAFÜR	DAFÜR		✓ 97.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 92.4%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.1%
4	Shareholder Resolution: Report on GHG Reduction Policies and Their Impact on Revenue Generation	DAGEGEN	DAGEGEN		✗ 1.5%
5	Shareholder Resolution: Civil Rights and Non-Discrimination Audit Proposal	DAGEGEN	DAGEGEN		✗ 1.0%
6	Shareholder Resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 38.0%

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1.1	Re-elect Mr. Kevin R. Sayer	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓	94.2%
1.2	Re-elect Mr. Steven R. Altman	DAFÜR	DAFÜR		✓	97.3%
1.3	Re-elect Mr. Nicholas Augustinos	DAFÜR	DAFÜR		✓	93.1%
1.4	Re-elect Mr. Richard A. Collins	DAFÜR	DAFÜR		✓	98.5%
1.5	Re-elect Ms. Karen Dahut	DAFÜR	DAFÜR		✓	99.0%
1.6	Elect Ms. Rimma Driscoll	DAFÜR	DAFÜR		✓	99.9%
1.7	Re-elect Mr. Mark G. Foletta	DAFÜR	DAFÜR		✓	97.0%
1.8	Re-elect Ms. Bridgette P. Heller	DAFÜR	DAFÜR		✓	97.0%
1.9	Re-elect Mr. Kyle Malady	DAFÜR	DAFÜR		✓	98.5%
1.10	Re-elect Dr. Eric J. Topol	DAFÜR	DAFÜR		✓	97.8%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✗	93.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✗	90.2%
4	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.	✗	35.9%
5	Shareholder resolution: Transparency in Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✓	51.9%

No.	Traktanden	Board	Ethos	Resultat
Elections to the board of directors				
1a	Re-elect Mr. Craig Arnold	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 92.9%
1b	Re-elect Mr. Silvio Napoli	DAFÜR	DAFÜR	✓ 98.4%
1c	Re-elect Mr. Gregory R. Page	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 90.2%
1d	Re-elect Ms. Sandra Pianalto	DAFÜR	● DAGEGEN	Non-independent member of the audit committee, the composition of the audit committee is unsatisfactory. ✓ 99.5%
1e	Re-elect Mr. Robert V. Pragada	DAFÜR	DAFÜR	✓ 98.1%
1f	Re-elect Ms. Lori J. Ryerkerk	DAFÜR	DAFÜR	✓ 93.6%
1g	Re-elect Mr. Gerald B. Smith	DAFÜR	● DAGEGEN	Non-independent chair the audit committee, the composition of the audit committee is unsatisfactory. ✓ 94.9%
1h	Re-elect Ms. Dorothy C. Thompson CBE	DAFÜR	DAFÜR	✓ 98.2%
1i	Re-elect Mr. Darryl L. Wilson	DAFÜR	DAFÜR	✓ 98.6%
2	Re-appoint Ernst & Young as auditors and authorise the auditor's remuneration	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.0%
3	Advisory vote on the company's executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.2%
4	General authority to allot shares	DAFÜR	DAFÜR	✓ 97.1%
5	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 93.5%
6	Authority to make overseas market purchases of company shares	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 98.0%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a.	Elect Mr. Judson B. Althoff	DAFÜR	DAFÜR		✓ 99.5%
1b.	Re-elect Ms. Shari L. Ballard	DAFÜR	DAFÜR		✓ 98.7%
1c.	Re-elect Mr. Christophe Beck	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 93.4%
1d.	Re-elect Mr. Eric M. Green	DAFÜR	DAFÜR		✓ 95.5%
1e.	Re-elect Mr. Arthur J. Higgins	DAFÜR	DAFÜR		✓ 96.4%
1f.	Re-elect Mr. Michael Larson	DAFÜR	DAFÜR		✓ 98.0%
1g.	Re-elect Mr. David W. MacLennan	DAFÜR	DAFÜR		✓ 95.3%
1h.	Re-elect Ms. Tracy B. McKibben	DAFÜR	DAFÜR		✓ 97.3%
1i.	Re-elect Mr. Lionel L. Nowell III	DAFÜR	DAFÜR		✓ 94.4%
1j.	Re-elect Ms. Victoria J. Reich	DAFÜR	DAFÜR		✓ 91.5%
1k.	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR		✓ 97.8%
1l.	Re-elect Mr. John J. Zillmer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. Concerns over the director's time commitments.	✓ 75.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 90.1%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 88.1%
4	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management.	✗ 33.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Elect Ms. Leslie C. Davis	DAFÜR	DAFÜR	✓ 99.9%
1.2	Re-elect Mr. Kieran T. Gallahue	DAFÜR	DAFÜR	✓ 98.8%
1.3	Re-elect Ms. Leslie S. Heisz	DAFÜR	DAFÜR	✓ 98.3%
1.4	Re-elect Mr. Paul A. LaViolette	DAFÜR	DAFÜR	✓ 94.7%
1.5	Re-elect Mr. Steven R. Loranger	DAFÜR	DAFÜR	✓ 98.9%
1.6	Re-elect Ms. Ramona Sequeira	DAFÜR	DAFÜR	✓ 98.9%
1.7	Re-elect Mr. Nicholas J. Valeriani	DAFÜR	DAFÜR	✓ 98.1%
1.8	Re-elect Mr. Bernard J. Zovighian	DAFÜR	DAFÜR	✓ 99.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 91.1%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 89.5%
4	To approve the amendment of the Long-Term Stock Incentive Compensation Program	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 95.4%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Lewis Hay III	DAFÜR	DAFÜR	✓ 97.8%
1b	Re-elect Mr. Antonio F. Neri	DAFÜR	DAFÜR	✓ 96.7%
1c	Re-elect Mr. Ramiro G. Peru	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 93.6%</div>
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div>Excessive variable remuneration.</div> <div>An important part of the variable remuneration is based on continued employment only.</div> <div>✓ 91.9%</div>
3	Re-election of the auditor	DAFÜR	● DAGEGEN	<div>The auditor's long tenure raises independence concerns.</div> <div>✓ 89.2%</div>
4	Shareholder resolution: Third Party Groups to Report Their Political Expenditures	DAGEGEN	● DAFÜR	<div>Enhanced disclosure on political donations.</div> <div>✗ 5.1%</div>

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Mark A. Blinn	DAFÜR	DAFÜR		✓ 91.8%
1b	Elect Ms. Leticia Gonçalves Lourenco	DAFÜR	DAFÜR		✓ 98.4%
1c	Elect Mr. James McKelvey	DAFÜR	DAFÜR		✓ 97.4%
1d	Re-elect Mr. James S. Turley	DAFÜR	DAFÜR		✓ 83.4%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 93.8%
3.	Declassify the board of directors	DAFÜR	DAFÜR		✗ 98.5%
4.	To approve the 2024 Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 95.6%
5.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.1%
6.	Shareholder resolution: Introduce simple majority voting	DAGEGEN	DAGEGEN		✓ 71.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Mayank (Mike) M. Ashar	DAFÜR	DAFÜR	✓ 97.3%
1.2	Re-elect Mr. Gaurdie E. Banister	DAFÜR	DAFÜR	✓ 97.6%
1.3	Re-elect Ms. Pamela L. Carter	DAFÜR	● DAGEGEN	✓ 92.8%
			The director is over 75 years old, which exceeds guidelines.	
1.4	Re-elect Ms. Susan M. Cunningham	DAFÜR	DAFÜR	✓ 97.0%
1.5	Re-elect Mr. Gregory L. Ebel	DAFÜR	DAFÜR	✓ 96.1%
1.6	Re-elect Mr. Jason B. Few	DAFÜR	● DAGEGEN	✓ 97.6%
			Concerns over the director's time commitments.	
1.7	Elect Ms. Theresa B.Y. Jang	DAFÜR	DAFÜR	✓ 99.6%
1.8	Re-elect Ms. Teresa S. Madden	DAFÜR	DAFÜR	✓ 97.1%
1.9	Elect Ms. Manjit Minhas	DAFÜR	DAFÜR	✓ 99.5%
1.10	Re-elect Dr. Stephen S. Poloz	DAFÜR	DAFÜR	✓ 97.6%
1.11	Re-elect Ms. Jane S. Rowe	DAFÜR	DAFÜR	✓ 97.3%
1.12	Re-elect Mr. Steven W. Williams	DAFÜR	DAFÜR	✓ 92.9%
2	Re-election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	✓ 91.5%
			The auditor's long tenure raises independence concerns.	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 89.5%
			An important part of the variable remuneration is based on continued employment only.	
4	Shareholder resolution: Report on Governance Systems in Light of Climate and Environmental Misrepresentations	DAGEGEN	● DAFÜR	✗ 3.2%
			Enhanced disclosure on environmental issues.	
5	Shareholder resolution: Disclose the Company's Scope 3 Emissions	DAGEGEN	● DAFÜR	✗ 27.3%
			Precise greenhouse gas emission details are vital for investors' informed decisions on the company's environmental impact and long-term sustainability.	

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Ms. Nanci E. Caldwell	DAFÜR	DAFÜR		✓ 97.0%
1b.	Re-elect Ms. Adaire Fox-Martin	DAFÜR	DAFÜR		✓ 98.7%
1c.	Re-elect Mr. Gary Hromadko	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.6%
1d.	Re-elect Mr. Charles Meyers	DAFÜR	DAFÜR		✓ 98.2%
1e.	Re-elect Mr. Thomas Olinger	DAFÜR	DAFÜR		✓ 100.0%
1f.	Re-elect Prof. Christopher Paisley	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.1%
1g.	Re-elect Mr. Jeetu Patel	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.3%
1h.	Re-elect Ms. Sandra Rivera	DAFÜR	DAFÜR		✓ 98.6%
1i.	Re-elect Ms. Fidelma Russo	DAFÜR	DAFÜR		✓ 99.9%
1j.	Re-elect Mr. Peter Van Camp	DAFÜR	● DAGEGEN	Former executive chairman. The board is not sufficiently independent.	✓ 98.2%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 87.9%
3	To approve the 2004 Employee Stock Purchase Plan	DAFÜR	DAFÜR		✓ 99.9%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.1%

No.	Traktanden	Board	Ethos	Resultat
1,	Elections of directors			
1.1	Re-elect Mr. Michael J. Angelakis	DAFÜR	● DAGEGEN	<p>All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 96.8%</p>
1.2	Re-elect Ms. Angela F. Braly	DAFÜR	● DAGEGEN	<p>All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 94.6%</p>
1.3	Re-elect Mr. Gregory J. Goff	DAFÜR	● DAGEGEN	<p>All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 96.4%</p>
1.4	Re-elect Mr. John D. Harris II	DAFÜR	● DAGEGEN	<p>All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 97.2%</p>
1.5	Re-elect Ms. Kaisa H. Hietala	DAFÜR	● DAGEGEN	<p>All directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 96.7%</p>
1.6	Re-elect Mr. Joseph L. Hooley	DAFÜR	● DAGEGEN	<p>As lead director, he is held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 87.1%</p>
1.7	Re-elect Mr. Steven A. Kandarian	DAFÜR	● DAGEGEN	<p>All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 96.5%</p>
1.8	Re-elect Mr. Alexander A. Karsner	DAFÜR	● DAGEGEN	<p>All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 95.4%</p>
1.9	Re-elect Mr. Lawrence W. Kellner	DAFÜR	● DAGEGEN	<p>All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 96.3%</p>
1.10	Elect Ms. Dina Powell McCormick	DAFÜR	DAFÜR	<p>✓ 98.4%</p>
1.11	Re-elect Mr. Jeffrey W. Ubben	DAFÜR	● DAGEGEN	<p>All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.</p> <p>✓ 95.7%</p>

No.	Traktanden	Board	Ethos	Resultat
1.12	Re-elect Mr. Darren W. Woods	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Combined chair and CEO.</p> <p>Chair of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p> <p>He is held responsible for violent attacks, disparaging and intimidation of the company's investors.</p>	<div> <div></div> 91.6% </div>
2	Re-election of the auditor	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The auditor's long tenure raises independence concerns.</p>	<div> <div></div> 97.1% </div>
3	Advisory vote on executive remuneration	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	<div> <div></div> 97.1% </div>
4	Shareholder resolution: Revisit Executive Pay Incentives for GHG Emission Reductions	DAGEGEN	DAGEGEN	<div> <div></div> 1.7% </div>
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	<div> <div></div> DAFÜR </div> <p>Enhanced disclosure on gender equality.</p>	<div> <div></div> 20.0% </div>
6	Shareholder resolution: Report on Reduced Plastics Demand Impact on Financial Assumptions	DAGEGEN	<div> <div></div> DAFÜR </div> <p>The report would be useful to evaluate opportunities to shift the company's business model from virgin to recycled plastics.</p>	<div> <div></div> 20.8% </div>
7	Shareholder resolution: Report on Social Impact from Plant Closure on Energy Transition	DAGEGEN	<div> <div></div> DAFÜR </div> <p>The report will mitigate the impact of future plant closings on workers.</p>	<div> <div></div> 7.5% </div>

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Elect Ms. Silvia Davila	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.2%
1.b	Re-elect Mr. Marvin R. Ellison	DAFÜR	DAFÜR		✓ 98.6%
1.c	Re-elect Mr. Stephen E. Gorman	DAFÜR	● DAGEGEN	Non independent director (representative of a shareholder). The board is not sufficiently independent.	✓ 98.6%
1.d	Re-elect Ms. Susan Patricia Griffith	DAFÜR	DAFÜR		✓ 98.2%
1.e	Re-elect Ms. Amy B. Lane	DAFÜR	● DAGEGEN	Non independent director (representative of a shareholder). The board is not sufficiently independent.	✓ 99.0%
1.f	Re-elect Mr. R. Brad Martin	DAFÜR	● DAGEGEN	Non-independent chair of the audit committee. The independence of this committee is insufficient.	✓ 96.9%
1.g	Re-elect Vice Admiral Nancy A. Norton	DAFÜR	DAFÜR		✓ 99.6%
1.h	Re-elect Mr. Frederick P. Perpall	DAFÜR	DAFÜR		✓ 98.6%
1.i	Re-elect Mr. Joshua C. Ramo	DAFÜR	DAFÜR		✓ 97.4%
1.j	Re-elect Prof. Susan C. Schwab	DAFÜR	DAFÜR		✓ 97.6%
1.k	Re-elect Mr. Frederick W. Smith	DAFÜR	DAFÜR		✓ 97.6%
1.l	Re-elect Mr. David P. Steiner	DAFÜR	● DAGEGEN	Non-independent chair of the nomination committee. The independence of this committee is insufficient.	✓ 95.2%
				Non independent lead director, which is not best practice.	
1.m	Re-elect Mr. Rajesh Subramaniam	DAFÜR	● DAGEGEN	Executive director (CEO). The board is not sufficiently independent.	✓ 98.9%
1.n	Re-elect Mr. Paul S. Walsh	DAFÜR	● DAGEGEN	Non-independent chair of the remuneration committee. The independence of this committee is insufficient.	✓ 95.2%
				Concerns over the director's time commitments.	
				The director has been sitting on the board for over 16 years, which exceeds guidelines.	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 90.6%
				An important part of the variable remuneration is based on continued employment only.	
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.2%
4	Amend certificate of incorporation: limit liability of certain officers	DAFÜR	DAFÜR		✓ 72.1%

No.	Traktanden	Board	Ethos	Resultat
5	Amend certificate of incorporation: remove the "pass-through voting" provision	DAFÜR	DAFÜR	✓ 78.0%
6	Shareholder resolution: Just Transition report	DAGEGEN	● DAFÜR	Enhanced disclosure to better assess the company's climate change strategy. ✗ 22.3%
7	Shareholder resolution: advisory vote on amendment to the bylaws	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights. ✗ 1.7%
8	Shareholder resolution: report on climate lobbying alignment	DAGEGEN	● DAFÜR	Enhanced disclosure to ensure that climate lobbying activities are aligned to the climate strategy. ✗ 20.3%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Frank J. Bisignano	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO. ✓ 93.9%
1b	Re-elect Mr. Henrique De Castro	DAFÜR	DAFÜR	✓ 98.8%
1c	Re-elect Mr. Harry F. DiSimone	DAFÜR	DAFÜR	✓ 99.7%
1d	Elect Mr. Lance M. Fritz	DAFÜR	DAFÜR	✓ 99.4%
1e	Elect Dr. Ajei S. Gopal	DAFÜR	DAFÜR	✓ 99.4%
1f	Re-elect Ms. Wafaa Mamilli	DAFÜR	DAFÜR	✓ 98.2%
1g	Re-elect Ms. Heidi G. Miller	DAFÜR	DAFÜR	✓ 96.4%
1h	Re-elect Mr. Doyle R. Simons	DAFÜR	● ZURÜCK-BEHALTEN	Non independent lead director, which is not best practice. ✓ 93.7%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i	Re-elect Mr. Kevin M. Warren	DAFÜR	DAFÜR	✓ 98.2%
1j	Elect Ms. Charlotte B. Yarkoni	DAFÜR	DAFÜR	✓ 99.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.0%
				An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.6%

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

Ford Motors

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. David P. Abney	DAFÜR	DAFÜR	✓ 99.4%
1b	Re-elect Mr. Richard C. Adkerson	DAFÜR	● DAGEGEN	✓ 98.2%
			The director is over 75 years old, which exceeds guidelines.	
1c	Re-elect Ms. Marcela E. Donadio	DAFÜR	DAFÜR	✓ 97.3%
1d	Re-elect Mr. Robert W. Dudley	DAFÜR	DAFÜR	✓ 99.1%
1e	Re-elect Mr. Hugh Grant	DAFÜR	DAFÜR	✓ 99.6%
1f	Re-elect Ms. Lydia H. Kennard	DAFÜR	DAFÜR	✓ 97.7%
1g	Re-elect Mr. Ryan M. Lance	DAFÜR	DAFÜR	✓ 99.2%
1h	Re-elect Ms. Sara Grootwassink Lewis	DAFÜR	DAFÜR	✓ 99.8%
1i	Re-elect Mr. Dustan E. McCoy	DAFÜR	● DAGEGEN	✓ 95.5%
			The director is over 75 years old, which exceeds guidelines.	
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1j	Re-elect Ms. Kathleen L. Quirk	DAFÜR	DAFÜR	✓ 99.4%
1k	Re-elect Mr. John J. Stephens	DAFÜR	DAFÜR	✓ 99.1%
1l	Re-elect Ms. Frances Fragos Townsend	DAFÜR	DAFÜR	✓ 99.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 94.9%
			Excessive variable remuneration.	
			An important part of the variable remuneration is based on continued employment only.	
3	Re-election of the auditor	DAFÜR	● DAGEGEN	✓ 96.4%
			The auditor's long tenure raises independence concerns.	
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	✓ 90.3%
			This amendment reduces shareholder rights to take legal action against certain company officers.	

No.	Traktanden	Board	Ethos	Resultat
	Launching GE Aerospace and GE Vernova			
1	Elections of directors			
1a	Re-elect Mr. Stephen F. Angel	DAFÜR	DAFÜR	✓ 99.1%
1b	Re-elect Mr. Sébastien Bazin	DAFÜR	DAFÜR	✓ 97.3%
1c	Elect Ms. Margaret Billson	DAFÜR	DAFÜR	✓ 99.7%
1d	Re-elect Mr. H. Lawrence Culp Jr.	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 96.0%
1e	Elect Dr. phil. Thomas Enders	DAFÜR	DAFÜR	✓ 98.2%
1f	Re-elect Mr. Edward P. Garden	DAFÜR	DAFÜR	✓ 99.2%
1g	Re-elect Ms. Isabella D. Goren	DAFÜR	DAFÜR	✓ 99.3%
1h	Re-elect Mr. Thomas W. Horton	DAFÜR	DAFÜR	✓ 98.5%
1i	Re-elect Ms. Catherine Lesjak	DAFÜR	● DAGEGEN	Chair of the nomination committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 97.0%
1j	Re-elect Mr. Darren W. McDew	DAFÜR	DAFÜR	✓ 99.0%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.5%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.7%
4	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management. ✗ 16.2%
5	Shareholder resolution: Report Analyzing Risks Arising from Voluntary Carbon Reduction Commitments	DAGEGEN	DAGEGEN	✗ 1.2%

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1.a	Re-elect Mr. Richard D. Clarke	DAFÜR	DAFÜR		✓ 98.3%	
1.b	Re-elect Mr. Rudy F. deLeon	DAFÜR	DAFÜR		✓ 98.4%	
1.c	Re-elect Mr. Cecil D. Haney	DAFÜR	DAFÜR		✓ 89.4%	
1.d	Elect Mr. Charles W. Hooper	DAFÜR	DAFÜR		✓ 99.2%	
1.e	Re-elect Mr. Mark M. Malcolm	DAFÜR	DAFÜR		✓ 99.4%	
1.f	Re-elect Mr. James N. Mattis	DAFÜR	DAFÜR		✓ 97.9%	
1.g	Re-elect Ms. Phebe N. Novakovic	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 96.4%	
1.h	Re-elect Mr. C. Howard Nye	DAFÜR	DAFÜR		✓ 98.2%	
1.i	Re-elect Ms. Catherine B. Reynolds	DAFÜR	DAFÜR		✓ 98.9%	
1.j	Re-elect Ms. Laura J. Schumacher	DAFÜR	DAFÜR		✓ 97.2%	
1.k	Re-elect Mr. Robert K. Steel	DAFÜR	DAFÜR		✓ 98.3%	
1.l	Re-elect Mr. John G. Stratton	DAFÜR	DAFÜR		✓ 92.0%	
1.m	Re-elect Mr. Sir Peter A. Wall	DAFÜR	DAFÜR		✓ 97.8%	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 97.2%	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.9%	
4	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 3.6%	

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

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Ms. Michele Burns	DAFÜR	DAFÜR		✓ 96.0%
1b	Re-elect Mr. Mark Flaherty	DAFÜR	DAFÜR		✓ 97.2%
1c	Re-elect Ms. Kimberley Harris	DAFÜR	DAFÜR		✓ 96.3%
1d	Re-elect Mr. Kevin R. Johnson	DAFÜR	DAFÜR		✓ 97.8%
1e	Re-elect Ms. Ellen J. Kullman	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 96.2%
1f	Re-elect Mr. Lakshmi Niwas Mittal	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.5%
1g	Elect Mr. Thomas Montag	DAFÜR	DAFÜR		✓ 99.5%
1h	Re-elect Mr. Peter Oppenheimer	DAFÜR	DAFÜR		✓ 96.9%
1i	Re-elect Mr. David M. Solomon	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 95.3%
1j	Re-elect Dr. Jan E. Tighe	DAFÜR	DAFÜR		✓ 98.3%
1k	Re-elect Mr. David A. Viniar	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.	✓ 95.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 86.4%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.8%
4	Shareholder resolution: Independent chair	DAGEGEN	DAGEGEN		✗ 33.7%
5	Shareholder resolution: Report on climate lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 39.4%
6	Shareholder resolution: Report on Efforts Regarding Protected Classes of Employees	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.	✗ 15.1%
7	Shareholder resolution: Environmental Justice Impact Assessment	DAGEGEN	● DAFÜR	Assessing the energy sector's environmental justice effects will mitigate and address these risks to ensure fairness and equity for all communities.	✗ 10.0%
8	Shareholder resolution: Report Disclosure of Clean Energy Supply Financing Ratio	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 28.8%
9	Shareholder resolution: Proxy Voting Review	DAGEGEN	● DAFÜR	The proposal is in line with the long-term interests of the majority of the company's stakeholders.	✗ 8.3%
10	Shareholder resolution: Report on Financial Statement Assumptions Regarding Climate Change	DAGEGEN	DAGEGEN		✗ 0.8%
11	Shareholder resolution: Pay Equity Reporting	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.	✗ 30.0%
12	Shareholder resolution: Directors to be Elected by Majority Vote	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN		–

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Mr. Thomas F. Frist III	DAFÜR	DAFÜR		✓ 96.9%
1.b	Re-elect Mr. Samuel N. Hazen	DAFÜR	DAFÜR		✓ 99.3%
1.c	Re-elect Ms. Meg G. Crofton	DAFÜR	DAFÜR		✓ 99.1%
1.d	Re-elect Mr. Robert J. Dennis	DAFÜR	DAFÜR		✓ 96.4%
1.e	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR		✓ 97.9%
1.f	Re-elect Mr. William R. Frist	DAFÜR	DAFÜR		✓ 99.0%
1.g	Re-elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 89.1%
1.h	Re-elect Mr. Michael W. Michelson	DAFÜR	DAFÜR		✓ 99.0%
1.i	Re-elect Dr. Wayne J. Riley	DAFÜR	DAFÜR		✓ 98.0%
1.j	Re-elect Ms. Andrea B. Smith	DAFÜR	DAFÜR		✓ 99.1%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 92.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 94.1%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 99.5%
5	Shareholder resolution: Report on risk mitigation regarding state restrictions for emergency abortions	DAGEGEN	● DAFÜR	The report will address potential risks and safeguard the interests of patients who are faced with emergency abortions.	✗ 8.2%
6	Shareholder resolution: Report on patient feedback regarding quality of care	DAGEGEN	● DAFÜR	We support corporate policies aiming to deliver safe patient care.	✗ 15.4%
7	Shareholder resolution: Report on maternal health outcomes	DAGEGEN	● DAFÜR	The report will address urgent maternal health crisis issues and significant racial disparities in maternal morbidity.	✗ 8.5%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Christopher J. Nassetta	DAFÜR	DAFÜR		✓ 99.7%
1b	Re-elect Mr. Jonathan D. Gray	DAFÜR	• DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.5%
1c	Re-elect Ms. Charlene T. Begley	DAFÜR	DAFÜR		✓ 99.1%
1d	Re-elect Mr. Chris Carr	DAFÜR	DAFÜR		✓ 99.7%
1e	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR		✓ 99.4%
1f	Re-elect Mr. Raymond E. Mabus Jr.	DAFÜR	• DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 99.9%
1g	Re-elect Ms. Judith A. McHale	DAFÜR	• DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 97.4%
1h	Re-elect Ms. Elizabeth A. Smith	DAFÜR	• DAGEGEN	Concerns over the director's time commitments.	✓ 98.7%
1i	Re-elect Mr. Douglas M. Steenland	DAFÜR	• DAGEGEN	Non independent lead director, which is not best practice.	✓ 97.0%
2	Re-election of the auditor	DAFÜR	• DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 97.6%
3	Advisory vote on executive remuneration	DAFÜR	• DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.1%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Gerard J. Arpey	DAFÜR	DAFÜR	✓ 95.1%
1.b	Re-elect Mr. Ari Bousbib	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 96.3%</p>
1.c	Re-elect Mr. Jeffery H. Boyd	DAFÜR	● DAGEGEN	<p>Chair of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p> <p>✓ 89.2%</p>
1.d	Re-elect Mr. Gregory D. Brenneman	DAFÜR	● DAGEGEN	<p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 96.3%</p>
1.e	Re-elect Mr. J. Frank Brown	DAFÜR	DAFÜR	✓ 95.7%
1.f	Re-elect Mr. Edward P. Decker	DAFÜR	● DAGEGEN	<p>Combined chair and CEO.</p> <p>✓ 93.5%</p>
1.g	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	✓ 97.5%
1.h	Re-elect Mr. Manuel Kadre	DAFÜR	DAFÜR	✓ 98.8%
1.i	Re-elect Ms. Stephanie C. Linnartz	DAFÜR	DAFÜR	✓ 99.0%
1.j	Re-elect Ms. Paula Santilli	DAFÜR	DAFÜR	✓ 96.0%
1.k	Re-elect Ms. Caryn Seidman-Becker	DAFÜR	DAFÜR	✓ 95.9%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p> <p>✓ 94.8%</p>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p> <p>✓ 92.6%</p>
4	Shareholder resolution: Disclosure of Director Donations	DAGEGEN	DAGEGEN	✗ 1.4%
5	Shareholder resolution: Political Contributions Congruency Analysis	DAGEGEN	● DAFÜR	<p>The resolution will allow for the assessment of the congruence of the company's political, lobbying, and electioneering expenditures with its stated values and goals.</p> <p>✗ 11.9%</p>
6	Shareholder resolution: Report on Corporate Contributions	DAGEGEN	DAGEGEN	✗ 1.9%
7	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	✗ 1.9%
8	Shareholder resolution: Disclose a Biodiversity Impact and Dependency Assessment	DAGEGEN	● DAFÜR	<p>Enhanced disclosure on environmental issues.</p> <p>✗ 16.1%</p>
9	Shareholder resolution: Amend Clawback Policy	DAGEGEN	● DAFÜR	<p>The proposal aims at improving the remuneration policy.</p> <p>✗ 30.1%</p>

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Darius Adamczyk	DAFÜR	● DAGEGEN	Executive chair. The board is not sufficiently independent. ✓ 97.0%
1b	Re-elect Mr. Duncan B. Angove	DAFÜR	DAFÜR	✓ 98.1%
1c	Re-elect Mr. William S. Ayer	DAFÜR	● DAGEGEN	Chair of the nomination committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 94.4%
1d	Re-elect Mr. Kevin Burke	DAFÜR	DAFÜR	✓ 97.3%
1e	Re-elect Mr. D. Scott Davis	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.8%
1f	Re-elect Ms. Deborah Flint	DAFÜR	DAFÜR	✓ 98.5%
1g	Re-elect Mr. Vimal Kapur	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 97.8%
1h	Elect Mr. Michael W. Lamach	DAFÜR	DAFÜR	✓ 99.4%
1i	Re-elect Ms. Rose Lee	DAFÜR	DAFÜR	✓ 98.7%
1j	Re-elect Ms. Grace D. Lieblein	DAFÜR	DAFÜR	✓ 96.0%
1k	Re-elect Ms. Robin L. Washington	DAFÜR	DAFÜR	✓ 97.4%
1l	Re-elect Mr. Robin Watson	DAFÜR	DAFÜR	✓ 98.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 93.1%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.7%
4	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management. ✗ 25.8%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Dr. Raquel C. Bono	DAFÜR	DAFÜR	✓ 99.0%
1b	Re-elect Mr. Bruce D. Broussard	DAFÜR	DAFÜR	✓ 98.5%
1c	Re-elect Mr. Frank A. D'Amelio	DAFÜR	● DAGEGEN	<div> <div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 90.7%</div> </div>
1d	Re-elect Dr. David T. Feinberg	DAFÜR	DAFÜR	✓ 93.8%
1e	Re-elect Dr. Wayne A.I. Frederick	DAFÜR	DAFÜR	✓ 95.5%
1f	Re-elect Mr. John W. Garratt	DAFÜR	DAFÜR	✓ 98.8%
1g	Re-elect Mr. Kurt J. Hilzinger	DAFÜR	● DAGEGEN	<div> <div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 95.8%</div> </div>
1h	Re-elect Ms. Karen W. Katz	DAFÜR	DAFÜR	✓ 86.3%
1i	Re-elect Ms. Marcy S. Klevorn	DAFÜR	DAFÜR	✓ 99.0%
1j	Re-elect Mr. Jorge S. Mesquita	DAFÜR	DAFÜR	✓ 98.8%
1k	Re-elect Mr. Brad D. Smith	DAFÜR	DAFÜR	✓ 98.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<div> <div>The auditor's long tenure raises independence concerns.</div> <div>✓ 92.8%</div> </div>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div> <div>Excessive variable remuneration.</div> <div>✓ 91.4%</div> </div>
4	Amend Certificate of Incorporation Regarding Officer Exculpation	DAFÜR	● DAGEGEN	<div> <div>This amendment reduces shareholder rights to take legal action against certain company officers.</div> <div>✓ 85.4%</div> </div>
5	Eliminate supermajority voting requirement in connection with certain transactions	DAFÜR	● DAGEGEN	<div> <div>An affirmative vote of two-thirds of the majority of the outstanding capital (>50%) would better protect the strategic future of a company.</div> <div>✓ 98.9%</div> </div>
6	Shareholder resolution: Introduce simple majority voting	DAGEGEN	DAGEGEN	<div> <div></div> <div>✓ 51.3%</div> </div>

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Elect Ms. Marianne C. Brown	DAFÜR	DAFÜR		✓ 98.6%
1b	Re-elect Mr. Thomas Buberl	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 97.4%
1c	Re-elect Mr. David N. Farr	DAFÜR	DAFÜR		✓ 96.7%
1d	Re-elect Mr. Alex Gorsky	DAFÜR	DAFÜR		✓ 98.6%
1e	Re-elect Prof. Michelle J. Howard	DAFÜR	DAFÜR		✓ 98.8%
1f	Re-elect Dr. Arvind Krishna	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 93.7%
1g	Re-elect Mr. Andrew N. Liveris	DAFÜR	DAFÜR		✓ 78.9%
1h	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR		✓ 98.6%
1i	Elect Mr. Michael Miebach	DAFÜR	DAFÜR		✓ 98.3%
1j	Re-elect Dr. Martha E. Pollack	DAFÜR	DAFÜR		✓ 97.6%
1k	Re-elect Mr. Peter R. Voser	DAFÜR	DAFÜR		✓ 96.7%
1l	Re-elect Mr. Frederick H. Waddell	DAFÜR	DAFÜR		✓ 95.7%
1m	Re-elect Mr. Alfred W. Zollar	DAFÜR	DAFÜR		✓ 94.5%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.2%
4	Shareholder resolution: Public Report on Lobbying Activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 37.7%
5	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	DAGEGEN	DAGEGEN		✗ 5.6%
6	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	● DAFÜR	Taking action by written consent in lieu of a meeting is a mechanism shareholders can use to raise important matters without convening an EGM.	✗ 43.0%
7	Shareholder resolution: Public Report on Climate Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on the alignment between the company's emissions goals and lobbying.	✗ 31.8%
8	Shareholder resolution: Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 30.8%

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

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

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Ms. Sharon Y. Bowen	DAFÜR	DAFÜR		✓ 99.9%
1b	Re-elect Ms. Shantella E. Cooper	DAFÜR	DAFÜR		✓ 99.1%
1c	Re-elect Ms. Duriya M. Farooqui	DAFÜR	DAFÜR		✓ 99.9%
1d	Re-elect Mr. William Hague	DAFÜR	DAFÜR		✓ 98.8%
1e	Re-elect Mr. Mark F. Mulhern	DAFÜR	DAFÜR		✓ 97.1%
1f	Re-elect Mr. Thomas E. Noonan	DAFÜR	DAFÜR		✓ 97.7%
1g	Re-elect Ms. Caroline Silver	DAFÜR	DAFÜR		✓ 97.3%
1h	Re-elect Mr. Jeffrey C. Sprecher	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 95.9%
1i	Re-elect Ms. Judith A. Sprieser	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.4%
1j	Re-elect Ms. Martha A. Tirinnanzi	DAFÜR	DAFÜR		✓ 99.9%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 79.3%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.4%
4	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management.	✗ 29.0%

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Dr. Craig H. Barratt	DAFÜR	DAFÜR		✓ 97.0%
1b	Re-elect Mr. Joseph C. Beery	DAFÜR	DAFÜR		✓ 99.7%
1c	Elect Mr. Lewis Chew	DAFÜR	DAFÜR		✓ 99.1%
1d	Re-elect Dr. Gary S. Guthart	DAFÜR	DAFÜR		✓ 99.6%
1e	Re-elect Ms. Amal M. Johnson	DAFÜR	DAFÜR		✓ 94.9%
1f	Elect Ms. Sreelakshmi Kolli	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 93.2%
1g	Re-elect Dr. Amy L. Ladd	DAFÜR	DAFÜR		✓ 98.9%
1h	Re-elect Mr. Keith R. Leonard Jr.	DAFÜR	DAFÜR		✓ 99.6%
1i	Re-elect Ms. Jami Dover Nachtsheim	DAFÜR	DAFÜR		✓ 98.2%
1j	Re-elect Dr. med. Monica P. Reed	DAFÜR	DAFÜR		✓ 98.9%
1k	Re-elect Mr. Mark J. Rubash	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.8%
3	Re-election of the auditor	DAFÜR	DAFÜR		✓ 99.4%
4	To approve the amendment of the 2010 Incentive Award Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 89.5%
5	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR		✓ 99.6%
6	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.	✗ 33.1%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Darius Adamczyk	DAFÜR	DAFÜR		✓ 98.9%
1b	Re-elect Prof. Dr. Mary C. Beckerle	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.	✓ 99.2%
1c	Re-elect Mr. D. Scott Davis	DAFÜR	DAFÜR		✓ 97.7%
1d	Re-elect Prof. Dr. Jennifer A. Doudna	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.	✓ 99.2%
1e	Re-elect Mr. Joaquin Duato	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 93.4%
1f	Re-elect Ms. Marillyn A. Hewson	DAFÜR	DAFÜR		✓ 97.3%
1g	Re-elect Dr. Paula A. Johnson	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.	✓ 99.2%
1h	Re-elect Mr. Hubert Joly	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.	✓ 98.9%
1i	Re-elect Prof. Dr. Mark B. McClellan	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.	✓ 99.2%
1j	Re-elect Ms. Anne M. Mulcahy	DAFÜR	● DAGEGEN	Non-independent chair of the nomination committee. The independence of this committee is insufficient.	✓ 96.9%
1k	Re-elect Mr. Mark A. Weinberger	DAFÜR	DAFÜR		✓ 98.5%
1l	Re-elect Dr. Nadja Y. West	DAFÜR	DAFÜR		✓ 99.4%
1m	Elect Mr. Eugene Woods	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 90.5%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.2%
4	Shareholder resolution: Gender Transitioning Compensation and Benefits	DAGEGEN	DAGEGEN		✗ 3.9%
5	Shareholder resolution: Impact of Extended Patent Exclusivities on Patient Access	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN		–

No.	Traktanden	Board	Ethos	Resultat
	Ethos' ongoing engagement with JPMorgan Chase			
1	Elections of directors			
1.a	Re-elect Ms. Linda B. Bammann	DAFÜR	DAFÜR	✓ 97.6%
1.b	Re-elect Mr. Stephen B. Burke	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Re-elect Mr. Todd A. Combs	DAFÜR	DAFÜR	✓ 90.4%
1.d	Re-elect Ms. Alicia Boler Davis	DAFÜR	DAFÜR	✓ 99.5%
1.e	Re-elect Mr. James Dimon	DAFÜR	● DAGEGEN	Combined chair and CEO.
1.f	Re-elect Mr. Alex Gorsky	DAFÜR	DAFÜR	✓ 99.5%
1.g	Re-elect Ms. Mellody Hobson	DAFÜR	DAFÜR	✓ 98.8%
1.h	Re-elect Ms. Phebe N. Novakovic	DAFÜR	DAFÜR	✓ 98.5%
1.i	Re-elect Ms. Virginia M. Rometty	DAFÜR	DAFÜR	✓ 97.8%
1.j	Elect Mr. Mark A. Weinberger	DAFÜR	DAFÜR	✓ 98.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	To approve the amendment of the 2024 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management.
6	Shareholder resolution: Report on Humanitarian risks due to climate change policies	DAGEGEN	DAGEGEN	✗ 1.0%
7	Shareholder resolution: Report on Respecting Indigenous People's Rights	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
8	Shareholder resolution: Review Proxy Voting Record and Policies Related to Climate Change and Diversity	DAGEGEN	● DAFÜR	Proxy voting records should align with climate commitments.
9	Shareholder resolution: Third Party Report on Due Diligence in Conflict Affected and High-Risk Areas	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
10	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	We strongly support the right of shareholders to address pay-related concerns.
11	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	ZURÜCK-GEZOGEN	● DAGEGEN	The proponent has withdrawn the resolution.

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1.1	Re-elect Mr. Robert M. Calderoni	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	81.5%
1.2	Re-elect Ms. Jeneanne Hanley	DAFÜR	DAFÜR		✓	99.1%
1.3	Re-elect Ms. Emiko Higashi	DAFÜR	DAFÜR		✓	96.4%
1.4	Re-elect Dr. Kevin J. Kennedy	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	92.8%
1.5	Re-elect Mr. Michael R. McMullen	DAFÜR	DAFÜR		✓	99.6%
1.6	Re-elect Mr. Gary B. Moore	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓	93.8%
1.7	Re-elect Mr. Victor Peng	DAFÜR	DAFÜR		✓	98.9%
1.8	Re-elect Mr. Robert A. Rango	DAFÜR	DAFÜR		✓	98.9%
1.9	Re-elect Mr. Richard P. Wallace	DAFÜR	DAFÜR		✓	99.4%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓	94.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓	92.5%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Mr. Sohail U. Ahmed	DAFÜR	DAFÜR		✓ 99.7%
1.b	Re-elect Mr. Timothy M. Archer	DAFÜR	DAFÜR		✓ 99.4%
1.c	Re-elect Mr. Eric K. Brandt	DAFÜR	DAFÜR		✓ 91.8%
1.d	Elect Ms. Ita M. Brennan	DAFÜR	DAFÜR		✓ 99.8%
1.e	Re-elect Mr. Michael R. Cannon	DAFÜR	● DAGEGEN	Chair of the nomination committee. The composition of the board is unsatisfactory.	✓ 86.5%
1.f	Re-elect Mr. John M. Dineen	DAFÜR	DAFÜR		✓ 99.6%
1.g	Elect Mr. Mark Fields	DAFÜR	DAFÜR		✓ 99.6%
1.h	Re-elect Dr. Ho Kyu Kang	DAFÜR	DAFÜR		✓ 99.7%
1.i	Re-elect Ms. Bethany J. Mayer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 93.8%
1.j	Re-elect Ms. Jyoti K. Mehra	DAFÜR	DAFÜR		✓ 96.8%
1.k	Re-elect Mr. Abhijit Y. Talwalkar	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 86.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. The proposed increase relative to the previous year is excessive and not justified.	✓ 91.2%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.5%

No.	Traktanden	Board	Ethos	Resultat
Elections to the board of directors				
1a	Re-elect Mr. Stephen F. Angel	DAFÜR	● DAGEGEN	Non-independent chair on appointment, which goes against market practice. ✓ 96.5%
1b	Re-elect Mr. Sanjiv Lamba	DAFÜR	DAFÜR	✓ 99.8%
1c	Re-elect Prof. DDr. Ann-Kristin Achleitner	DAFÜR	● DAGEGEN	Non-independent member of the remuneration committee, which goes against market practice. ✓ 95.3%
1d	Re-elect Dr. Thomas Enders	DAFÜR	DAFÜR	✓ 96.7%
1e	Re-elect Mr. Hugh Grant	DAFÜR	DAFÜR	✓ 98.7%
1f	Re-elect Mr. Joe Kaeser	DAFÜR	DAFÜR	✓ 89.8%
1g	Re-elect Dr. Victoria E. Ossadnik	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 92.7%
1h	Elect Ms. Paula Rosput Reynolds	DAFÜR	DAFÜR	✓ 99.8%
1i	Re-elect Mr. Alberto Weisser	DAFÜR	DAFÜR	✓ 99.0%
1j	Re-elect Mr. Robert L. Wood	DAFÜR	● DAGEGEN	Non-independent member of the remuneration committee, which goes against market practice. ✓ 98.6%
				Non independent lead director, which is not best practice.
2a	Re-appoint PricewaterhouseCoopers as auditors (advisory vote)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.2%
2b	Auditor's remuneration (advisory vote)	DAFÜR	DAFÜR	✓ 98.3%
3	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.7%
				An important part of the variable remuneration is based on continued employment only.
4	Determination of the Price Range for the Share Repurchase Programme	DAFÜR	DAFÜR	✓ 99.8%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.1	Re-elect Mr. Ralph (Raul) Alvarez	DAFÜR	DAFÜR		✓ 92.9% *
1.2	Re-elect Mr. David H. Batchelder	DAFÜR	● ZURÜCK-BEHALTEN	The director is over 75 years old, which exceeds guidelines.	✓ 98.2% *
1.3	Re-elect Mr. Scott H. Baxter	DAFÜR	DAFÜR		✓ 98.7% *
1.4	Re-elect Ms. Sandra B. Cochran	DAFÜR	DAFÜR		✓ 99.5% *
1.5	Re-elect Ms. Laurie Z. Douglas	DAFÜR	DAFÜR		✓ 98.5% *
1.6	Re-elect Mr. Richard W. Dreiling	DAFÜR	● ZURÜCK-BEHALTEN	Non independent lead director, which is not best practice.	✓ 95.8% *
1.7	Re-elect Mr. Marvin R. Ellison	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.	✓ 93.4% *
1.8	Elect Mr. Navdeep Gupta	DAFÜR	DAFÜR		✓ 99.5% *
1.9	Re-elect Mr. Brian C. Rogers	DAFÜR	DAFÜR		✓ 95.6% *
1.10	Re-elect Mr. Bertram L. Scott	DAFÜR	DAFÜR		✓ 91.6% *
1.11	Elect Mr. Lawrence Simkins	DAFÜR	DAFÜR		✓ 99.5% *
1.12	Re-elect Ms. Colleen Taylor	DAFÜR	DAFÜR		✓ 99.6% *
1.13	Re-elect Ms. Mary Beth West	DAFÜR	DAFÜR		✓ 99.6% *
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 91.8%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.3%

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

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Calvin R. McDonald	DAFÜR	DAFÜR	✓ 99.2%
1b.	Re-elect Ms. Isabel Mahe	DAFÜR	DAFÜR	✓ 97.2%
1c.	Re-elect Ms. Martha Morfitt	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 81.5%</div>
1d.	Re-elect Ms. Emily White	DAFÜR	● DAGEGEN	<div>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</div> <div>✓ 78.2%</div>
1e.	Elect Mr. Shane Grant	DAFÜR	DAFÜR	✓ 99.7%
1f.	Elect Ms. Teri L. List	DAFÜR	DAFÜR	✓ 99.5%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.2%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div>Excessive variable remuneration.</div> <div>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</div> <div>✓ 93.2%</div>
4	Shareholder resolution: Report on Risks from Company's Use of Animal-Derived Materials	DAGEGEN	● DAFÜR	<div>We support resolutions aiming to disclose abuses linked to animal cruelty.</div> <div>✗ 7.5%</div>

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Abdulaziz F. Al Khayyal	DAFÜR	DAFÜR	✓ 90.6%
1b	Re-elect Mr. Jonathan Z. Cohen	DAFÜR	DAFÜR	✓ 95.1%
1c	Re-elect Mr. Michael J. Hennigan	DAFÜR	DAFÜR	✓ 94.1%
1d	Re-elect Mr. Frank M. Semple	DAFÜR	DAFÜR	✓ 96.7%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 91.7%
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓ 97.1%
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 88.5%
6	Declassify the board of directors	DAFÜR	DAFÜR	✗ 68.0%
7	Eliminate supermajority voting provisions	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✗ 67.7%
8	Shareholder resolution: Introduce simple majority voting	DAGEGEN	● DAFÜR	The introduction of simple majority voting is in the interests of shareholders. ✗ 46.8%

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Mr. Anthony G. Capuano	DAFÜR	DAFÜR		✓ 99.5%
1b.	Re-elect Ms. Isabella D. Goren	DAFÜR	DAFÜR		✓ 99.3%
1c.	Re-elect Ms. Deborah Marriot Harrison	DAFÜR	DAFÜR		✓ 96.8%
1d.	Re-elect Mr. Frederick A. Henderson	DAFÜR	DAFÜR		✓ 96.0%
1e.	Re-elect Ms. Lauren R. Hobart	DAFÜR	DAFÜR		✓ 99.6%
1f.	Re-elect Ms. Debra L. Lee	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.3%
1g.	Re-elect Mr. Aylwin B. Lewis	DAFÜR	DAFÜR		✓ 98.2%
1h.	Re-elect Mr. David S. Marriott	DAFÜR	DAFÜR		✓ 96.4%
1i.	Re-elect Ms. Margaret M. McCarthy	DAFÜR	DAFÜR		✓ 99.6%
1j.	Re-elect Mr. Grant F. Reid	DAFÜR	DAFÜR		✓ 99.8%
1k.	Re-elect Mr. Horacio D. Rozanski	DAFÜR	DAFÜR		✓ 99.4%
1l.	Re-elect Prof. Susan C. Schwab	DAFÜR	DAFÜR		✓ 99.4%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 97.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 89.1%
4	Shareholder resolution: Third-Party Civil Right Audit	DAGEGEN	● DAFÜR	The resolution aims to prevent discrimination.	✗ 11.0%
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 19.9%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Anthony K. Anderson	DAFÜR	DAFÜR		✓ 99.2%
1b	Re-elect Mr. John Q. Doyle	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 98.5%
1c	Re-elect Dr. Óscar Fanjul Martin	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.6%
1d	Re-elect Mr. H. Edward Hanway	DAFÜR	DAFÜR		✓ 94.5%
1e	Re-elect Dr. Judith Hartmann	DAFÜR	DAFÜR		✓ 99.7%
1f	Re-elect Ms. Deborah C. Hopkins	DAFÜR	DAFÜR		✓ 97.8%
1g	Re-elect Ms. Tamara Ingram, OBE	DAFÜR	DAFÜR		✓ 98.5%
1h	Re-elect Ms. Jane H. Lute	DAFÜR	DAFÜR		✓ 99.7%
1i	Re-elect Mr. Stephen A. Mills	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 93.3%
1j	Re-elect Mr. Morton O. Schapiro	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.3%
1k	Re-elect Mr. Lloyd M. Yates	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 96.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.7%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 92.9%
4	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	● DAFÜR	Taking action by written consent in lieu of a meeting is a mechanism shareholders can use to raise important matters without convening an EGM.	✗ 8.3%

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Anthony G. Capuano	DAFÜR	DAFÜR		✓ 99.2%
1b	Re-elect Mr. Kareem Daniel	DAFÜR	DAFÜR		✓ 99.0%
1c	Re-elect Mr. Lloyd H. Dean	DAFÜR	DAFÜR		✓ 95.6%
1d	Re-elect Ms. Catherine Engelbert	DAFÜR	DAFÜR		✓ 97.8%
1e	Re-elect Ms. Margaret H. Georgiadis	DAFÜR	DAFÜR		✓ 99.2%
1f	Elect Mr. Michael D. Hsu	DAFÜR	DAFÜR		✓ 98.3%
1g	Re-elect Mr. Christopher Kempczinski	DAFÜR	• DAGEGEN	Combined chair and CEO.	✓ 91.6%
1h	Re-elect Mr. John Mulligan	DAFÜR	DAFÜR		✓ 99.0%
1i	Re-elect Ms. Jennifer Taubert	DAFÜR	DAFÜR		✓ 99.2%
1j	Re-elect Mr. Paul S. Walsh	DAFÜR	DAFÜR		✓ 98.0%
1k	Re-elect Ms. Amy Weaver	DAFÜR	DAFÜR		✓ 98.9%
1l	Re-elect Mr. Miles D. White	DAFÜR	• DAGEGEN	Non independent lead director, which is not best practice.	✓ 94.6%
2	Advisory vote on executive remuneration	DAFÜR	• DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.2%
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	• DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 87.7%
4	Amend Certificate of Incorporation to Implement Miscellaneous Changes	DAFÜR	• DAGEGEN	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 88.1%
5	Re-election of the auditor	DAFÜR	• DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.9%
6	Shareholder resolution: Adoption of Antibiotics Policy	DAGEGEN	• DAFÜR	A policy would help determine how the company deals with antibiotics in its supply chain.	✗ 15.2%
7	Shareholder resolution: Worldwide Switch to Cage-Free Eggs	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	ITEM 7 was not put to shareholder vote, since the proponent announced a few days before the AGM that they would no longer be submitting their resolution. Ethos initially recommended to vote FOR for the following reason: Transitioning to cage-free eggs aligns with ethics, regulations, consumer preferences, industry standards, and sustainability.	–

McDonald's

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No.	Traktanden	Board	Ethos	Resultat
8	Shareholder resolution: Poultry Welfare Disclosure	DAGEGEN	● DAFÜR Enhanced disclosure on the protection of animals and their welfare.	✗ 36.0%
9	Shareholder resolution: Congruency Analysis on Human Rights	DAGEGEN	DAGEGEN	✗ 1.6%
10	Shareholder resolution: Publish a Report on Corporate Contributions	DAGEGEN	DAGEGEN	✗ 1.9%
11	Shareholder resolution: Annual Report on Global Political Influence	DAGEGEN	DAGEGEN	✗ 14.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Dr. Richard H. Carmona	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Concerns over the director's time commitments.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	<div> <div></div> 98.8% </div>
1.b	Re-elect Mr. Dominic J. Caruso	DAFÜR	DAFÜR	<div> <div></div> 98.6% </div>
1.c	Re-elect Mr. W. Roy Dunbar	DAFÜR	DAFÜR	<div> <div></div> 92.8% </div>
1.d	Elect Dr. Deborah Dunsire	DAFÜR	DAFÜR	<div> <div></div> 99.4% </div>
1.e	Re-elect Mr. James H. Hinton	DAFÜR	DAFÜR	<div> <div></div> 98.9% </div>
1.f	Re-elect Mr. Donald R. Knauss	DAFÜR	DAFÜR	<div> <div></div> 90.5% </div>
1.g	Re-elect Mr. Bradley E. Lerman	DAFÜR	DAFÜR	<div> <div></div> 98.8% </div>
1.h	Re-elect Ms. Maria Martinez	DAFÜR	DAFÜR	<div> <div></div> 90.7% </div>
1.i	Elect Mr. Kevin M. Ozan	DAFÜR	DAFÜR	<div> <div></div> 99.1% </div>
1.j	Re-elect Mr. Brian S. Tyler	DAFÜR	DAFÜR	<div> <div></div> 99.3% </div>
1.k	Re-elect Ms. Kathleen Wilson-Thompson	DAFÜR	DAFÜR	<div> <div></div> 94.4% </div>
2	Re-election of the auditor	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The auditor's long tenure raises independence concerns.</p>	<div> <div></div> 93.5% </div>
3	Advisory vote on executive remuneration	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	<div> <div></div> 90.3% </div>
4	Amend Certificate of Incorporation to reflect New Delaware law provisions regarding officer exculpation	DAFÜR	<div> <div></div> DAGEGEN </div> <p>This amendment reduces shareholder rights to take legal action against certain company officers.</p>	<div> <div></div> 84.4% </div>
5	Shareholder resolution: independent chair	DAGEGEN	DAGEGEN	<div> <div></div> 24.3% </div>
6	Shareholder resolution: report on potential risks and costs of restrictive reproductive healthcare legislation	DAGEGEN	<div> <div></div> DAFÜR </div> <p>The proposal aims at improving disclosue on social and health issues.</p>	<div> <div></div> 17.2% </div>

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Nicolás Galperin	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div>	<div> <div></div> The director has been sitting on the board for over 16 years, which exceeds guidelines. </div> <div> <div></div> 91.2% * </div>
1b	Re-elect Mr. Henrique Dubugras	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div>	<div> <div></div> Concerns over the director's time commitments. </div> <div> <div></div> 96.1% * </div>
1c	Re-elect Mr. Richard Sanders	DAFÜR	DAFÜR	<div> <div></div> 97.0% * </div>
2	Advisory vote on executive remuneration	DAFÜR	<div> <div></div> DAGEGEN </div>	<div> <div></div> Excessive variable remuneration. </div> <div> <div></div> 90.2% </div> <div> <div></div> Potential excessive awards. </div> <div> <div></div> An important part of the variable remuneration is based on continued employment only. </div>
3	Re-election of the auditor	DAFÜR	DAFÜR	<div> <div></div> 99.8% </div>

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Peggy Alford	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non-independent chair of the remuneration committee. The independence of this committee is insufficient.</p> <p>Concerns over the director's time commitments.</p>	<p>✓ 81.6% *</p>
1b	Re-elect Mr. Marc L. Andreessen	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<p>✓ 85.3% *</p>
1c	Elect Mr. John Arnold	DAFÜR	DAFÜR	<p>✓ 99.9% *</p>
1d	Re-elect Mr. Andrew W. Houston	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non independent director (business connections with the company). The board is not sufficiently independent.</p>	<p>✓ 85.8% *</p>
1e	Re-elect Ms. Nancy Killefer	DAFÜR	DAFÜR	<p>✓ 99.0% *</p>
1f	Re-elect Mr. Robert M. Kimmitt	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	<p>✓ 97.6% *</p>
1g	Elect Mr. Hock E. Tan	DAFÜR	DAFÜR	<p>✓ 97.7% *</p>
1h	Re-elect Ms. Tracey T. Travis	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Concerns over the director's time commitments.</p>	<p>✓ 97.1% *</p>
1i	Re-elect Mr. Tony Xu	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non independent director (business connections with the company). The board is not sufficiently independent.</p>	<p>✓ 87.1% *</p>
1j	Re-elect Mr. Mark Zuckerberg	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Combined chair and CEO.</p>	<p>✓ 92.9% *</p>
2	Re-election of the auditor	DAFÜR	<p>● DAGEGEN</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	<p>✓ 98.6%</p>
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	<p>● DAGEGEN</p> <p>This amendment reduces shareholder rights to take legal action against certain company officers.</p>	<p>✓ 81.5%</p>
4	To approve the amendment of the 2012 Equity Incentive Plan	DAFÜR	<p>● DAGEGEN</p> <p>Potential excessive awards.</p>	<p>✓ 72.1%</p>

No.	Traktanden	Board	Ethos		Resultat
5	Shareholder resolution: Dual Class Capital Structure	DAGEGEN	● DAFÜR	Dual share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity	✗ 26.3%
6	Shareholder resolution: Report on Generative AI Misinformation and Disinformation Risks	DAGEGEN	● DAFÜR	Enhanced disclosure of risks posed by AI.	✗ 16.7%
7	Shareholder resolution: Disclosure of Voting Results Based on Class of Shares	DAGEGEN	● DAFÜR	AGM results should be disclosed separately to determine whether the concerns of each type of shareholder are aligned.	✗ 17.1%
8	Shareholder resolution: Report on Human Rights Risks in Non-US Markets	DAGEGEN	● DAFÜR	Enhanced disclosure on human right risks in non-US Markets.	✗ 5.5%
9	Shareholder resolution: Amendment of Corporate Governance Guidelines	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.	✗ 17.7%
10	Shareholder resolution: Human Rights Impact Assessment on AI Systems Driving Targeted Advertising	DAGEGEN	● DAFÜR	We support a Human Rights Impact Assessment on AI Systems Driving Targeted Advertising.	✗ 14.5%
11	Shareholder resolution: Report on Child Safety Impacts and Actual Harm Reduction to Children	DAGEGEN	● DAFÜR	The proposal aims at improving child safety and reducing harm to children on the company's platforms.	✗ 18.5%
12	Shareholder resolution: Report and Advisory Vote on Minimum Age for Social Media	DAGEGEN	DAGEGEN		✗ 0.3%
13	Shareholder resolution: Report on Political Advertising and Election Cycle Enhanced Actions	DAGEGEN	● DAFÜR	Enhanced disclosure on the consequences of prohibiting political advertising and reinstating effective measures to mitigate the spread of false and divisive information.	✗ 3.0%
14	Shareholder resolution: Report on Framework to Assess Company Lobbying Alignment with Climate Goals	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 8.2%

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Elect Ms. Ellen L. Barker	DAFÜR	DAFÜR		✓ 99.8%
1.b	Re-elect Mr. Matthew W. Chapman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.9%
1.c	Re-elect Mr. Karlton D. Johnson	DAFÜR	DAFÜR		✓ 95.9%
1.d	Re-elect Mr. Ganesh Moorthy	DAFÜR	DAFÜR		✓ 97.1%
1.e	Re-elect Mr. Robert A. Rango	DAFÜR	DAFÜR		✓ 96.7%
1.f	Re-elect Ms. Karen M. Rapp	DAFÜR	DAFÜR		✓ 84.0%
1.g	Re-elect Mr. Steve Sanghi	DAFÜR	DAFÜR		✓ 96.6%
2	To approve the amended and restated 2004 equity incentive plan	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 96.5%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.1%
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 94.2%
5	Shareholder resolution: Report on due diligence efforts to trace end-user misuse of company products	DAGEGEN	● DAFÜR	Enhanced disclosure on reputational risks related to human rights.	✗ 16.7%

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

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

No.	Traktanden	Board	Ethos			Resultat	
	Ethos' ongoing engagement with Mondelez International						
1	Elections of directors						
1a	Elect Mr. Cees Hart	DAFÜR	DAFÜR			✓	98.3%
1b	Re-elect Mr. Charles E. Bunch	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.		✓	95.5%
1c	Re-elect Ms. Ertharin Cousin	DAFÜR	DAFÜR			✓	98.5%
1d	Elect Mr. Brian McNamara	DAFÜR	DAFÜR			✓	99.6%
1e	Re-elect Mr. Jorge S. Mesquita	DAFÜR	DAFÜR			✓	98.1%
1f	Re-elect Ms. Aninidita Mukherjee	DAFÜR	DAFÜR			✓	98.5%
1g	Re-elect Ms. Jane Hamilton Nielsen	DAFÜR	DAFÜR			✓	99.7%
1h	Elect Prof. Paula A. Price	DAFÜR	DAFÜR			✓	97.8%
1i	Re-elect Mr. Patrick T. Siewert	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.		✓	97.0%
1j	Re-elect Mr. Michael A. Todman	DAFÜR	DAFÜR			✓	96.5%
1k	Re-elect Dr. Dirk Van de Put	DAFÜR	● DAGEGEN	Combined chair and CEO.		✓	93.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.		✓	93.9%
				An important part of the variable remuneration is based on continued employment only.			
3	To approve the 2024 Performance Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.		✓	72.9%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.		✓	95.7%
5	Shareholder resolution: Audit Committee Subcommittee Study on Company Affiliations	DAGEGEN	DAGEGEN			✗	0.6%
6	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management.		✗	31.1%
7	Shareholder resolution: Eradicate Child Labour from Cocoa Supply Chain	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights regarding child labour.		✗	22.4%
8	Shareholder resolution: Third Party Report on Due Diligence in Conflict Affected and High-Risk Areas	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.		✗	31.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Rodney C. Sacks	DAFÜR	● ZURÜCK-BEHALTEN Combined co-chair and co-CEO.	✓ 94.2% *
1.2	Re-elect Mr. Hilton H. Schlosberg	DAFÜR	● ZURÜCK-BEHALTEN Combined co-chairman and co-CEO.	✓ 98.1% *
1.3	Re-elect Mr. Mark J. Hall	DAFÜR	● ZURÜCK-BEHALTEN Executive director. The number of executives on the board exceeds market practice.	✓ 99.2% *
1.4	Re-elect Ms. Ana Demel	DAFÜR	DAFÜR	✓ 99.7% *
1.5	Re-elect Mr. James L. Dinkins	DAFÜR	DAFÜR	✓ 99.4% *
1.6	Re-elect Mr. Gary P. Fayard	DAFÜR	DAFÜR	✓ 98.0% *
1.7	Re-elect Ms. Tiffany M. Hall	DAFÜR	DAFÜR	✓ 99.7% *
1.8	Re-elect Ms. Jeanne P. Jackson	DAFÜR	DAFÜR	✓ 98.8% *
1.9	Re-elect Mr. Steven G. Pizula	DAFÜR	DAFÜR	✓ 95.2% *
1.10	Re-elect Mr. Mark S. Vidergauz	DAFÜR	● ZURÜCK-BEHALTEN Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.5% *
2	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 99.9%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.9%

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Jorge A. Bermudez	DAFÜR	DAFÜR		✓ 95.3%
1b	Re-elect Ms. Thérèse Esperdy	DAFÜR	DAFÜR		✓ 99.2%
1c	Re-elect Mr. Robert Fauber	DAFÜR	DAFÜR		✓ 99.5%
1d	Re-elect Mr. Vincent A. Forlenza	DAFÜR	DAFÜR		✓ 93.5%
1e	Re-elect Ms. Kathryn M. Hill	DAFÜR	DAFÜR		✓ 95.4%
1f	Re-elect Mr. Lloyd W. Howell Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 95.8%
1g	Re-elect Mr. Jose M. Minaya	DAFÜR	DAFÜR		✓ 99.1%
1h	Re-elect Ms. Leslie F. Seidman	DAFÜR	DAFÜR		✓ 97.4%
1i	Re-elect Mr. Zig Serafin	DAFÜR	DAFÜR		✓ 96.9%
1j	Re-elect Mr. Bruce Van Saun	DAFÜR	DAFÜR		✓ 96.6%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 98.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.1%
4	Amend the restated certificate of incorporation: Provide Right to Call Special Meeting	DAFÜR	DAFÜR		✓ 97.3%
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 37.6%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Elect Ms. Megan Butler	DAFÜR	DAFÜR		✓ 99.7%
1b	Re-elect Mr. Thomas H. Glocer	DAFÜR	DAFÜR		✓ 97.2%
1c	Re-elect Mr. James P. Gorman	DAFÜR	DAFÜR		✓ 98.7%
1d	Re-elect Mr. Robert H. Herz	DAFÜR	DAFÜR		✓ 97.6%
1e	Re-elect Ms. Erika H. James	DAFÜR	DAFÜR		✓ 97.7%
1f	Re-elect Mr. Hironori Kamezawa	DAFÜR	DAFÜR		✓ 99.3%
1g	Re-elect Ms. Shelley B. Leibowitz	DAFÜR	DAFÜR		✓ 99.3%
1h	Re-elect Mr. Stephen J. Luczo	DAFÜR	DAFÜR		✓ 98.2%
1i	Re-elect Ms. Judith A. Miscik	DAFÜR	DAFÜR		✓ 99.5%
1j	Re-elect Mr. Masato Miyachi	DAFÜR	DAFÜR		✓ 99.3%
1k	Re-elect Mr. Dennis M. Nally	DAFÜR	DAFÜR		✓ 97.0%
1l	Elect Mr. Edward Pick	DAFÜR	DAFÜR		✓ 99.4%
1m	Re-elect Ms. Mary L. Schapiro	DAFÜR	DAFÜR		✓ 98.7%
1n	Re-elect Mr. Perry M. Traquina	DAFÜR	DAFÜR		✓ 99.6%
1o	Re-elect Mr. Rayford Wilkins Jr.	DAFÜR	DAFÜR		✓ 93.4%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.6%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 75.0%
4	To approve the Non-US Nonqualified Employee Stock Purchase Plan	DAFÜR	DAFÜR		✓ 99.6%
5	Shareholder resolution: Report on Risks of Politicized De-Banking	DAGEGEN	DAGEGEN		✗ 1.6%
6	Shareholder resolution: Transparency on Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 31.2%
7	Shareholder resolution: Report on Clean Energy Supply Financing Ratio	DAGEGEN	● DAFÜR	Transparent disclosure of financing ratios remains essential to track progress in addressing climate challenge.	✗ 22.9%

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1a	Re-elect Mr. Gregory Q. Brown	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓	95.4%
1b	Elect Ms. Nicole Anasenes	DAFÜR	DAFÜR		✓	99.8%
1c	Re-elect Mr. Kenneth D. Denman	DAFÜR	DAFÜR		✓	96.8%
1d	Re-elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR		✓	99.9%
1e	Re-elect Mr. Clayton M. Jones	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓	99.7%
1f	Re-elect Ms. Judy C. Lewent	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓	95.1%
1g	Re-elect Mr. Gregory K. Mondre	DAFÜR	DAFÜR		✗	50.0%
1h	Re-elect Mr. Joseph M. Tucci	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✗	50.0%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓	99.6%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓	92.6%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers.	✗	38.6%

No.	Traktanden	Board	Ethos	Resultat
	Change in agenda item numbering: ITEMS 1.a, 1.b and 1.d			
1	Elections of directors			
1a	Re-elect Mr. Henry A. Fernandez	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 95.1%
1b	Re-elect Mr. Robert G. Ashe	DAFÜR	DAFÜR	✓ 95.3%
1c	Elect Mr. Chirantan Desai	DAFÜR	DAFÜR	✓ 99.9%
1d	Re-elect Mr. Wayne Edmunds	DAFÜR	DAFÜR	✓ 99.9%
1e	Re-elect Ms. Robin L. Matlock	DAFÜR	DAFÜR	✓ 97.0%
1f	Re-elect Mr. Jacques P. Perold	DAFÜR	DAFÜR	✓ 99.2%
1g	Re-elect Mr. C.D. Baer Pettit	DAFÜR	DAFÜR	✓ 99.1%
1h	Re-elect Mr. Sandy Campbell Rattray	DAFÜR	DAFÜR	✓ 95.8%
1i	Re-elect Ms. Linda H. Riefler	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.6%
1j	Re-elect Mr. Marcus L. Smith	DAFÜR	DAFÜR	✓ 99.3%
1k	Re-elect Mr. Rajat Taneja	DAFÜR	DAFÜR	✓ 99.8%
1l	Re-elect Ms. Paula Volent	DAFÜR	DAFÜR	✓ 99.9%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 97.3%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.4%
4	Shareholder resolution: Report on Chinese Military-Industry companies in company indices	DAGEGEN	DAGEGEN	✗ 0.4%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1a	Re-elect Mr. Richard N. Barton	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 76.5%
1b	Re-elect Dr. Mathias Döpfner	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 97.9%
1c	Re-elect Mr. Reed Hastings	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent.	✓ 96.9%
1d	Re-elect Mr. Jay C. Hoag	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.5%
1e	Re-elect Mr. Greg Peters	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 98.3%
1f	Elect Ms. Susan Rice	DAFÜR	DAFÜR		✓ 99.2%
1g	Re-elect Mr. Ted Sarandos	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 98.1%
1h	Re-elect Mr. Bradford L. Smith	DAFÜR	DAFÜR		✓ 96.8%
1i	Re-elect Ms. Anne M. Sweeney	DAFÜR	DAFÜR		✓ 96.8%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 96.1%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 82.2%
4	Shareholder resolution: Report on Use of Artificial Intelligence	DAGEGEN	● DAFÜR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks.	✗ 43.1%
5	Shareholder resolution: Establish Committee on Corporate Financial Sustainability	DAGEGEN	DAGEGEN		✗ 0.4%
6	Shareholder resolution: Amend Director Election Resignation Bylaw	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.	✗ 16.3%
8	Shareholder resolution: Amend Code of Ethics and Report on Board Compliance with the Amended Code	DAGEGEN	● DAFÜR	The resolution aims to promote gender equality.	✗ 5.6%
7	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 45.6%

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Nicole S. Arnaboldi	DAFÜR	DAFÜR	✓ 99.5%
1b	Re-elect Mr. James L. Camaren	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 95.3%</div>
1c	Re-elect Mr. Naren K. Gursahaney	DAFÜR	DAFÜR	✓ 94.3%
1d	Re-elect Mr. Kirk S. Hachigian	DAFÜR	DAFÜR	✓ 93.5%
1e	Elect Ms. Maria G. Henry	DAFÜR	DAFÜR	✓ 99.6%
1f	Re-elect Mr. John W. Ketchum	DAFÜR	● DAGEGEN	<div>Combined chair and CEO.</div> <div>Chair of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</div> <div>✓ 93.0%</div>
1g	Re-elect Ms. Amy B. Lane	DAFÜR	DAFÜR	✓ 97.6%
1h	Re-elect Mr. David L. Porges	DAFÜR	DAFÜR	✓ 98.2%
1i	Re-elect Ms. Dev Stahlkopf	DAFÜR	DAFÜR	✓ 98.8%
1j	Re-elect Mr. John A. Stall	DAFÜR	DAFÜR	✓ 99.1%
1k	Re-elect Mr. Darryl L. Wilson	DAFÜR	DAFÜR	✓ 97.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<div>The auditor's long tenure raises independence concerns.</div> <div>✓ 94.0%</div>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div>Excessive variable remuneration.</div> <div>An important part of the variable remuneration is based on continued employment only.</div> <div>✓ 88.8%</div>
4	Shareholder resolution: Board Matrix	DAGEGEN	● DAFÜR	<div>Enhanced disclosure on board members' skills.</div> <div>✗ 40.6%</div>
5	Shareholder resolution: Climate Lobbying Report	DAGEGEN	● DAFÜR	<div>Enhanced disclosure on lobbying expenses.</div> <div>✗ 32.5%</div>

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.a	Re-elect Ms. Cathleen A. Benko	DAFÜR	DAFÜR	✓ 94.8%	
1.b	Re-elect Mr. John W. Rogers Jr.	DAFÜR	DAFÜR	✓ 60.0%	
1.c	Re-elect Mr. Robert H. Swan	DAFÜR	DAFÜR	✓ 96.6%	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 83.3%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.3%
4	Shareholder resolution: gender and racial pay equity report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 26.0%
5	Shareholder resolution: supply chain management report	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 13.2%
6	Shareholder resolution: worker-driven social responsibility	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues. The resolution is in line with the long-term interests of the majority of the company's stakeholders.	✗ 12.3%
7	Shareholder resolution: environmental targets	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues. The resolution is in line with the long-term interests of the majority of the company's stakeholders.	✗ 26.7%
8	Shareholder resolution: divisive partnerships congruency report	DAGEGEN	DAGEGEN		✗ 0.6%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors (Management nominees)				
1a.	Elect Mr. Richard H. Anderson	DAFÜR	DAFÜR		✓ 88.2% *
1b.	Elect Mr. Philip S. Davidson	DAFÜR	DAFÜR		✓ 84.1% *
1c.	Re-elect Ms. Francesca DeBiase	DAFÜR	DAFÜR		✓ 88.3% *
1d.	Re-elect Ms. Marcela E. Donadio	DAFÜR	DAFÜR		✓ 88.6% *
1e.	Elect Ms. Mary Kathryn Heitkamp	DAFÜR	DAFÜR		✓ 54.3% *
1f.	Re-elect Mr. John C. Huffard Jr.	DAFÜR	DAFÜR		✓ 64.0% *
1g.	Re-elect Mr. Christopher T. Jones	DAFÜR	● ZURÜCK-BEHALTEN	Chair of the safety committee. The company is facing serious problems related to safety and operations.	✓ 89.3% *
1h.	Re-elect Mr. Thomas Colm Kelleher	DAFÜR	● ZURÜCK-BEHALTEN	Chair of the risk committee. The company is facing serious problems related to risk management, safety and operations.	✓ 68.9% *
1i.	Re-elect Ms. Amy E. Miles	DAFÜR	● ZURÜCK-BEHALTEN	Chair of the board who is responsible for the board's unsatisfactory supervision of the company's management with regard to important ESG matters.	✗ 36.3% *
1j.	Re-elect Mr. Claude Mongeau	DAFÜR	● ZURÜCK-BEHALTEN	Member of the safety committee. The company is facing serious problems related to safety and operations.	✓ 65.0% *
1k.	Re-elect Ms. Jennifer F. Scanlon	DAFÜR	● ZURÜCK-BEHALTEN	Member of the safety committee. The company is facing serious problems related to safety and operations.	✗ 46.1% *
1l.	Re-elect Mr. Alan H. Shaw	DAFÜR	DAFÜR		✓ 64.4% *
1m.	Re-elect Mr. John R. Thompson	DAFÜR	DAFÜR		✗ 29.4% *
	Elections of directors (Investor Group nominees)				
1n.	Elect Dissident Nominee Ms. Betsy Atkins	ZURÜCK-BEHALTEN	ZURÜCK-BEHALTEN		✗ 38.6% *
1o.	Elect Dissident Nominee Mr. James Barber Jr.	ZURÜCK-BEHALTEN	● DAFÜR	Ethos supports the dissident shareholder nominee.	✗ 35.3% *
1p.	Elect Dissident Nominee Mr. William Clyburn Jr.	ZURÜCK-BEHALTEN	● DAFÜR	Ethos supports the dissident shareholder nominee.	✓ 62.7% *
1q.	Elect Dissident Nominee Mr. Sameh Fahmy	ZURÜCK-BEHALTEN	● DAFÜR	Ethos supports the dissident shareholder nominee.	✓ 63.2% *
1r.	Elect Dissident Nominee John Kasich	ZURÜCK-BEHALTEN	ZURÜCK-BEHALTEN		✗ 45.6% *
1s.	Elect Dissident Nominee Mr. Gilbert Lamphere	ZURÜCK-BEHALTEN	● DAFÜR	Ethos supports the dissident shareholder nominee.	✓ 68.9% *
1t.	Elect Dissident Nominee Ms. Allison Landry	ZURÜCK-BEHALTEN	● DAFÜR	Ethos supports the dissident shareholder nominee.	✗ 49.6% *
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.8%

No.	Traktanden	Board	Ethos		Resultat
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✗ 27.9%
4	Shareholder resolution: Transparency on Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗ 38.9%
5	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25 2023	DAGEGEN	● DAFÜR	In light of the current proxy fight, it would not be appropriate for the board of directors to change bylaws.	✓ 61.3%

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.1	Re-elect Ms. Kathy J. Warden	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 96.4%
1.2	Re-elect Mr. David P. Abney	DAFÜR	DAFÜR		✓ 94.4%
1.3	Re-elect Ms. Marianne C. Brown	DAFÜR	DAFÜR		✓ 97.4%
1.4	Re-elect Ms. Ann Marie Fudge	DAFÜR	DAFÜR		✓ 98.3%
1.5	Re-elect Ms. Madeleine A. Kleiner	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.1%
1.6	Re-elect Dr. Arvind Krishna	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 97.9%
1.7	Re-elect Mr. Graham N. Robinson	DAFÜR	DAFÜR		✓ 97.8%
1.8	Re-elect Ms. Kimberly A. Ross	DAFÜR	DAFÜR		✓ 98.2%
1.9	Re-elect Mr. Gary Roughead	DAFÜR	DAFÜR		✓ 97.2%
1.10	Re-elect Mr. Thomas M. Schoewe	DAFÜR	DAFÜR		✓ 97.2%
1.11	Re-elect Mr. James S. Turley	DAFÜR	DAFÜR		✓ 88.1%
1.12	Re-elect Mr. Mark A. Welsh III	DAFÜR	DAFÜR		✓ 99.0%
1.13	Re-elect Ms. Mary Winston	DAFÜR	DAFÜR		✓ 97.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 94.3%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.2%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 84.3%
5	To approve the amendment of the 2024 Long-Term Incentive Stock Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 96.3%
6	Shareholder resolution: Report on Congruency of Political Spending with Company Stated Values on Human Rights	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 7.1%
7	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management.	✗ 25.0%

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

No.	Traktanden	Board	Ethos		Resultat
1.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 100.0%
2.	Discharge of the board of directors	DAFÜR	DAFÜR		✓ 99.7%
3.	Composition of the board of directors				
3a.	Re-elect Mr. Kurt Sievers	DAFÜR	DAFÜR		✓ 100.0%
3b.	Re-elect Ms. Annette Clayton	DAFÜR	DAFÜR		✓ 95.9%
3c.	Re-elect Mr. Anthony Foxx	DAFÜR	DAFÜR		✓ 99.0%
3d.	Re-elect Mr. Moshe Gavrielov	DAFÜR	DAFÜR		✓ 99.7%
3e.	Re-elect Mr. Chunyuan Gu	DAFÜR	DAFÜR		✓ 100.0%
3f.	Re-elect Ms. Lena Olving	DAFÜR	DAFÜR		✓ 99.6%
3g.	Re-elect Ms. Julie Southern	DAFÜR	DAFÜR		✓ 91.0%
3h.	Re-elect Ms. Jasmin Staiblin	DAFÜR	DAFÜR		✓ 99.9%
3i.	Re-elect Mr. Gregory L. Summe	DAFÜR	DAFÜR		✓ 99.3%
3j.	Re-elect Mr. Karl-Henrik Sundström	DAFÜR	DAFÜR		✓ 90.3%
4.	Authorisation to issue shares	DAFÜR	DAFÜR		✓ 99.4%
5.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR		✓ 99.0%
6.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.6%
7.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The proposal is related to the share repurchase that exceeds 10% of the share capital.	✓ 99.9%
8.	Election of auditor	DAFÜR	DAFÜR		✓ 100.0%
9.	Adjustment of the non-executive directors' fees (binding vote)	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive.	✓ 99.7%
10.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 95.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Ms. Awo Ablo	DAFÜR	DAFÜR	✓ 99.1%
1.2	Re-elect Mr. Jeffrey S. Berg	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 80.1% </div>
1.3	Re-elect Dr. Michael J. Boskin	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Non-independent chair of the audit committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 92.2% </div>
1.4	Re-elect Ms. Safra A. Catz	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Executive director (CEO). The board is not sufficiently independent.</p>	<div> <div></div> 96.5% </div>
1.5	Re-elect Mr. Bruce R. Chizen	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Concerns over the director's time commitments.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 79.9% </div>
1.6	Re-elect Mr. George H. Conrades	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 89.6% </div>
1.7	Re-elect Mr. Lawrence J. Ellison	DAFÜR	<div> <div></div> ZURÜCK-BEHALTEN </div> <p>Executive chair. The board is not sufficiently independent.</p> <p>Chair of the board and the composition of the board is very unsatisfactory.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<div> <div></div> 98.0% </div>
1.8	Re-elect Ms. Rona A. Fairhead	DAFÜR	DAFÜR	<div> <div></div> 98.1% </div>

No.	Traktanden	Board	Ethos	Resultat
1.9	Re-elect Mr. Jeffrey O. Henley	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Executive director. The board is not sufficiently independent.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<p>✓ 97.1%</p>
1.10	Re-elect Mr. Charles W. Moorman IV	DAFÜR	DAFÜR	<p>✓ 94.2%</p>
1.11	Re-elect Mr. Leon E. Panetta	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	<p>✓ 79.9%</p>
1.12	Re-elect Mr. William G. Parrett	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	<p>✓ 83.5%</p>
1.13	Re-elect Ms. Naomi O. Seligman	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	<p>✓ 91.0%</p>
2	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive variable remuneration.</p>	<p>✓ 78.0%</p>
3	Re-election of the auditor	DAFÜR	<p>● DAGEGEN</p> <p>The auditor's long tenure raises independence concerns.</p>	<p>✓ 97.8%</p>
4	Shareholder resolution: report on climate risks to retirement plan beneficiaries	DAGEGEN	<p>● DAFÜR</p> <p>Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation.</p>	<p>✗ 5.3%</p>

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Greg Henslee	DAFÜR	● DAGEGEN	Executive chair. The board is not sufficiently independent. ✓ 93.8%
1b.	Re-elect Mr. David E. O'Reilly	DAFÜR	DAFÜR	✓ 94.9%
1c.	Re-elect Mr. Larry O'Reilly	DAFÜR	DAFÜR	✓ 89.4%
1d.	Elect Mr. Greg Johnson	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 95.1%
1e.	Re-elect Mr. Thomas T. Hendrickson	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 90.5%
1f.	Re-elect Mr. John R. Murphy	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 88.8%
1g.	Re-elect Ms. Dana M. Perlman	DAFÜR	DAFÜR	✓ 93.0%
1h.	Re-elect Ms. Maria A. Sastre	DAFÜR	DAFÜR	✓ 95.1%
1i.	Re-elect Ms. Andrea M. Weiss	DAFÜR	DAFÜR	✓ 97.1%
1j.	Re-elect Mr. Fred Whitfield	DAFÜR	DAFÜR	✓ 95.1%
2	Advisory vote on executive remuneration	DAFÜR	DAFÜR	✓ 90.5%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.3%
4	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management. ✗ 40.5%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.1	Re-elect Mr. Mark C. Pigott	DAFÜR	DAFÜR		✓ 95.6%
1.2	Re-elect Ms. Dame Alison J. Carnwath	DAFÜR	• DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.5%
1.3	Re-elect Mr. Franklin Lee Feder	DAFÜR	DAFÜR		✓ 98.5%
1.4	Re-elect Mr. R. Preston Feight	DAFÜR	• DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 98.3%
1.5	Re-elect Mr. Kirk S. Hachigian	DAFÜR	• DAGEGEN	The director has been sitting on the board for 16 years, which exceeds guidelines.	✓ 91.4%
1.6	Re-elect Ms. Barbara B. Hulit	DAFÜR	DAFÜR		✓ 99.6%
1.7	Re-elect Mr. Roderick C. McGeary	DAFÜR	• DAGEGEN	Non-independent chair of the audit committee. The independence of this committee is insufficient.	✓ 95.3%
1.8	Re-elect Ms. Cynthia A. Niekamp	DAFÜR	DAFÜR		✓ 99.6%
1.9	Re-elect Mr. John M. Pigott	DAFÜR	• DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.	✓ 97.1%
1.10	Re-elect Mr. Ganesh Ramaswamy	DAFÜR	DAFÜR		✓ 99.0%
1.11	Re-elect Mr. Mark A. Schulz	DAFÜR	• DAGEGEN	Non-independent chair of the nomination committee. The independence of this committee is insufficient. Chair of the nomination committee (that oversees ESG) and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. Non independent lead director, which is not best practice.	✓ 85.5%
1.12	Re-elect Mr. Gregory Spierkel	DAFÜR	• DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.8%
2	Approve the Stock and Deferred Compensation Plan for Non-Employee Directors	DAFÜR	DAFÜR		✓ 97.7%
3	Advisory vote on executive remuneration	DAFÜR	• DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 93.8%
4	Re-election of the auditor	DAFÜR	• DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.6%
5	Advisory vote on say on pay frequency	DREI JAHRE	• EIN JAHR	Ethos strongly support the right of shareholders to address pay-related concerns on an annual basis.	✗ 35.4%

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No.	Traktanden	Board	Ethos	Resultat
6	Shareholder resolution: Report on climate related policy engagement	DAGEGEN	<div> <div></div> <div>DAFÜR</div> </div>	<div> <div></div> <div>29.3%</div> </div>

The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.

No.	Traktanden	Board	Ethos		Resultat	
1	Elections of directors					
1.a	Re-elect Mr. Sir John Key	DAFÜR	DAFÜR		✓ 85.7%	
1.b	Re-elect Ms. Mary Pat McCarthy	DAFÜR	DAFÜR		✓ 97.0%	
1.c	Re-elect Mr. Nir Zuk	DAFÜR	DAFÜR		✓ 92.8%	
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 98.1%	
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR		✓ 98.5%	
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 50.3%	
5	To approve the amendment of the Omnibus Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 90.9%	
6	Shareholder resolution: report on climate risk in retirement plan options	DAGEGEN	● DAFÜR	Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation.	✗ 12.0%	

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Denise Russell Fleming	DAFÜR	DAFÜR	✓ 99.2%
1.b	Re-elect Mr. Lance M. Fritz	DAFÜR	DAFÜR	✓ 98.5%
1.c	Re-elect Ms. Linda A. Harty	DAFÜR	● DAGEGEN	✓ 95.4%
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1.d	Re-elect Mr. Kevin A. Lobo	DAFÜR	DAFÜR	✓ 96.2%
1.e	Re-elect Ms. Jennifer A. Parmentier	DAFÜR	● DAGEGEN	✓ 92.3%
			Combined chair and CEO.	
1.f	Elect Ms. E. Jean Savage	DAFÜR	DAFÜR	✓ 99.7%
1.g	Re-elect Mr. Joseph Scaminace	DAFÜR	● DAGEGEN	✓ 93.7%
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1.h	Re-elect Ms. Laura K. Thompson	DAFÜR	DAFÜR	✓ 98.2%
1.i	Re-elect Mr. James R. Verrier	DAFÜR	DAFÜR	✓ 99.3%
1.j	Re-elect Mr. James L. Wainscott	DAFÜR	● DAGEGEN	✓ 94.1%
			Non independent lead director, which is not best practice.	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 88.7%
			Excessive total remuneration.	
			Excessive variable remuneration.	
			An important part of the variable remuneration is not subject to challenging long-term performance conditions.	
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 97.5%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR		✓ 89.0%
1b	Elect Mr. Alex Chriss	DAFÜR	DAFÜR		✓ 98.8%
1c	Re-elect Mr. Jonathan Christodoro	DAFÜR	DAFÜR		✓ 91.5%
1d	Re-elect Mr. John J. Donahoe	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 95.4%
1e	Re-elect Mr. David W. Dorman	DAFÜR	DAFÜR		✓ 88.7%
1f	Re-elect Mr. Enrique Lores	DAFÜR	DAFÜR		✓ 98.8%
1g	Re-elect Ms. Gail J. McGovern	DAFÜR	DAFÜR		✓ 88.8%
1h	Re-elect Ms. Deborah M. Messemer	DAFÜR	DAFÜR		✓ 98.3%
1i	Re-elect Mr. David M. Moffett	DAFÜR	DAFÜR		✓ 98.2%
1j	Re-elect Ms. Ann M. Sarnoff	DAFÜR	DAFÜR		✓ 99.3%
1k	Re-elect Mr. Frank D. Yeary	DAFÜR	DAFÜR		✓ 98.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration and an important part of the variable remuneration is based on continued employment only. Concerns over the excessive sign-on bonus granted to the new CEO.	✓ 83.0%
3	To approve the amendment of the 2015 Equity Incentive Award Plan	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 64.2%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.7%
5	Shareholder resolution: Report on Respecting Workforce Civil Liberties	DAGEGEN	DAGEGEN		✗ 2.1%
6	Shareholder resolution: Stockholder Approval of Director Remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 3.0%

No.	Traktanden	Board	Ethos		Resultat	
	Ethos' ongoing engagement with PepsiCo					
1	Elections of directors					
1a	Re-elect Mr. Segun Agbaje	DAFÜR	DAFÜR		✓	99.4%
1b	Re-elect Ms. Jennifer Bailey	DAFÜR	DAFÜR		✓	99.6%
1c	Re-elect Mr. Cesar Conde	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓	95.5%
1d	Re-elect Mr. Ian M. Cook	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.	✓	95.5%
1e	Re-elect Ms. Edith W. Cooper	DAFÜR	DAFÜR		✓	99.4%
1f	Re-elect Ms. Susan M. Diamond	DAFÜR	DAFÜR		✓	99.4%
1g	Re-elect Ms. Dina Dublon	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	96.1%
1h	Re-elect Ms. Michelle Gass	DAFÜR	DAFÜR		✓	99.5%
1i	Re-elect Mr. Ramon L. Laguarta	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓	93.0%
1j	Re-elect Mr. Sir Dave J. Lewis	DAFÜR	DAFÜR		✓	99.5%
1k	Re-elect Prof. Dr. David C. Page	DAFÜR	DAFÜR		✓	98.3%
1l	Re-elect Mr. Robert C. Pohlrad	DAFÜR	● DAGEGEN	Non-independent chair of the nomination committee. The independence of this committee is insufficient.	✓	96.3%
1m	Re-elect Dr. Daniel L. Vasella	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	94.8%
1n	Re-elect Mr. Darren Walker	DAFÜR	DAFÜR		✓	98.1%
1o	Re-elect Mr. Alberto Weisser	DAFÜR	DAFÜR		✓	96.3%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓	93.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓	89.6%
4	To approve the amendment of the Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. We do not consider the performance period for the long-term incentive plan to be long enough.	✓	94.9%
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗	6.6%
6	Shareholder resolution: Report on Gender-Based Compensation Gaps and Associated Risks	DAGEGEN	DAGEGEN		✗	1.9%
7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.	✗	17.9%

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No.	Traktanden	Board	Ethos	Resultat
8	Shareholder resolution: Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues. ✗ 11.5%
9	Shareholder resolution: Report on Risks Related to Biodiversity and Nature Loss	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues. ✗ 18.4%
10	Shareholder resolution: Racial Equity Report/Audit	DAGEGEN	● DAFÜR	The resolution aims to prevent discrimination. ✗ 20.0%
11	Shareholder resolution: Report on Risks Created by the Company's Diversity, Equity and Inclusion (DEI) Efforts	DAGEGEN	DAGEGEN	✗ 2.8%
12	Shareholder resolution: Global Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 14.9%

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

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Brant Bonin Bough	DAFÜR	DAFÜR	✓ 99.6%
1b.	Re-elect Mr. Andre Calantzopoulos	DAFÜR	DAFÜR	✓ 98.7%
1c.	Re-elect Mr. Michel Combes	DAFÜR	DAFÜR	✓ 98.8%
1d.	Re-elect Dr. Juan José Daboub	DAFÜR	DAFÜR	✓ 99.4%
1e.	Re-elect Mr. Werner Geissler	DAFÜR	DAFÜR	✓ 96.1%
1f.	Elect Ms. Victoria D. Harker	DAFÜR	DAFÜR	✓ 99.7%
1g.	Re-elect Ms. Lisa A. Hook	DAFÜR	DAFÜR	✓ 98.6%
1h.	Re-elect Ms. Kalpana Morparia	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 94.4%
1i.	Re-elect Mr. Jacek Olczak	DAFÜR	DAFÜR	✓ 99.7%
1j.	Re-elect Mr. Robert B. Polet	DAFÜR	DAFÜR	✓ 98.6%
1k.	Re-elect Ms. Dessi Temperley	DAFÜR	DAFÜR	✗ 50.0%
1l.	Re-elect Mr. Shlomo Yanai	DAFÜR	DAFÜR	✗ 50.0%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration depends on continued employment only.	✓ 92.9%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.7%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1a	Re-elect Ms. Julie L. Bushman	DAFÜR	DAFÜR	✓ 91.7%	
1b	Re-elect Ms. Lisa A. Davis	DAFÜR	DAFÜR	✓ 90.3%	
1c	Re-elect Mr. Mark Lashier	DAFÜR	● DAGEGEN	Combined chairman and CEO. Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 90.4%
1d	Re-elect Mr. Douglas T. Terreson	DAFÜR	DAFÜR		✓ 93.0%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.7%
3	Re-election of the auditor	DAFÜR	DAFÜR		✓ 98.6%
4	Shareholder resolution: Report on Impacts of a Significant Reduction in Virgin Plastic Demand	DAGEGEN	● DAFÜR	The report would be useful to evaluate opportunities to shift the company's business model from virgin to recycled plastics.	✗ 11.6%

No.	Traktanden	Board	Ethos	Resultat
1	Approve Merger Agreement	DAFÜR	<div> <div></div> DAGEGEN </div> <p>The merger raises concerns regarding its potential impact on the transition to renewable energy, as well as its commitment to reducing emissions and investing in low-carbon activities.</p>	<div> <div></div> 98.9% </div>
2	Advisory Vote on Golden Parachutes	DAFÜR	<div> <div></div> DAGEGEN </div> <p>Excessive remuneration.</p>	<div> <div></div> 31.0% </div>

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Joseph Alvarado	DAFÜR	DAFÜR		✓ 99.2%
1b	Re-elect Ms. Debra A. Cafaro	DAFÜR	DAFÜR		✓ 97.5%
1c	Re-elect Ms. Marjorie Rodgers Cheshire	DAFÜR	DAFÜR		✓ 98.9%
1d	Re-elect Mr. William S. Demchak	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 95.5%
1e	Re-elect Mr. Andrew T. Feldstein	DAFÜR	DAFÜR		✓ 97.4%
1f	Re-elect Mr. Richard J. Harshman	DAFÜR	DAFÜR		✓ 98.0%
1g	Re-elect Mr. Daniel R. Hesse	DAFÜR	DAFÜR		✓ 98.9%
1h	Re-elect Dr. Renu Khator	DAFÜR	DAFÜR		✓ 99.0%
1i	Re-elect Ms. Linda R. Medler	DAFÜR	DAFÜR		✓ 99.5%
1j	Re-elect Mr. Robert A. Niblock	DAFÜR	DAFÜR		✓ 98.9%
1k	Re-elect Mr. Martin Pfinsgraff	DAFÜR	DAFÜR		✓ 99.6%
1l	Re-elect Mr. Bryan S. Salesky	DAFÜR	DAFÜR		✓ 99.6%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 98.8%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 94.3%
4	To approve the 2025 Employee Stock Purchase Plan	DAFÜR	DAFÜR		✓ 99.3%
5	Shareholder resolution: Report on risk management and implementation of PNC's Human Rights Statement	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 9.9%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Mr. B. Marc Allen	DAFÜR	DAFÜR		✓ 98.1%
1.b	Re-elect Mr. Brett Biggs	DAFÜR	DAFÜR		✓ 99.4%
1.c	Re-elect Ms. Sheila Bonini	DAFÜR	DAFÜR		✓ 98.5%
1.d	Re-elect Ms. Amy L. Chang	DAFÜR	DAFÜR		✓ 98.6%
1.e	Re-elect Mr. Joseph Jimenez	DAFÜR	DAFÜR		✓ 97.4%
1.f	Re-elect Mr. Christopher Kempczinski	DAFÜR	DAFÜR		✓ 97.7%
1.g	Re-elect Ms. Debra L. Lee	DAFÜR	DAFÜR		✓ 97.4%
1.h	Re-elect Mr. Terry J. Lundgren	DAFÜR	DAFÜR		✓ 95.1%
1.i	Re-elect Ms. Christine M. McCarthy	DAFÜR	DAFÜR		✓ 96.8%
1.j	Elect Ms. Ashley McEvoy	DAFÜR	DAFÜR		✓ 99.2%
1.k	Re-elect Mr. Jon R. Moeller	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 93.9%
1.l	Re-elect Mr. Robert J. Portman	DAFÜR	DAFÜR		✓ 98.2%
1.m	Re-elect Mr. Rajesh Subramaniam	DAFÜR	DAFÜR		✓ 98.6%
1.n	Re-elect Ms. Patricia A. Woertz	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.1%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 90.6%
4	Shareholder resolution: gender and racial pay equity report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender and ethnic equality.	✗ 30.1%

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Hamid R. Moghadam	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 93.0%
1b	Re-elect Ms. Cristina G. Bitá	DAFÜR	DAFÜR		✓ 99.7%
1c	Re-elect Mr. James B. Connor	DAFÜR	DAFÜR		✓ 97.4%
1d	Re-elect Mr. George L. Fotiadés	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.5%
1e	Re-elect Ms. Lydia H. Kennard	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 87.8%
1f	Re-elect Mr. Irving F. Lyons III	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.5%
1g	Elect Mr. Guy A. Metcalfe	DAFÜR	DAFÜR		✓ 99.6%
1h	Re-elect Ms. Avid Modjtabai	DAFÜR	DAFÜR		✓ 95.7%
1i	Re-elect Mr. David P. O'Connor	DAFÜR	DAFÜR		✓ 91.7%
1j	Re-elect Mr. Olivier Piani	DAFÜR	DAFÜR		✓ 96.9%
1k	Re-elect Mr. Carl B. Webb	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.9%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 91.5%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.1%
4	Eliminate supermajority voting requirement by amending the Company's Charter	DAFÜR	● DAGEGEN	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 99.5%
5	Eliminate supermajority voting requirement in connection with certain transactions in the Company's Bylaws	DAFÜR	● DAGEGEN	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 99.6%
6	Shareholder resolution: Introduce simple majority voting	DAGEGEN	DAGEGEN		✗ 49.7%

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Mr. Ronald L. Havner, Jr.	DAFÜR	DAFÜR		✓ 96.1%
1b.	Re-elect Ms. Tamara Hughes Gustavson	DAFÜR	DAFÜR		✓ 98.8%
1c.	Re-elect Mr. Shankh S. Mitra	DAFÜR	DAFÜR		✓ 99.3%
1d.	Re-elect Ms. Rebecca L. Owen	DAFÜR	DAFÜR		✓ 99.5%
1e.	Re-elect Ms. Kristy M. Pipes	DAFÜR	DAFÜR		✓ 95.0%
1f.	Re-elect Mr. Avedick B. Poladian	DAFÜR	DAFÜR		✓ 97.0%
1g.	Re-elect Mr. John Reyes	DAFÜR	DAFÜR		✓ 99.5%
1h.	Re-elect Mr. Joseph D. Russell Jr.	DAFÜR	DAFÜR		✓ 99.2%
1i.	Re-elect Mr. Tariq M. Shaukat	DAFÜR	DAFÜR		✓ 99.5%
1j.	Re-elect Mr. Ronald P. Spogli	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 91.5%
1k.	Re-elect Mr. Paul S. Williams	DAFÜR	DAFÜR		✓ 96.4%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 96.5%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.4%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Ms. Sylvia Acevedo	DAFÜR	DAFÜR		✓ 98.8%
1.b	Re-elect Mr. Cristiano Amon	DAFÜR	DAFÜR		✓ 99.5%
1.c	Re-elect Mr. Mark Fields	DAFÜR	DAFÜR		✓ 99.5%
1.d	Re-elect Mr. Jeffrey W. Henderson	DAFÜR	DAFÜR		✓ 93.8%
1.e	Re-elect Mr. Gregory Johnson	DAFÜR	DAFÜR		✓ 99.0%
1.f	Re-elect Ms. Ann M. Livermore	DAFÜR	DAFÜR		✓ 98.5%
1.g	Re-elect Mr. Mark D McLaughlin	DAFÜR	DAFÜR		✓ 99.6%
1.h	Re-elect Ms. Jamie S. Miller	DAFÜR	DAFÜR		✓ 99.7%
1.i	Re-elect Dr. Irene B. Rosenfeld	DAFÜR	DAFÜR		✓ 98.1%
1.j	Re-elect Mr. Neil Smit	DAFÜR	DAFÜR		✓ 99.0%
1.k	Re-elect Mr. Jean-Pascal Tricoire	DAFÜR	DAFÜR		✓ 98.6%
1.l	Re-elect Mr. Anthony J. Vinciguerra	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.	✓ 98.9%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 91.6%
4	To approve the amendment of the Omnibus Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 94.6%
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 88.0%
6	Amend Bylaws to require claims under the Securities Act to be brought in federal court	DAFÜR	DAFÜR		✓ 87.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Dr. N. Anthony Coles	DAFÜR	DAFÜR	✓ 98.3%
1b.	Elect Ms. Kathryn Guarini	DAFÜR	DAFÜR	✓ 99.7%
1c.	Re-elect Mr. Arthur F. Ryan	DAFÜR	<div> <div>●</div> DAGEGEN </div> <div> Non-independent chairman of the nomination committee. The independence of this committee is insufficient. </div> <div> The director is over 75 years old, which exceeds guidelines. </div> <div> The director has been sitting on the board for over 16 years, which exceeds guidelines. </div>	<div> <div>✓</div> 72.1% </div>
1d.	Elect Mr. David P. Schenkein	DAFÜR	DAFÜR	✓ 95.1%
1e.	Re-elect Mr. George L. Sing	DAFÜR	<div> <div>●</div> DAGEGEN </div> <div> The director has been sitting on the board for over 16 years, which exceeds guidelines. </div>	<div> <div>✓</div> 91.5% </div>
2	Re-election of the auditor	DAFÜR	<div> <div>●</div> DAGEGEN </div> <div> The auditor's long tenure raises independence concerns. </div>	<div> <div>✓</div> 95.5% </div>
3	Advisory vote on executive remuneration	DAFÜR	<div> <div>●</div> DAGEGEN </div> <div> Excessive variable remuneration. </div> <div> An important part of the variable remuneration is based on continued employment only. </div>	<div> <div>✓</div> 95.3% </div>
4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	DAGEGEN	<div> <div>✓</div> 76.5% </div>

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Shellye L. Archambeau	DAFÜR	DAFÜR	✓ 98.3%
1b	Re-elect Ms. Amy Woods Brinkley	DAFÜR	DAFÜR	✓ 94.8%
1c	Re-elect Ms. Irene M. Esteves	DAFÜR	DAFÜR	✓ 98.7%
1d	Re-elect Mr. L. Neil Hunn	DAFÜR	DAFÜR	✓ 99.4%
1e	Re-elect Mr. Robert D. Johnson	DAFÜR	● DAGEGEN	<div>The director is over 75 years old, which exceeds guidelines.</div> <div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> ✓ 96.3%
1f	Re-elect Mr. Thomas P. Joyce Jr.	DAFÜR	DAFÜR	✓ 98.5%
1g	Elect Mr. John F. Murphy	DAFÜR	DAFÜR	✓ 99.4%
1h	Re-elect Ms. Laura G. Thatcher	DAFÜR	DAFÜR	✓ 97.5%
1i	Re-elect Mr. Richard F. Wallman	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> ✓ 95.5%
1j	Re-elect Mr. Christopher Wright	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> ✓ 95.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div>Excessive variable remuneration.</div> <div>An important part of the variable remuneration is based on continued employment only.</div> ✓ 89.1%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	<div>The auditor's long tenure raises independence concerns.</div> ✓ 95.2%
4	Shareholder resolution: Introduce simple majority voting	KEINE EMPFEHLUNG	● DAGEGEN	<div>Higher voting requirements are appropriate in limited circumstances.</div> ✓ 94.4%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1a	Elect Mr. Michael Balmuth	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent. The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 96.8%
1b	Re-elect Mr. K. Gunnar Bjorklund	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.	✓ 85.5%
1c	Re-elect Mr. Michael J. Bush	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.6%
1d	Re-elect Mr. Edward G. Cannizzaro	DAFÜR	DAFÜR		✓ 99.8%
1e	Re-elect Ms. Sharon D. Garrett	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.3%
1f	Re-elect Mr. Michael J. Hartshorn	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.0%
1g	Re-elect Mr. Stephen Milligan	DAFÜR	DAFÜR		✓ 98.4%
1h	Re-elect Ms. Patricia H. Mueller	DAFÜR	DAFÜR		✓ 97.0%
1i	Re-elect Mr. George P. Orban	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.9%
1j	Re-elect Ms. Barbara Rentler	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 98.7%
1k	Re-elect Ms. Doniel N. Sutton	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 97.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 76.3%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.8%
4	Shareholder resolution: reporting on Material Value Chain GHG Emissions	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 25.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Mirko Bibic	DAFÜR	DAFÜR	✓ 98.8%
1.2	Re-elect Mr. Andrew A. Chisholm	DAFÜR	DAFÜR	✓ 98.8%
1.3	Re-elect Ms. Jacynthe Côté	DAFÜR	DAFÜR	✓ 98.5%
1.4	Re-elect Mr. Toos N. Daruvala	DAFÜR	DAFÜR	✓ 99.5%
1.5	Re-elect Ms. Cynthia Devine	DAFÜR	DAFÜR	✓ 98.9%
1.6	Re-elect Ms. Roberta L. Jamieson	DAFÜR	DAFÜR	✓ 98.9%
1.7	Re-elect Mr. David I. McKay	DAFÜR	DAFÜR	✓ 99.7%
1.8	Elect Ms. Amanda Norton	DAFÜR	DAFÜR	✓ 99.7%
1.9	Elect Mr. Barry Perry	DAFÜR	DAFÜR	✓ 99.7%
1.10	Re-elect Ms. Maryann Turcke	DAFÜR	DAFÜR	✓ 98.8%
1.11	Re-elect Mr. Thierry Vandal	DAFÜR	DAFÜR	✓ 99.3%
1.12	Re-elect Mr. Frank Vettese	DAFÜR	DAFÜR	✓ 99.5%
1.13	Re-elect Mr. Jeffery Yabuki	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments. ✓ 99.3%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.6%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 96.3%
				An important part of the variable remuneration is based on continued employment only.
	Schedule A: Shareholder Resolution			
4	Shareholder resolution 1: Disclose clean energy to fossil fuel financing ratios	ZURÜCK-GEZOGEN	● DAFÜR	The proponent withdrew the proposal following discussions with the company. Ethos initially recommended to vote FOR for the following reason: –
				The resolution asks the bank to finance the transition to a low carbon economy.
5	Shareholder resolution 2: Report on the bank's exposure to oil and gas sector	ZURÜCK-GEZOGEN	● DAGEGEN	The proposal was not presented in person or by proxy at the meeting by the proponent. As a result, the proposal was not voted on. –
6	Shareholder resolution 3: Disclose the CEO pay ratio on an annual basis	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 11.4%
7	Shareholder resolution 4: Hold annual meetings in person with virtual meetings as complements	DAGEGEN	DAGEGEN	✗ 47.1%
8	Shareholder resolution 5: Non-confidential information relating to the bank's country-by country reporting	DAGEGEN	● DAFÜR	The report would promote transparency disclosing the mean annual compensation for all employees and contribute to combatting tax havens ✗ 10.7%

No.	Traktanden	Board	Ethos		Resultat
9	Shareholder resolution 6: Reporting circular economy loans	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.	✗ 11.1%
10	Shareholder resolution 7: Annual advisory vote on environmental and climate objectives and action plan	DAGEGEN	● DAFÜR	An annual advisory vote serves as a mechanism for monitoring progress and holding the company accountable for its climate commitments.	✗ 15.1%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Marco Alverà	DAFÜR	DAFÜR		✓ 98.5%
1b	Re-elect Mr. Jacques Esculier	DAFÜR	DAFÜR		✓ 99.7%
1c	Re-elect Ms. Gay Huey Evans, CBE	DAFÜR	DAFÜR		✓ 98.9%
1d	Re-elect Mr. William D. Green	DAFÜR	DAFÜR		✓ 94.8%
1e	Re-elect Ms. Stephanie C. Hill	DAFÜR	DAFÜR		✓ 97.9%
1f	Re-elect Ms. Rebecca Jacoby	DAFÜR	DAFÜR		✓ 98.6%
1g	Re-elect Mr. Robert P. Kelly	DAFÜR	DAFÜR		✓ 96.5%
1h	Re-elect Mr. Ian Livingston	DAFÜR	DAFÜR		✓ 99.6%
1i	Re-elect Ms. Maria R. Morris	DAFÜR	DAFÜR		✓ 99.1%
1j	Re-elect Mr. Douglas L. Peterson	DAFÜR	DAFÜR		✓ 99.7%
1k	Re-elect Mr. Richard E. Thornburgh	DAFÜR	DAFÜR		✓ 95.9%
1l	Re-elect Dr. Gregory Washington	DAFÜR	DAFÜR		✓ 98.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 95.6%
3	To approve the amendment of the Deferred Stock Ownership Plan	DAFÜR	● DAGEGEN	The proposed individual cap of fees for each non-executive director is excessive.	✓ 99.0%
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.2%

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

No.	Traktanden	Board	Ethos	Resultat
	Warning: The 2024 AGM agenda has been updated for ITEM 1a.			
1	Elections of directors			
1.a	Re-elect Dr. Andrés Conesa	DAFÜR	DAFÜR	✓ 96.4%
1.b	Re-elect Mr. Pablo A. Ferrero	DAFÜR	DAFÜR	✓ 94.7%
1.c	Elect Mr. Richard J. Mark	DAFÜR	DAFÜR	✓ 99.3%
1.d	Re-elect Mr. Jeffrey W. Martin	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.0%
1.e	Re-elect Ms. Bethany J. Mayer	DAFÜR	DAFÜR	✓ 91.3%
1.f	Re-elect Mr. Michael N. Mears	DAFÜR	DAFÜR	✓ 85.2%
1.g	Re-elect Mr. Jack T. Taylor	DAFÜR	DAFÜR	✓ 94.0%
1.h	Re-elect Ms. Cynthia J. Warner	DAFÜR	DAFÜR	✓ 96.4%
1.i	Re-elect Mr. James C. Yardley	DAFÜR	DAFÜR	✓ 95.6%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.8%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	We strongly support the right of shareholders to address pay-related concerns. ✗ 5.0%
5	Shareholder resolution: Report on Steps to Reduce Certain Safety and Environmental Risks	DAGEGEN	● DAFÜR	Enhanced disclosure on safety in the workplace. ✗ 25.3%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Ms. Deborah Black	DAFÜR	DAFÜR		✓ 98.5%
1b	Re-elect Ms. Susan L. Bostrom	DAFÜR	DAFÜR		✓ 92.5%
1c	Re-elect Ms. Teresa Briggs	DAFÜR	DAFÜR		✓ 96.8%
1d	Re-elect Mr. Jonathan C. Chadwick	DAFÜR	DAFÜR		✓ 96.4%
1e	Re-elect Mr. Paul E. Chamberlain	DAFÜR	DAFÜR		✓ 98.7%
1f	Re-elect Mr. Lawrence J. Jackson Jr.	DAFÜR	DAFÜR		✓ 98.2%
1g	Re-elect Mr. Frederic B. Luddy	DAFÜR	DAFÜR		✓ 98.6%
1h	Re-elect Mr. William R. McDermott	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 93.3%
1i	Re-elect Mr. Jeffrey A. Miller	DAFÜR	DAFÜR		✓ 95.9%
1j	Re-elect Mr. Joseph (Larry) Quinlan	DAFÜR	DAFÜR		✓ 99.9%
1k	Re-elect Dr. Anita M. Sands	DAFÜR	DAFÜR		✓ 92.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 88.5%
3	Re-election of the auditor	DAFÜR	DAFÜR		✓ 98.1%
4	Shareholder resolution: Introduce simple majority voting	KEINE EMPFEHLUNG	● DAGEGEN	While supermajority votes hinder some decisions, certain corporate actions should be approved by a higher percentage of voters, and not by the majority of votes cast for and against.	✓ 96.4%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Ms. Kerrii B. Anderson	DAFÜR	DAFÜR		✓ 95.3%
1b	Re-elect Mr. Arthur F. Anton	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 89.3%
1c	Re-elect Mr. Jeff M. Fettig	DAFÜR	DAFÜR		✓ 96.9%
1d	Re-elect Mr. John G. Morikis	DAFÜR	DAFÜR		✓ 95.8%
1e	Elect Ms. Heidi G. Petz	DAFÜR	DAFÜR		✓ 99.4%
1f	Re-elect Ms. Christine A. Poon	DAFÜR	DAFÜR		✓ 95.5%
1g	Re-elect Mr. Aaron M. Powell	DAFÜR	DAFÜR		✓ 98.9%
1h	Re-elect Ms. Marta R. Stewart	DAFÜR	DAFÜR		✓ 99.5%
1i	Re-elect Mr. Michael H. Thaman	DAFÜR	DAFÜR		✓ 99.6%
1j	Re-elect Mr. Matthew Thornton III	DAFÜR	DAFÜR		✓ 98.4%
1k	Elect Mr. Thomas L. Williams	DAFÜR	DAFÜR		✓ 99.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 91.6%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.3%
4	Shareholder resolution: Adopt a simple majority voting	DAGEGEN	DAGEGEN		✓ 71.5%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1A	Re-elect Mr. Tobias Lütke	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 98.1%
1B	Re-elect Mr. Robert G. Ashe	DAFÜR	DAFÜR		✓ 89.0%
1C	Re-elect Ms. Gail F. Goodman	DAFÜR	DAFÜR		✓ 76.3%
1D	Re-elect Ms. Colleen Johnston	DAFÜR	DAFÜR		✓ 96.7%
1E	Re-elect Mr. Jeremy Levine	DAFÜR	DAFÜR		✓ 96.4%
1F	Elect Mr. Prashanth Mahendra-Rajah	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 97.7%
1G	Elect Ms. Lulu Cheng Meservey	DAFÜR	DAFÜR		✓ 100.0%
1H	Re-elect Mr. Toby Shannan	DAFÜR	DAFÜR		✓ 99.6%
1I	Re-elect Ms. Fidji Simo	DAFÜR	DAFÜR		✓ 92.8%
2	Re-election of the auditor and fix their remuneration	DAFÜR	DAFÜR		✓ 99.5%
3	Approval of the unallocated options under the Stock Option Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 63.1%
4	Approval of the Third Amended and Restated Long-Term Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 65.0%
5	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 69.2%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Glyn F. Aeppel	DAFÜR	DAFÜR	✓ 66.0%
1b	Re-elect Mr. Larry C. Glasscock	DAFÜR	● DAGEGEN	<p>✓ 68.7%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>Non independent lead director, which is not best practice.</p>
1c	Re-elect Mr. Allan B. Hubbard	DAFÜR	● DAGEGEN	<p>✓ 69.9%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1d	Elect Ms. Nina P. Jones	DAFÜR	DAFÜR	✓ 99.8%
1e	Re-elect Mr. Reuben S. Leibowitz	DAFÜR	● DAGEGEN	<p>✓ 89.2%</p> <p>Non-independent chair of the remuneration committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1f	Re-elect Mr. Randall J. Lewis	DAFÜR	DAFÜR	✓ 99.2%
1g	Re-elect Mr. Gary M. Rodkin	DAFÜR	DAFÜR	✓ 70.4%
1h	Re-elect Ms. Peggy Fang Roe	DAFÜR	DAFÜR	✓ 70.4%
1i	Re-elect Mr. Stefan M. Selig	DAFÜR	DAFÜR	✓ 98.6%
1j	Re-elect Dr. Daniel C. Smith	DAFÜR	DAFÜR	✓ 97.2%
1k	Re-elect Ms. Marta R. Stewart	DAFÜR	DAFÜR	✓ 98.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>✓ 94.3%</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
3	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>✓ 95.8%</p> <p>The auditor's long tenure raises independence concerns.</p>

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.1	Re-elect Dr. Benoit Dageville	DAFÜR	DAFÜR		✓ 80.6% *
1.2	Re-elect Mr. Mark S. Garrett	DAFÜR	DAFÜR		✓ 77.2% *
1.3	Re-elect Ms. Jayshree V. Ullal	DAFÜR	DAFÜR		✓ 95.7% *
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 88.2%
3	Re-election of the auditor	DAFÜR	DAFÜR		✓ 99.5%
4	Shareholder resolution: Declassify the board of directors	DAGEGEN	● DAFÜR	Annual election of the directors allows shareholders to express themselves on the directors more frequently.	✓ 78.0%

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

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

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Ms. Mary K. Brainerd	DAFÜR	DAFÜR		✓ 99.0%
1b	Re-elect Dr. Giovanni Caforio	DAFÜR	DAFÜR		✓ 99.6%
1c	Re-elect Mr. Allan C. Golston	DAFÜR	DAFÜR		✓ 96.5%
1d	Re-elect Mr. Kevin A. Lobo	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 95.8%
1e	Re-elect Ms. Sherilyn McCoy	DAFÜR	DAFÜR		✓ 97.5%
1f	Elect Ms. Rachel Ruggeri	DAFÜR	DAFÜR		✓ 99.9%
1g	Re-elect Mr. Andrew K. Silvernail	DAFÜR	DAFÜR		✓ 97.8%
1h	Re-elect Ms. Lisa M. Skeete Tatum	DAFÜR	DAFÜR		✓ 98.8%
1i	Re-elect Ms. Ronda E. Stryker	DAFÜR	DAFÜR		✓ 97.6%
1j	Re-elect Mr. Rajeev Suri	DAFÜR	DAFÜR		✓ 98.9%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 92.2%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 91.1%
4	Shareholder resolution: Transparency in Political Spending	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.	✗ 37.4%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Dr. Aart J. de Geus	DAFÜR	DAFÜR	✓ 96.3%
1.b	Re-elect Mr. Roy Vallee	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 96.2%</div>
1.c	Elect Mr. Sassine Ghazi	DAFÜR	DAFÜR	✓ 99.3%
1.d	Re-elect Mr. Luis Borgen	DAFÜR	DAFÜR	✓ 99.7%
1.e	Re-elect Mr. Marc N. Casper	DAFÜR	DAFÜR	✓ 99.2%
1.f	Re-elect Ms. Janice D. Chaffin	DAFÜR	DAFÜR	✓ 85.1%
1.g	Re-elect Mr. Bruce R. Chizen	DAFÜR	● DAGEGEN	<div>Concerns over the director's time commitments.</div> <div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 80.1%</div>
1.h	Re-elect Ms. Mercedes Johnson	DAFÜR	DAFÜR	✓ 98.1%
1.i	Elect Mr. Robert G. Painter	DAFÜR	DAFÜR	✓ 97.5%
1.j	Re-elect Ms. Jeannine P. Sargent	DAFÜR	DAFÜR	✓ 96.6%
1.k	Re-elect Mr. John G. Schwarz	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 91.8%</div>
2	To approve the revised 2006 Employee Equity Incentive Plan	DAFÜR	● DAGEGEN	<div>Potential excessive awards.</div> <div>✓ 94.4%</div>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div>An important part of the variable remuneration is based on continued employment only.</div> <div>Excessive variable remuneration.</div> <div>✓ 92.7%</div>
4	Re-election of the auditor	DAFÜR	● DAGEGEN	<div>The auditor's long tenure raises independence concerns.</div> <div>✓ 93.8%</div>
5	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	✗ 32.7%

Target

12.06.2024

OGV

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Mr. David P. Abney	DAFÜR	DAFÜR		✓ 99.3%
1b.	Re-elect Mr. Douglas M. Baker Jr.	DAFÜR	DAFÜR		✓ 95.4%
1c.	Re-elect Mr. George S. Barrett	DAFÜR	DAFÜR		✓ 96.2%
1d.	Re-elect Ms. Gail K. Boudreaux	DAFÜR	DAFÜR		✓ 99.2%
1e.	Re-elect Mr. Brian C. Cornell	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓ 94.9%
1f.	Re-elect Mr. Robert L. Edwards	DAFÜR	DAFÜR		✓ 99.2%
1g.	Re-elect Mr. Donald (Don) R. Knauss	DAFÜR	DAFÜR		✓ 98.4%
1h.	Re-elect Ms. Christine A. Leahy	DAFÜR	DAFÜR		✓ 97.8%
1i.	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR		✓ 96.4%
1j.	Re-elect Ms. Grace Puma	DAFÜR	DAFÜR		✓ 99.3%
1k.	Re-elect Mr. Derica W. Rice	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.4%
1l.	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR		✓ 96.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 93.2%
4	Shareholder resolution: Independent chair	DAGEGEN	● DAFÜR	An independent chair can ensure independent oversight of management.	✗ 29.0%
5	Shareholder resolution: Report on Animal Pain Management Procedures	DAGEGEN	● DAFÜR	Animals should not be subjected to cruel and painful procedures in the supply chain.	✗ 9.3%
6	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	DAGEGEN	● DAFÜR	The resolution aims to prevent discrimination.	✗ 12.6%
7	Shareholder resolution: Political contributions congruency analysis	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.	✗ 14.4%
8	Shareholder resolution: Report on Charitable Contributions	DAGEGEN	DAGEGEN		✗ 2.2%

Tesla

13.06.2024

OGV

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. James R. Murdoch	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 68.8%
1b	Re-elect Mr. Kimbal Musk	DAFÜR	● DAGEGEN	Non independent director (family connections). The board is not sufficiently independent. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 79.5%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	The information provided is insufficient. Excessive total remuneration.	✓ 80.3%
3	Change State of Incorporation from Delaware to Texas	DAFÜR	● DAGEGEN	The company fails to provide sufficient information to enable the shareholders to assess the impact of the amendment(s) on their rights and interests.	✓ 62.7%
4	Ratify Performance Based Stock Options to Elon Musk	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 76.9%
5	Re-election of the auditor	DAFÜR	DAFÜR		✓ 97.5%
6	Shareholder resolution: Establish Term Limits for Directors	DAGEGEN	● DAFÜR	Ethos strongly supports annual election of all directors.	✓ 54.1%
7	Shareholder resolution: Introduce simple majority voting	DAGEGEN	DAGEGEN		✓ 53.9%
8	Shareholder resolution: Report on Harassment and Discrimination Prevention Efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.	✗ 31.5%
9	Shareholder resolution: Adopt a Non-Interference Policy Respecting Freedom of Association	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 20.6%
10	Shareholder resolution: Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	DAGEGEN	● DAFÜR	Enhanced disclosure on the potential ill effects of electromagnetic radiation and wireless technologies.	✗ 3.8%
11	Shareholder resolution: Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 10.2%
12	Shareholder resolution: Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	DAGEGEN	● DAFÜR	The resolution aims to prevent environmental risks.	✗ 7.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Mark A. Blinn	DAFÜR	DAFÜR	✓ 96.6%
1.b	Re-elect Mr. Todd M. Bluedorn	DAFÜR	DAFÜR	✓ 95.1%
1.c	Re-elect Ms. Janet F. Clark	DAFÜR	DAFÜR	✓ 98.6%
1.d	Re-elect Ms. Carrie S. Cox	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.7%
1.e	Re-elect Mr. Martin S. Craighead	DAFÜR	DAFÜR	✓ 95.8%
1.f	Elect Prof. Reginald DesRoches	DAFÜR	DAFÜR	✓ 99.5%
1.g	Re-elect Mr. Curtis C. Farmer	DAFÜR	DAFÜR	✓ 99.4%
1.h	Re-elect Ms. Jean M. Hobby	DAFÜR	DAFÜR	✓ 95.7%
1.i	Re-elect Mr. Haviv Ilan	DAFÜR	DAFÜR	✓ 98.6%
1.j	Re-elect Mr. Ronald D. Kirk	DAFÜR	DAFÜR	✓ 97.8%
1.k	Re-elect Ms. Pamela H. Patsley	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.	✓ 90.3%
1.l	Re-elect Mr. Robert E. Sanchez	DAFÜR	DAFÜR	✓ 96.0%
1.m	Re-elect Mr. Richard K. Templeton	DAFÜR	DAFÜR	✓ 94.5%
2	Approve the Texas Instruments 2024 Long-Term Incentive Plan	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 96.1%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 85.4%
4	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 93.4%
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 46.6%
6	Shareholder resolution: Report on due diligence efforts to identify risks associated with product misuse	DAGEGEN	● DAFÜR We support corporate policies that encourage social responsibility.	✗ 19.2%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Marc N. Casper	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 91.7%
1.b	Re-elect Mr. Nelson J. Chai	DAFÜR	DAFÜR	✓ 94.0%
1.c	Re-elect Ms. Ruby R. Chandy	DAFÜR	DAFÜR	✓ 98.9%
1.d	Re-elect Prof. Dr. C. Martin Harris	DAFÜR	● DAGEGEN	Non-independent chair of the nomination committee. The independence of this committee is insufficient. ✓ 93.4%
1.e	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 98.2%
1.f	Elect Ms. Jennifer M. Johnson	DAFÜR	DAFÜR	✓ 98.3%
1.g	Re-elect Ms. R. Alexandra Keith	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 97.6%
1.h	Re-elect Mr. James C. Mullen	DAFÜR	DAFÜR	✓ 98.0%
1.i	Re-elect Dr. Debora L. Spar	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 99.9%
1.j	Re-elect Mr. Scott M. Sperling	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 94.6%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Mr. Dion J. Weisler	DAFÜR	DAFÜR	✓ 97.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 88.8%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 89.1%
				On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	DAGEGEN	✗ 6.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. José B. Alvarez	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 98.1%
1b	Re-elect Mr. Alan M. Bennett	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.0%
				Non independent lead director, which is not best practice.
1c	Re-elect Ms. Rosemary T. Berkery	DAFÜR	DAFÜR	✓ 97.2%
1d	Re-elect Mr. David T. Ching	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.8%
1e	Re-elect Ms. C. Kim Goodwin	DAFÜR	DAFÜR	✓ 98.9%
1f	Re-elect Mr. Ernie Herrman	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 98.5%
1g	Re-elect Ms. Amy B. Lane	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.3%
1h	Re-elect Ms. Carol Meyrowitz	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent. ✓ 94.9%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i	Re-elect Ms. Jackwyn L. Nemerov	DAFÜR	DAFÜR	✓ 96.7%
1j	Elect Mr. Charles F. Wagner	DAFÜR	DAFÜR	✓ 99.6%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.3%
				An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: report on effectiveness of social compliance efforts in TJX's supply chain	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights, specifically of child workers in the company's supply chain. ✗ 19.0%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Elect Mr. Ayman Antoun	DAFÜR	DAFÜR		✓ 99.5%
1b	Re-elect Ms. Cherie Brant	DAFÜR	DAFÜR		✓ 99.5%
1c	Re-elect Ms. Amy Woods Brinkley	DAFÜR	DAFÜR		✓ 96.2%
1d	Re-elect Mr. Brian C. Ferguson	DAFÜR	DAFÜR		✓ 99.3%
1e	Re-elect Ms. Colleen A. Goggins	DAFÜR	DAFÜR		✓ 99.4%
1f	Re-elect Dr. h.c. Alan N. MacGibbon	DAFÜR	DAFÜR		✓ 97.2%
1g	Elect Mr. John B. MacIntyre	DAFÜR	DAFÜR		✓ 99.6%
1h	Re-elect Ms. Karen E. Maidment	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chair of the remuneration committee. The independence of this committee is insufficient.	✓ 97.7%
1i	Elect Mr. Keith G. Martell	DAFÜR	DAFÜR		✓ 99.6%
1j	Re-elect Mr. Bharat B. Masrani	DAFÜR	DAFÜR		✓ 98.9%
1k	Re-elect Mr. Claude Mongeau	DAFÜR	DAFÜR		✓ 99.5%
1l	Re-elect Ms. Jane S. Rowe	DAFÜR	DAFÜR		✓ 99.4%
1m	Re-elect Ms. Nancy G. Tower	DAFÜR	DAFÜR		✓ 99.3%
1n	Re-elect Mr. Ajay K. Virmani	DAFÜR	DAFÜR		✓ 99.3%
1o	Re-elect Ms. Mary Winston	DAFÜR	DAFÜR		✓ 98.9%
2	Re-election of the auditor	DAFÜR	DAFÜR		✓ 97.2%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 90.2%
4	Approve the maximum aggregate remuneration of directors and minimum board size	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive.	✓ 96.4%
5	Approve various changes to the bank's by-laws	DAFÜR	● DAGEGEN	The amendment constitutes a risk for the going concern.	✓ 99.1%
6	Shareholder resolution 1: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 13.2%
7	Shareholder resolution 2: Disclose transition activities	DAGEGEN	● DAFÜR	The resolution supports enhanced transparency on sustainability issues.	✗ 28.8%
8	Shareholder resolution 3: Incentive remuneration for all employees against ESG objectives	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 2.0%
9	Shareholder resolution 4: Non-confidential information relating to the bank's country-by country reporting	DAGEGEN	● DAFÜR	The report would promote transparency disclosing the mean annual compensation for all employees and contribute to combatting tax havens	✗ 12.2%

No.	Traktanden	Board	Ethos	Resultat
10	Shareholder resolution 5: Advisory vote on environmental policies	DAGEGEN	<div> <div></div> <div>DAFÜR</div> </div> <p>An annual advisory vote serves as a mechanism for monitoring progress and holding the company accountable for its climate commitments.</p>	<div> <div></div> <div>✗</div> </div> <p>19.1%</p>
11	Shareholder resolution 6: Report on impact of oil and gas divestment	DAGEGEN	DAGEGEN	<div> <div></div> <div>✗</div> </div> <p>1.2%</p>
12	Shareholder resolution 7: Annex to annual report on all out-of-court settlements	DAGEGEN	DAGEGEN	<div> <div></div> <div>✗</div> </div> <p>0.8%</p>
13	Shareholder resolution 8: Establish a committee of 5 persons to consider all out-of-court settlements	DAGEGEN	DAGEGEN	<div> <div></div> <div>✗</div> </div> <p>0.5%</p>
14	Shareholder resolution 9: Provide all employees with the same amount of social benefits	DAGEGEN	DAGEGEN	<div> <div></div> <div>✗</div> </div> <p>0.8%</p>

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Kirk E. Arnold	DAFÜR	DAFÜR	✓ 96.8%
1.b	Elect Ms. Ana P. Assis	DAFÜR	DAFÜR	✓ 99.6%
1.c	Re-elect Ms. Ann C. Berzin	DAFÜR	● DAGEGEN	<div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 95.3%</div>
1.d	Re-elect Ms. April Miller Boise	DAFÜR	DAFÜR	✓ 97.8%
1.e	Re-elect Mr. Gary D. Forsee	DAFÜR	● DAGEGEN	<div>Non independent lead director, which is not best practice.</div> <div>The director has been sitting on the board for over 16 years, which exceeds guidelines.</div> <div>✓ 96.9%</div>
1.f	Re-elect Mr. Mark George	DAFÜR	DAFÜR	✓ 99.7%
1.g	Re-elect Mr. John A. Hayes	DAFÜR	DAFÜR	✓ 99.5%
1.h	Re-elect Ms. Linda P. Hudson	DAFÜR	DAFÜR	✓ 98.3%
1.i	Re-elect Mr. Myles P. Lee	DAFÜR	DAFÜR	✓ 99.6%
1.j	Re-elect Mr. David S. Regnery	DAFÜR	● DAGEGEN	<div>Combined chairman and CEO.</div> <div>✓ 91.3%</div>
1.k	Re-elect Ms. Melissa N. Schaeffer	DAFÜR	DAFÜR	✓ 99.7%
1.l	Re-elect Mr. John P. Surma	DAFÜR	DAFÜR	✓ 93.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div>Excessive variable remuneration.</div> <div>An important part of the variable remuneration is based on continued employment only.</div> <div>✓ 86.7%</div>
3	Re-election of the auditor and fix their remuneration	DAFÜR	● DAGEGEN	<div>The auditor's long tenure raises independence concerns.</div> <div>✓ 90.1%</div>
4	Renewal of the Directors' Existing Authority to Issue Shares	DAFÜR	DAFÜR	✓ 96.8%
5	Renewal of the Directors' Existing Authority to Issue Shares for Cash Without First Offering Shares to Existing Shareholders	DAFÜR	● DAGEGEN	<div>Excessive potential capital increase without pre-emptive rights.</div> <div>✓ 90.5%</div>
6	Determine the Price at which the Company Can Reallot Shares Held as Treasury Shares	DAFÜR	DAFÜR	✓ 99.1%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.1	Re-elect Mr. David A. Barr	DAFÜR	DAFÜR		✓ 92.5% *
1.2	Re-elect Ms. Jane M. Cronin	DAFÜR	DAFÜR		✓ 97.2% *
1.3	Re-elect Mr. Michael Graff	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.3% *
1.4	Re-elect Mr. Sean P. Hennessy	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.3% *
1.5	Re-elect Mr. W. Nicholas Howley	DAFÜR	DAFÜR		✓ 97.9% *
1.6	Re-elect Mr. Gary E. McCullough	DAFÜR	DAFÜR		✓ 87.5% *
1.7	Re-elect Ms. Michele L. Santana	DAFÜR	DAFÜR		✓ 97.2% *
1.8	Re-elect Mr. Robert J. Small	DAFÜR	● ZURÜCK-BEHALTEN	Non independent lead director, which is not best practice.	✓ 88.1% *
1.9	Re-elect Mr. Kevin M. Stein	DAFÜR	● ZURÜCK-BEHALTEN	Executive director. The board is not sufficiently independent.	✓ 98.3% *
1.10	Elect Mr. Jorge L. Valladares III	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (former executive). The board is not sufficiently independent.	✓ 98.6% *
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 98.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 68.8%

* 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	Elections of directors					
1a	Re-elect Ms. Jennifer S. Banner	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓	96.8%
1b	Re-elect Mr. K. David Boyer Jr.	DAFÜR	DAFÜR		✓	98.1%
1c	Re-elect Ms. Agnes Bundy Scanlan	DAFÜR	DAFÜR		✓	94.3%
1d	Re-elect Mr. Dallas S. Clement	DAFÜR	DAFÜR		✓	95.8%
1e	Re-elect Mr. Patrick C. Graney III	DAFÜR	DAFÜR		✓	97.9%
1f	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR		✓	98.5%
1g	Re-elect Ms. Donna S. Morea	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓	98.9%
1h	Re-elect Mr. Charles A. Patton	DAFÜR	DAFÜR		✓	95.0%
1i	Re-elect Mr. William H. Rogers, Jr.	DAFÜR	● DAGEGEN	Combined chair and CEO.	✓	93.4%
1j	Re-elect Mr. Thomas E. Skains	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.	✓	93.9%
1k	Elect Mr. Laurence Stein	DAFÜR	DAFÜR		✓	98.8%
1l	Re-elect Mr. Bruce L. Tanner	DAFÜR	DAFÜR		✓	97.8%
1m	Re-elect Mr. Steven C. Voorhees	DAFÜR	DAFÜR		✓	96.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓	96.6%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓	88.8%
				An important part of the variable remuneration is based on continued employment only.		
4	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.	✗	41.2%
5	Shareholder resolution: A Report on Board Oversight of Risks Related to Discrimination	DAGEGEN	DAGEGEN		✗	2.2%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Mr. Warner L. Baxter	DAFÜR	DAFÜR		✓ 98.8%
1b	Re-elect Ms. Dorothy J. Bridges	DAFÜR	DAFÜR		✓ 99.2%
1c	Re-elect Ms. Elizabeth L. Buse	DAFÜR	DAFÜR		✓ 99.3%
1d	Re-elect Mr. Andrew Cecere	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 95.3%
1e	Re-elect Mr. Alan B. Colberg	DAFÜR	DAFÜR		✓ 99.5%
1f	Re-elect Ms. Kimberly N. Ellison-Taylor	DAFÜR	DAFÜR		✓ 99.2%
1g	Re-elect Ms. Kimberly J. Harris	DAFÜR	DAFÜR		✓ 97.6%
1h	Re-elect Mr. Roland A. Hernandez	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.	✓ 96.6%
1i	Re-elect Mr. Richard P. McKenney	DAFÜR	DAFÜR		✓ 98.1%
1j	Re-elect Mr. Yusuf I. Mehdi	DAFÜR	DAFÜR		✓ 99.3%
1k	Re-elect Ms. Loretta E. Reynolds	DAFÜR	DAFÜR		✓ 99.5%
1l	Re-elect Mr. John P. Wiehoff	DAFÜR	DAFÜR		✓ 99.2%
1m	Re-elect Mr. Scott W. Wine	DAFÜR	DAFÜR		✓ 96.9%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 94.1%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.5%
4	To adopt the 2024 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 95.7%

No.	Traktanden	Board	Ethos		Resultat	
1.	Elections of directors					
1a.	Re-elect Dr. Ronald D. Sugar	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓	96.8%
1b.	Re-elect Ms. Revathi Advaiti	DAFÜR	DAFÜR		✓	99.4%
1c.	Elect Mr. Turqi Alnowaiser	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓	99.8%
1d.	Re-elect Ms. Ursula M. Burns	DAFÜR	DAFÜR		✓	98.4%
1e.	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR		✓	97.0%
1f.	Re-elect Ms. Amanda Ginsberg	DAFÜR	DAFÜR		✓	99.0%
1g.	Re-elect Mr. Dara Khosrowshahi	DAFÜR	DAFÜR		✓	97.0%
1h.	Re-elect Ms. Wan Ling Martello	DAFÜR	DAFÜR		✓	98.1%
1i.	Re-elect Mr. John Thain	DAFÜR	DAFÜR		✓	99.3%
1j.	Re-elect Mr. David I. Trujillo	DAFÜR	DAFÜR		✓	56.3%
1k.	Re-elect Mr. Rijn Alexander Wynaendts	DAFÜR	DAFÜR		✓	99.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓	89.6%
3	Re-election of the auditor	DAFÜR	DAFÜR		✓	99.4%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers.	✓	88.6%
5	Shareholder resolution: Prepare an Independent Third-Party Audit on Driver Health and Safety	DAGEGEN	● DAFÜR	The proposal aims at improving safety in the workplace.	✗	8.1%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Mr. William J. DeLaney	DAFÜR	DAFÜR		✓ 97.0%
1.b	Re-elect Mr. David B. Dillon	DAFÜR	DAFÜR		✓ 97.5%
1.c	Re-elect Ms. Sheri H. Edison	DAFÜR	DAFÜR		✓ 97.3%
1.d	Re-elect Ms. Teresa M. Finley	DAFÜR	DAFÜR		✓ 99.5%
1.e	Re-elect Ms. Deborah C. Hopkins	DAFÜR	DAFÜR		✓ 98.1%
1.f	Re-elect Ms. Jane H. Lute	DAFÜR	DAFÜR		✓ 98.0%
1.g	Re-elect Mr. Michael R. McCarthy	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.5%
1.h	Elect Mr. Doyle R. Simons	DAFÜR	DAFÜR		✓ 99.5%
1.i	Elect Mr. John K. Tien Jr.	DAFÜR	DAFÜR		✓ 99.5%
1.j	Re-elect Mr. V. James Vena	DAFÜR	DAFÜR		✓ 99.4%
1.k	Elect Mr. John P. Wiehoff	DAFÜR	DAFÜR		✓ 99.5%
1.l	Re-elect Mr. Christopher J. Williams	DAFÜR	DAFÜR		✓ 97.4%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.7%
4	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	We strongly support the right of shareholders to address pay-related concerns.	✗ 6.3%
5	Shareholder resolution: Amend the Stafety and Service Quality Committee's Charter	DAGEGEN	● DAFÜR	The proposal would enhance safety measures within the company's railroad operations.	✗ 7.3%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Ms. Carol B. Tomé	DAFÜR	DAFÜR		✓ 92.2%
1.b	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR		✓ 90.5%
1.c	Re-elect Ms. Eva C. Boratto	DAFÜR	DAFÜR		✓ 94.0%
1.d	Re-elect Mr. Michael J. Burns	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.9%
1.e	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR		✓ 94.4%
1.f	Re-elect Ms. Angela Hwang	DAFÜR	DAFÜR		✓ 94.3%
1.g	Re-elect Ms. Kate E. Johnson	DAFÜR	DAFÜR		✓ 86.7%
1.h	Re-elect Mr. William R. Johnson	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 82.3%
1.i	Re-elect Mr. Franck J. Moison	DAFÜR	DAFÜR		✓ 86.4%
1.j	Re-elect Ms. Christiana S. Shi	DAFÜR	DAFÜR		✓ 92.9%
1.k	Re-elect Mr. Russell Stokes	DAFÜR	DAFÜR		✓ 86.3%
1.l	Re-elect Mr. Kevin M. Warsh	DAFÜR	DAFÜR		✓ 86.2%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 87.1%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.7%
4	Shareholder resolution: Equal Voting Rights for Each Shareholder	DAGEGEN	● DAFÜR	Shareholders' right to vote should reflect their investment in the company, which is best achieved by the one share = one vote principle.	✗ 36.2%
5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	DAGEGEN	DAGEGEN		✗ 7.9%
6	Shareholder resolution: Report on Diversity, Equity and Inclusion	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 22.3%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a.	Elect Mr. Charles Baker	DAFÜR	DAFÜR	✓ 99.7%
1b.	Re-elect Mr. Timothy P. Flynn	DAFÜR	DAFÜR	✓ 97.9%
1c.	Re-elect Mr. Paul R. Garcia	DAFÜR	DAFÜR	✓ 93.2%
1d.	Re-elect Ms. Kristen Gil	DAFÜR	DAFÜR	✓ 93.3%
1e.	Re-elect Mr. Stephen J. Hemsley	DAFÜR	DAFÜR	✓ 96.7%
1f.	Re-elect Ms. Michele J. Hooper	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.	✓ 95.4%
1g.	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR	✓ 91.4%
1h.	Re-elect Dr. Valerie C. Montgomery Rice	DAFÜR	DAFÜR	✓ 99.2%
1i.	Re-elect Dr. John H. Noseworthy	DAFÜR	DAFÜR	✓ 95.7%
1j.	Re-elect Mr. Andrew Witty	DAFÜR	DAFÜR	✓ 99.5%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 95.9%
3	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 94.3%
4	Shareholder resolution: Report on Political Contributions Congruency	DAGEGEN	● DAFÜR Enhanced disclosure on political donations.	✗ 24.8%

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

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Dr. Sangeeta N. Bhatia	DAFÜR	DAFÜR	✓ 99.6%
1.2	Re-elect Mr. Lloyd A. Carney	DAFÜR	DAFÜR	✓ 96.2%
1.3	Re-elect Dr. Alan Garber	DAFÜR	DAFÜR	✓ 99.4%
1.4	Re-elect Dr. med. Reshma Kewalramani	DAFÜR	DAFÜR	✓ 99.7%
1.5	Elect Mr. Michel Lagarde	DAFÜR	DAFÜR	✓ 99.9%
1.6	Re-elect Dr. Jeffrey M. Leiden	DAFÜR	DAFÜR	✓ 98.1%
1.7	Re-elect Ms. Diana L. McKenzie	DAFÜR	DAFÜR	✓ 98.3%
1.8	Re-elect Mr. Bruce I. Sachs	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Elect Dr. Jennifer Schneider	DAFÜR	DAFÜR	✓ 99.9%
1.10	Elect Ms. Nancy Thornberry	DAFÜR	DAFÜR	✓ 99.9%
1.11	Re-elect Mr. Suketu Upadhyay	DAFÜR	DAFÜR	✓ 99.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Mr. Cesar Conde	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.6%
1b.	Re-elect Mr. Timothy P. Flynn	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓ 98.9%
1c.	Re-elect Ms. Sarah J. Friar	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.6%
1d.	Re-elect Ms. Carla A. Harris	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 96.8%
1e.	Re-elect Mr. Thomas W. Horton	DAFÜR	● DAGEGEN	Chairman of the nomination committee which oversees sustainability initiatives of the company and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 94.2%
1f.	Re-elect Ms. Marissa A. Mayer	DAFÜR	DAFÜR		✓ 98.0%
1g.	Re-elect Mr. C. Douglas McMillon	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 99.6%
1h.	Elect Mr. Brian Niccol	DAFÜR	DAFÜR		✓ 99.8%
1i.	Re-elect Mr. Gregory B. Penner	DAFÜR	DAFÜR		✓ 98.6%
1j.	Re-elect Mr. Randall L. Stephenson	DAFÜR	DAFÜR		✓ 97.4%
1k.	Re-elect Mr. Steuart L. Walton	DAFÜR	DAFÜR		✓ 99.5%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.3%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 98.2%
	Shareholder resolution not on the agenda: limitations on political contributions	DAGEGEN	DAGEGEN		✗ 0.0%
4	Shareholder resolution: Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	DAGEGEN	● DAFÜR	The resolution aims to protect animals from cruelty.	✗ 12.5%
5	Shareholder resolution: Racial Equity Report/Audit	DAGEGEN	● DAFÜR	The resolution aims to promote gender equality and ethnic diversity.	✗ 15.4%
6	Shareholder resolution: Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 11.5%
7	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	DAGEGEN	● DAFÜR	The resolution aims to encourage social responsibility.	✗ 4.4%

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No.	Traktanden	Board	Ethos		Resultat	
8	Shareholder resolution: Report on a Civil Rights and Non-Discrimination Audit	DAGEGEN		DAGEGEN	✗	0.5%
9	Shareholder resolution: Commission a Third Party Audit on Workplace Safety and Violence	DAGEGEN	●	DAFÜR Enhanced disclosure on safety in the workplace.	✗	19.1%
10	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	DAGEGEN		DAGEGEN	✗	0.4%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors (Management Nominees)				
1.a	Re-elect Ms. Mary T. Barra	DAFÜR	DAFÜR		✓ 93.0%
1.b	Re-elect Ms. Safra A. Catz	DAFÜR	DAFÜR		✓ 93.7%
1.c	Re-elect Ms. Amy L. Chang	DAFÜR	DAFÜR		✓ 96.5%
1.d	Elect Mr. Jeremy Darroch	DAFÜR	DAFÜR		✓ 96.5%
1.e	Re-elect Ms. Carolyn N. Everson	DAFÜR	DAFÜR		✓ 93.1%
1.f	Re-elect Mr. Michael Froman	DAFÜR	● ZURÜCK-BEHALTEN	Ethos recommends to vote for two of the nominees proposed by Blackwells Group.	✓ 87.5%
1.g	Elect Mr. James P. Gorman	DAFÜR	DAFÜR		✓ 97.5%
1.h	Re-elect Mr. Robert A. Iger	DAFÜR	DAFÜR		✓ 94.0%
1.i	Re-elect Ms. Maria Elena Lagomasino	DAFÜR	● ZURÜCK-BEHALTEN	Ethos recommends to vote for two of the nominees proposed by Blackwells Group.	✓ 62.9%
1.j	Re-elect Mr. Calvin R. McDonald	DAFÜR	DAFÜR		✓ 93.4%
1.k	Re-elect Mr. Mark G. Parker	DAFÜR	DAFÜR		✓ 87.7%
1.l	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR		✓ 91.4%
1.m	Elect Trian Dissident Nominee Mr. Nelson Peltz	ZURÜCK-BEHALTEN	ZURÜCK-BEHALTEN		✗ 31.1%
1.n	Elect Trian Dissident Nominee Mr. Jay A. Rasulo	ZURÜCK-BEHALTEN	ZURÜCK-BEHALTEN		✗ 11.7%
1.o	Elect Blackwells Dissident Nominee Mr. Craig Hatkoff	ZURÜCK-BEHALTEN	ZURÜCK-BEHALTEN		✗ 2.0%
1.p	Elect Blackwells Dissident Nominee Ms. Jessica Schell	ZURÜCK-BEHALTEN	● DAFÜR	The proposed dissident director will improve the board's range of expertise.	✗ 2.1%
1.q	Elect Blackwells Dissident Nominee Ms. Leah Solivan	ZURÜCK-BEHALTEN	● DAFÜR	The proposed dissident director will improve the board's range of expertise.	✗ 2.0%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 96.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 79.7%
4	To approve the amendment of the 2011 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 92.7%
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 8.0%
6	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.	✗ 25.5%
7	Shareholder resolution: Gender Transitioning Compensation and Benefits	DAGEGEN	DAGEGEN		✗ 2.4%
8	Shareholder resolution: Charitable Contributions	DAGEGEN	DAGEGEN		✗ 4.3%

Walt Disney

03.04.2024

OGV

No.	Traktanden	Board	Ethos		Resultat	
9	Shareholder resolution: Repeal Any Bylaw Provisions Adopted by the Board Subsequent to 30 November 2023	DAGEGEN	DAGEGEN		✗	29.7%
10	Shareholder resolution: Advisory Vote on Board Size and Related Vacancies	DAGEGEN	● DAFÜR	A board size of 15 members is considered reasonable.	✗	2.8%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1.a	Re-elect Mr. Steven D. Black	DAFÜR	DAFÜR		✓ 95.3%
1.b	Re-elect Mr. Mark A. Chancy	DAFÜR	DAFÜR		✓ 97.5%
1.c	Re-elect Dr. Celeste A. Clark	DAFÜR	DAFÜR		✓ 96.7%
1.d	Re-elect Mr. Theodore F. Craver Jr.	DAFÜR	DAFÜR		✓ 96.7%
1.e	Re-elect Mr. Richard K. Davis	DAFÜR	DAFÜR		✓ 97.7%
1.f	Elect Mr. Fabian T. Garcia	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 97.2%
1.g	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR		✓ 90.7%
1.h	Re-elect Ms. Cecelia G. Morken	DAFÜR	DAFÜR		✓ 97.4%
1.i	Re-elect Ms. Maria R. Morris	DAFÜR	DAFÜR		✓ 97.0%
1.j	Re-elect Dr. iur. Felicia F. Norwood	DAFÜR	DAFÜR		✓ 97.5%
1.k	Re-elect Mr. Ronald L. Sargent	DAFÜR	DAFÜR		✓ 95.1%
1.l	Re-elect Mr. Charles W. Scharf	DAFÜR	DAFÜR		✓ 97.3%
1.m	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR		✓ 97.3%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.7%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.3%
4	Opt out of Delaware General Corporation Law Section 203	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 98.1%
5	Remove the supermajority vote standard to amend the local directors provision	DAFÜR	DAFÜR		✓ 96.8%
6	Shareholder resolution: Annual Report on Prevention of Workplace Harassment and Discrimination	DAGEGEN	● DAFÜR	We support corporate policies to prevent discrimination.	✗ 28.2%
7	Shareholder resolution: Policy on Freedom of Association and Collective Bargaining	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 30.2%
8	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✗ 23.9%
9	Shareholder resolution: Audit of Climate Transition Policies	DAGEGEN	DAGEGEN		✗ 2.6%
10	Shareholder resolution: Annual Climate Lobbying Congruency Report	DAGEGEN	● DAFÜR	The resolution would give a more precise view on how the bank's lobbying activities are aligned with its commitments to achieve its net zero goals in 2050.	✗ 27.4%

Wells Fargo

30.04.2024

OGV

No.	Traktanden	Board	Ethos	Resultat
11	Shareholder resolution: Annual Report on Congruency of Political Spending and Corporate Values	DAGEGEN	● DAFÜR Enhanced disclosure on political donations.	✗ 24.7%
12	Shareholder resolution: Transparency in Lobbying	DAGEGEN	● DAFÜR Enhanced disclosure on lobbying expenses.	✗ 35.4%
13	Shareholder resolution: Report on Risks of Politicized De-Banking	DAGEGEN	DAGEGEN	✗ 2.8%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Mr. Kenneth J. Bacon	DAFÜR	DAFÜR	✓ 96.5%
1b	Re-elect Prof. Dr. Karen B. DeSalvo	DAFÜR	DAFÜR	✓ 99.9%
1c	Re-elect Mr. Dennis G. Lopez	DAFÜR	DAFÜR	✓ 99.6%
1d	Re-elect Mr. Shankh S. Mitra	DAFÜR	DAFÜR	✓ 99.9%
1e	Re-elect Mr. Ade J. Patton	DAFÜR	DAFÜR	✓ 99.9%
1f	Re-elect Ms. Diana W. Reid	DAFÜR	DAFÜR	✓ 99.9%
1g	Re-elect Mr. Sergio D. Rivera	DAFÜR	DAFÜR	✓ 99.9%
1h	Re-elect Ms. Johnese M. Spisso	DAFÜR	DAFÜR	✓ 98.5%
1i	Re-elect Ms. Kathryn M. Sullivan	DAFÜR	DAFÜR	✓ 99.5%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<div>The auditor's long tenure raises independence concerns.</div> <div>✓ 94.9%</div>
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<div>Excessive variable remuneration.</div> <div>An important part of the variable remuneration is based on continued employment only.</div> <div>✓ 94.3%</div>
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	<div>This amendment reduces shareholder rights to take legal action against certain company officers.</div> <div>✓ 90.7%</div>
5	Authorisation to increase the number of shares of the company's common stock	DAFÜR	● DAGEGEN	<div>The increase in the authorised capital is excessive.</div> <div>✓ 97.6%</div>

Workday

18.06.2024

OGV

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Aneel Bhusri	DAFÜR	DAFÜR	✓ 91.8%
1.2	Re-elect Mr. Thomas F. Bogan	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 93.0%
1.3	Re-elect Ms. Lynne M. Doughtie	DAFÜR	DAFÜR	✓ 90.6%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 81.8%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 85.9%

No.	Traktanden	Board	Ethos		Resultat
1	Elections of directors				
1a	Re-elect Dr. iur. Paul M. Bisaro	DAFÜR	DAFÜR		✓ 99.2%
1b	Re-elect Ms. Vanessa Broadhurst	DAFÜR	DAFÜR		✓ 99.2%
1c	Re-elect Mr. Frank A. D'Amelio	DAFÜR	DAFÜR		✓ 96.1%
1d	Elect Mr. Gavin D. K. Hattersley	DAFÜR	DAFÜR		✓ 99.8%
1e	Re-elect Mr. Sanjay Khosla	DAFÜR	DAFÜR		✓ 98.7%
1f	Re-elect Ms. Antoinette R. Leatherberry	DAFÜR	DAFÜR		✓ 99.8%
1g	Re-elect Mr. Michael B. McCallister	DAFÜR	DAFÜR		✓ 97.9%
1h	Re-elect Mr. Gregory Norden	DAFÜR	DAFÜR		✓ 95.7%
1i	Re-elect Ms. Louise M. Parent	DAFÜR	DAFÜR		✓ 95.3%
1j	Re-elect Ms. Kristin C. Peck	DAFÜR	DAFÜR		✓ 98.9%
1k	Re-elect Prof. Dr. Willie M. Reed	DAFÜR	DAFÜR		✓ 98.1%
1l	Re-elect Mr. Robert W. Scully	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 96.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 90.9%
3	Re-election of the auditor	DAFÜR	DAFÜR		✓ 98.1%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 89.3%
5	Shareholder resolution: Director Resignation Policy	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.	✗ 13.9%

Disclaimer

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