

2022

## Pensionskasse Basel-Stadt Ausübung der Stimmrechte (internationale Unternehmen)

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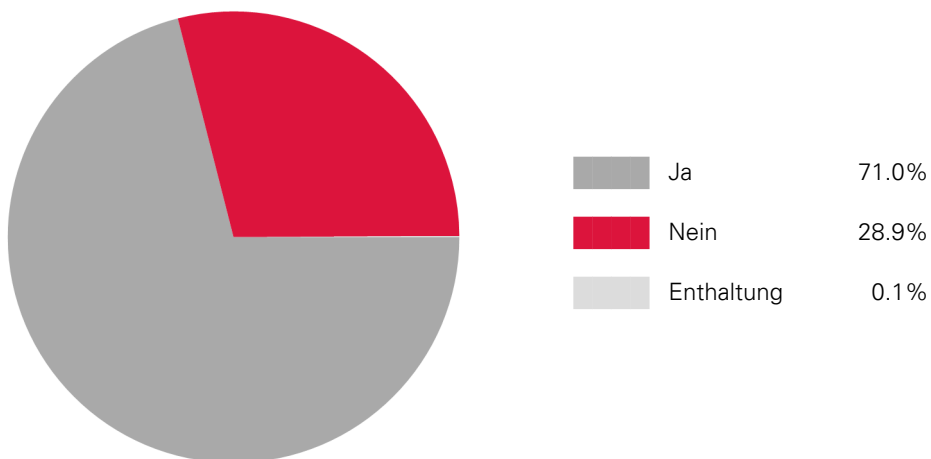
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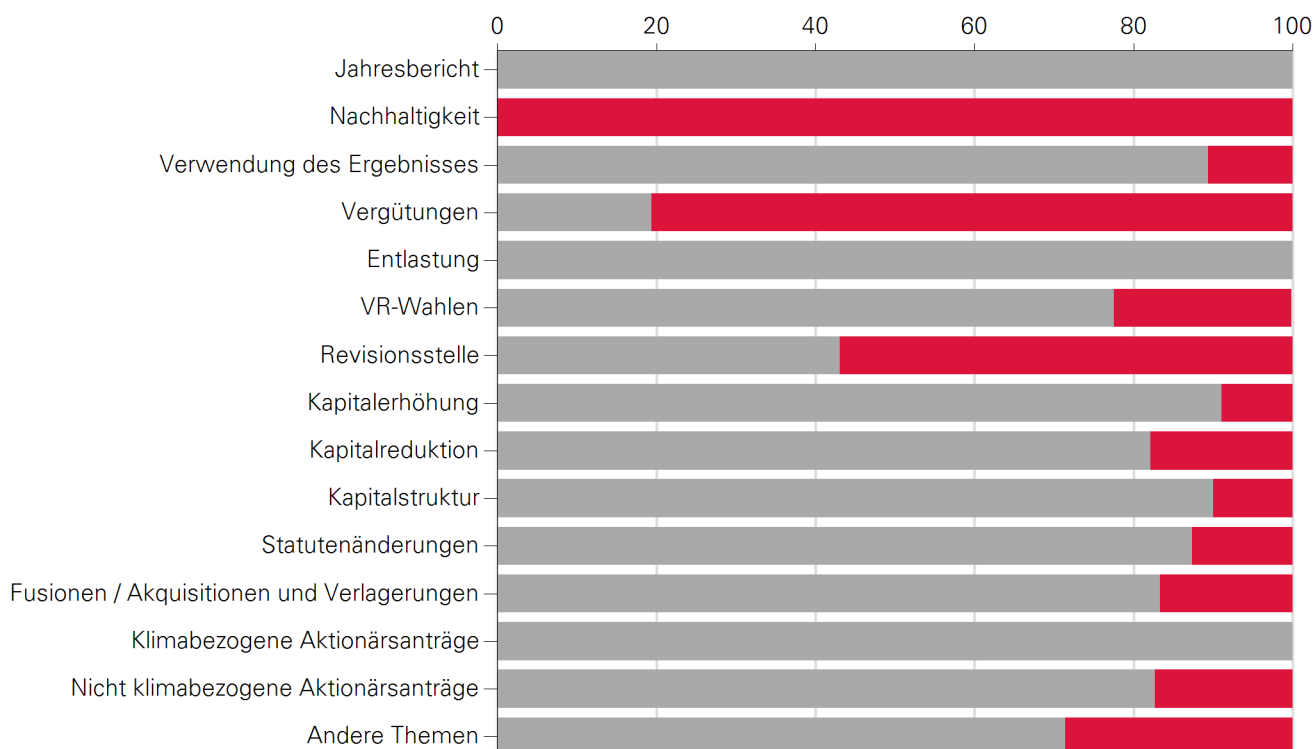
## 1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	234	3547	2514	1030	3
Ausserordentliche Generalversammlungen	6	22	17	5	0
Ordentliche und ausserordentliche Generalversammlungen	11	245	178	67	0
<b>Total</b>	<b>251</b>	<b>3814</b>	<b>2709</b>	<b>1102</b>	<b>3</b>

### 1.1 Zusammenfassung der Ethos Stimmempfehlungen



## 1.2 Ethos Stimmempfehlungen nach Themenkategorien



	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
	Anzahl	Prozent	Anzahl	Prozent	Anzahl	Prozent	
Jahresbericht	49	100.0%	0	0.0%	0	0.0%	49
Nachhaltigkeit	0	0.0%	5	100.0%	0	0.0%	5
Verwendung des Ergebnisses	42	89.4%	5	10.6%	0	0.0%	47
Vergütungen	78	19.4%	325	80.6%	0	0.0%	403
Entlastung	68	100.0%	0	0.0%	0	0.0%	68
VR-Wahlen	1801	77.5%	519	22.3%	3	0.1%	2323
Revisionsstelle	106	43.1%	140	56.9%	0	0.0%	246
Kapitalerhöhung	92	91.1%	9	8.9%	0	0.0%	101
Kapitalreduktion	55	82.1%	12	17.9%	0	0.0%	67
Kapitalstruktur	9	90.0%	1	10.0%	0	0.0%	10
Statutenänderungen	62	87.3%	9	12.7%	0	0.0%	71
Fusionen / Akquisitionen und Verlagerungen	5	83.3%	1	16.7%	0	0.0%	6
Klimabezogene Aktionärsanträge	33	100.0%	0	0.0%	0	0.0%	33
Nicht klimabezogene Aktionärsanträge	248	82.7%	52	17.3%	0	0.0%	300
Andere Themen	60	71.4%	24	28.6%	0	0.0%	84

## 2 Ethos Stimmempfehlungen: Übersicht

### Art der Generalversammlung (Typ)

OGV	Ordentliche Generalversammlungen
AGV	Ausserordentliche Generalversammlungen
MIX	Ordentliche und ausserordentliche Generalversammlungen

### Abstimmungen

✓	Dafür
◐	Teilweise dafür
✗	Dagegen
✕	Enthaltung

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
3M Company	10.05.2022	OGV				✗		◐	✗							◐	
Abbott Laboratories	29.04.2022	OGV				✗		◐	✓							✓	
Abbvie	06.05.2022	OGV				✗		✓	✓				✓			✓	
Accenture	26.01.2022	OGV				✗		◐	✗	✓							
Activision Blizzard	28.04.2022	AGV				✗								◐			
	21.06.2022	OGV				✗		◐	✓							✓	
Adidas	12.05.2022	OGV			✓	✗	✓		✓	✓							
Adobe	14.04.2022	OGV				✗		◐	✗								
Advanced Micro Devices	18.05.2022	OGV				✗		◐	✗								
Adyen	01.06.2022	OGV	✓			✓	✓		✓	✓	✓						✓
Agilent Technologies	16.03.2022	OGV				✗		◐	✗							✓	
AIA Group	19.05.2022	OGV	✓		✓			◐	✓	✓	✓						
Air Liquide	04.05.2022	MIX	✓		✓	◐		✓	✓	✓	✓		◐				✓
Air Products and Chemicals	03.02.2022	OGV				✗		◐	✓								
Align Technology	18.05.2022	OGV				✗		◐	✗								
Allianz	04.05.2022	OGV			✓	✗	✓	✓	✓	✓	✓						✓
Alphabet	01.06.2022	OGV				✗		◐	✗			✓			✓	◐	
Altria	19.05.2022	OGV				✗		◐	✗							✓	
Amazon.com	25.05.2022	OGV				✗		◐	✗			✓			✓	◐	

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
American Express Company	03.05.2022	OGV				✗		🟡	✔️							✔️	
American International Group	11.05.2022	OGV				✗		🟡	✗							✔️	
American Tower	18.05.2022	OGV				✗		🟡	✗								
Amgen	17.05.2022	OGV				✗		🟡	✗								
Amphenol	18.05.2022	OGV				✗		🟡	✗							✔️	
Analog Devices	09.03.2022	OGV				🟡		🟡	✗								
Anheuser-Busch Inbev	27.04.2022	OGV	✔️			✗	✔️	🟡	✔️	✔️							✔️
Anthem	18.05.2022	OGV				✗		🟡	✗				✔️			🟡	
Aon	17.06.2022	OGV				✗		🟡	🟡								
Apple	04.03.2022	OGV				✗		🟡	✔️							✔️	
Applied Materials	10.03.2022	OGV				✗		🟡	✔️							✔️	
ASML	29.04.2022	OGV	✔️		✔️	🟡	✔️	✔️	✔️	✔️	✔️	✔️					
AstraZeneca	29.04.2022	OGV	✔️		✗	✗		🟡	✔️	✔️	✗						✗
AT&T	19.05.2022	OGV				✗		✔️	✗							🟡	
Atlas Copco	26.04.2022	OGV	✔️		✔️	🟡	✔️	🟡	✔️			✔️	✔️				✔️
Autodesk	16.06.2022	OGV				✗		✔️	✗								
Automatic Data Processing	09.11.2022	OGV				🟡		🟡	✗								
AXA	28.04.2022	MIX	✔️		✔️	🟡		🟡	🟡	✔️	✔️		✔️				✔️
Bank of America	26.04.2022	OGV				✗		🟡	✗				✗		✔️	✗	
Bank of Montréal	13.04.2022	OGV				✗		🟡	✗						✔️	🟡	
Bank of New York Mellon Corp.	12.04.2022	OGV				✗		✔️	✔️							✔️	
Barclays	04.05.2022	OGV	✔️	✗		✗		✔️	✔️	🟡	✔️						✗
Baxter	03.05.2022	OGV				✗		🟡	✗				✔️			✔️	
Bayer	29.04.2022	OGV			✗	✗	✔️	🟡	✗								✔️
Becton Dickinson	25.01.2022	OGV				✗		🟡	✗							✔️	
BHP Group Ltd	20.01.2022	AGV									✔️		✔️				✔️
BHP Group Plc	20.01.2022	AGV									✔️		✔️	✔️			✔️
BlackRock	25.05.2022	OGV				✗		🟡	✗						✔️		
Block	14.06.2022	OGV				✗		🟡	✔️							✔️	
BNP Paribas	17.05.2022	MIX	✔️		✔️	🟡		✔️		🟡	✔️	✔️					✔️

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Booking Holdings	09.06.2022	OGV				✗		✓	✗							✓	
Boston Scientific	05.05.2022	OGV				⦿		⦿	✗								
Bristol-Myers Squibb	03.05.2022	OGV				✗		⦿	✗							✓	
British American Tobacco	28.04.2022	OGV	✓			✗		⦿	✓	✓	✗						⦿
Broadcom	04.04.2022	OGV				✗		⦿	✓								
Brookfield Corp	10.06.2022	OGV				✗		⦿	✗						✓		
Cadence Design Systems	05.05.2022	OGV				✗		⦿	✓							✓	
Canadian Imperial Bank of Commerce	07.04.2022	OGV				⦿		⦿	✓			✓			✓	⦿	
Canadian National Railway	20.05.2022	OGV		✗		✗		⦿	✗								
Canadian Pacific Railway	27.04.2022	OGV		✗		✗		✓	✓								
Capital One Financial	05.05.2022	OGV				✗		⦿	✗								
Carrier Global	14.04.2022	OGV				✗		⦿	✓								
Caterpillar	08.06.2022	OGV				✗		⦿	✗						✓	✓	
Centene	26.04.2022	OGV				✗		✓	✓				✓			✓	
	27.09.2022	AGV											⦿				✗
Charles Schwab Corp.	17.05.2022	OGV				✗		⦿	✗				⦿			✓	
Charter Communications	26.04.2022	OGV						⦿	✗						✓	✓	
Chipotle Mexican Grill	18.05.2022	OGV				✗		⦿	✗							✓	
Cigna	27.04.2022	OGV				✗		⦿	✗							✓	
Cisco Systems	08.12.2022	OGV				✗		⦿	✗							✓	
Citigroup	26.04.2022	OGV				✗		⦿	✗						✓	⦿	
CME Group	04.05.2022	OGV				⦿		⦿	✗								
Coca-Cola	26.04.2022	OGV				✗		⦿	✗							✓	
Cognizant Technology Solutions	07.06.2022	OGV				✗		⦿	✗								✗
Colgate-Palmolive	06.05.2022	OGV				✗		⦿	✗								⦿
Comcast	01.06.2022	OGV				✗		⦿	✗						✓	⦿	
Commonwealth Bank of Australia	12.10.2022	OGV				✗		✓							✓	✓	
Costco Wholesale	20.01.2022	OGV				✗		⦿	✗						✓	✓	

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Crown Castle International	19.05.2022	OGV				✗		🟡	✔️	✗							
CSX Corp	04.05.2022	OGV				✗		🟡	✗								
CVS Health	11.05.2022	OGV				✗		✔️	✔️							🟡	
Daiichi Sankyo	27.06.2022	OGV			✔️	✔️		✔️					✔️				✔️
Daikin Industries	29.06.2022	OGV			✔️			🟡					✔️				✔️
Danaher	10.05.2022	OGV				✗		🟡	✗							✔️	
DBS Group Holdings	31.03.2022	OGV	✔️		✔️	✗		🟡	✔️	✔️	✔️						
Deere & Co.	23.02.2022	OGV				🟡		🟡	✗							✔️	
Deutsche Post	06.05.2022	OGV			✔️	🟡	✔️	🟡	✔️	✔️							
Deutsche Telekom	07.04.2022	OGV			✔️	🟡	✔️	🟡	✔️	✔️							
DexCom	19.05.2022	OGV				✗		🟡	✗			✔️					
Digital Realty Trust	03.06.2022	OGV				✗		🟡	✔️							✔️	
Dollar General	25.05.2022	OGV				✗		🟡	✗							✔️	
DSV	17.03.2022	OGV	✔️		✔️	🟡		🟡	✔️	✔️							✔️
Eaton	27.04.2022	OGV				✗		🟡	✗	✔️	🟡						
Ebay	08.06.2022	OGV				🟡		✔️	✗							✔️	
Ecolab	05.05.2022	OGV				✗		🟡	✗							✔️	
Edwards Lifesciences	03.05.2022	OGV				✗		🟡	✗							✔️	
Eli Lilly	02.05.2022	OGV				✗		🟡	✗				✔️			✔️	
Emerson Electric	01.02.2022	OGV				✗		✔️	✗								
Enel	19.05.2022	OGV	✔️		✔️	🟡				✔️							🟡
Equinix	25.05.2022	OGV				✗		🟡	✗							✔️	
EssilorLuxottica	25.05.2022	MIX	✔️		✗	🟡		✔️		✔️							🟡
Exelon Corp	26.04.2022	OGV				✗		🟡	✗							✔️	
Fidelity National Information Services	25.05.2022	OGV				✗		🟡	✔️								
Fiserv	18.05.2022	OGV				✗		🟡	✗							✗	
Ford Motors	12.05.2022	OGV				✗		🟡	✗							✔️	✗
Fortinet	17.06.2022	OGV				✗		🟡	✗			✔️				✗	
Freeport McMoRan	09.06.2022	OGV				✗		🟡	✗								
General Electric	04.05.2022	OGV				✗		🟡	✔️							🟡	

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General Motors	13.06.2022	OGV				✗		🟡	✔️							🟡	
Gilead Sciences	04.05.2022	OGV				✗		🟡	✗							✔️	
Goldman Sachs Group	28.04.2022	OGV				✗		🟡	✗						✔️	🟡	
GSK	04.05.2022	OGV	✔️			✗		🟡	✔️	✔️	✔️		✔️				🟡
	06.07.2022	AGV											✔️	✔️			✔️
HCA Healthcare	21.04.2022	OGV				✗		🟡	✗							✔️	
Hermes International	20.04.2022	OGV	✔️	✔️		🟡	✔️	🟡			🟡						✔️
Hilton Worldwide	20.05.2022	OGV				✗		🟡	✗								
Hitachi Ltd	22.06.2022	OGV						🟡					✔️				
Home Depot	19.05.2022	OGV				✗		🟡	✗							🟡	
Honda Motor	22.06.2022	OGV						✔️									
Hong Kong Exchange & Clearing	27.04.2022	OGV	✔️			✔️		✔️	✔️	✔️	✔️						
Hoya	28.06.2022	OGV						✔️					✔️				
HP	19.04.2022	OGV				✗		🟡	✗							✔️	
HSBC	29.04.2022	OGV	✔️			✗		🟡	✔️	🟡	✔️		✔️			✗	✗
Humana Inc.	21.04.2022	OGV				✗		🟡	✗								
IBM	26.04.2022	OGV				✗		🟡	✗							✔️	
Idexx Laboratories	11.05.2022	OGV				✗		🟡	✗								
Illinois Tool Works	06.05.2022	OGV				✗		🟡	✗							✔️	
Illumina	26.05.2022	OGV				✗		✔️	✗				✔️			✔️	
Infineon Technologies	17.02.2022	OGV		✔️			✔️	✔️	✗								
ING Groep	25.04.2022	OGV	✔️	✔️	✔️	✔️				✔️	✔️		✔️				
Intel	12.05.2022	OGV				✗		🟡	✗								✔️
IntercontinentalExchange	13.05.2022	OGV				✗		🟡	✗				🟡			✔️	
Intesa Sanpaolo	29.04.2022	MIX	✔️	✔️	🟡		✔️	✔️		✔️	✔️						✗
Intuit	20.01.2022	OGV				✗		✔️	✗								
Intuitive Surgical	28.04.2022	OGV				✗		🟡	✔️								
Investor AB	03.05.2022	OGV	✔️	✔️	🟡	✔️	✔️	🟡	✔️	✔️							✔️
IQVIA Holdings	12.04.2022	OGV				✗		✔️	✗				✔️			✔️	
Johnson & Johnson	28.04.2022	OGV				✗		🟡	✗							🟡	



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Johnson Controls	09.03.2022	OGV				✗		🟡	🟡	✔️	✔️						
JPMorgan Chase	17.05.2022	OGV				✗		🟡	✗						✔️	🟡	
KDDI Corp	22.06.2022	OGV			✔️	✔️		🟡					✔️				✔️
Kering	28.04.2022	MIX	✔️		✔️	🟡		🟡	🟡	🟡	✔️						✔️
Keyence	10.06.2022	OGV			✔️	✔️		🟡					✔️				✔️
Kimberly Clark	27.04.2022	OGV				✗		🟡	✗								
Lam Research	08.11.2022	OGV				✗		✔️	✗								
Linde Plc	25.07.2022	OGV				✗		🟡	🟡		✔️					✔️	
Lloyds Banking Group	12.05.2022	OGV	✔️		✔️	✗		🟡	✔️	🟡	🟡						✗
L'Oréal	21.04.2022	MIX	✔️		✔️	🟡		🟡	🟡		✔️		🟡				✔️
Lowe's Companies	27.05.2022	OGV				✗		🟡	✗							🟡	
Lululemon Athletica	08.06.2022	OGV				✗		✔️	✔️							✔️	
LVMH	21.04.2022	MIX	✔️		✔️	🟡		🟡	✔️		✔️		✗				✗
Macquarie Group	28.07.2022	OGV				✗		✔️									
Marriott International	06.05.2022	OGV				🟡		🟡	✗							🟡	
Marsh & McLennan	19.05.2022	OGV				✗		🟡	✗								
Marvell Technology	23.06.2022	OGV				🟡		🟡	✔️								
Mastercard	21.06.2022	OGV				✗		🟡	✗				✔️			🟡	
McDonald's	26.05.2022	OGV				✗		🟡	✗							🟡	
MercadoLibre	08.06.2022	OGV				✗		🟡	✔️								
Mercedes-Benz Group	29.04.2022	OGV			✔️	✗	✔️	🟡	✗								
Merck	24.05.2022	OGV				✗		🟡	✗								✔️
Meta Platforms	25.05.2022	OGV				✗		🟡	✗							🟡	
MetLife	21.06.2022	OGV				✗		✔️	✗								
Microchip Technology	23.08.2022	OGV				✗		🟡	✗								
Micron Technology	13.01.2022	OGV				✗		🟡	✗								
Microsoft	13.12.2022	OGV				✗		🟡	✗						✔️	✔️	
Mitsubishi UFJ Financial Group	29.06.2022	OGV			✔️			🟡					✔️			✗	
Moderna	28.04.2022	OGV				✗		✔️	✗							✔️	
Mondelez International	18.05.2022	OGV				✗		🟡	✗							✔️	
Moodys	26.04.2022	OGV				✗		✔️	✔️								

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Morgan Stanley	26.05.2022	OGV				✗		🟡	✗						✓		
Motorola Solutions	17.05.2022	OGV				✗		🟡	✓								
MSCI	26.04.2022	OGV				✗		🟡	✓								
Murata Manufacturing	29.06.2022	OGV			✓			✓					✓				
National Grid	11.07.2022	OGV	✓	✗	✓	✗		✓	✓	✓	✗						✗
Netflix	02.06.2022	OGV				✗		✗	✓				✓			✓	
Newmont Corporation	21.04.2022	OGV				✗		✓	✓								
Nidec	17.06.2022	OGV						🟡					✓				
Nintendo	29.06.2022	OGV			✓			🟡					✓				
Norfolk Southern	12.05.2022	OGV				✗		🟡	✗							✓	
Novo Nordisk	24.03.2022	OGV	✓		✓	🟡		🟡	✓	✓	✓		✓				
Nutrien	17.05.2022	OGV				✗		🟡	✓								
Nvidia	02.06.2022	OGV				✗		🟡	✓			✗					
NXP Semiconductors	01.06.2022	OGV	✓			✗	✓	🟡		✓	✗						
O'Reilly Automotive	12.05.2022	OGV				✗		🟡	✗							✓	
PayPal	02.06.2022	OGV				✗		🟡	✗							✓	
PepsiCo	04.05.2022	OGV				✗		🟡	✗							✓	
Pfizer	28.04.2022	OGV				✗		🟡	✗							🟡	
Philip Morris International	04.05.2022	OGV				✗		🟡	✓							✓	
PNC Financial Services Group	27.04.2022	OGV				✗		🟡	✓							✓	
Procter & Gamble	11.10.2022	OGV				✗		🟡	✗								
Progressive Corp	13.05.2022	OGV				✗		🟡	✗								
Prologis	04.05.2022	OGV				✗		🟡	✗								
	28.09.2022	AGV											✓				✗
Prosus	24.08.2022	OGV	✓		✓	✗	✓	✗	✓	✓	✗						
Prudential Plc	26.05.2022	OGV	✓			🟡		🟡	✓	✓	✗						🟡
Public Storage	28.04.2022	OGV				✗		🟡	✗				✓				
Qualcomm	09.03.2022	OGV				✗		🟡	✗								
Reckitt Benckiser	20.05.2022	OGV	✓		✓	✗		🟡	✓	✓	✓						🟡
Recruit Holdings	21.06.2022	OGV						✓					✓				✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Regeneron Pharmaceutical	10.06.2022	OGV				✗		🟡	✗								
RELX Plc	21.04.2022	OGV	✔		✔	✗		🟡	✔	✔	✗						✗
Rio Tinto Plc	08.04.2022	OGV	✔	✗		✗		🟡	✔	✔	✔						🟡
Roper Technologies	15.06.2022	OGV				✗		🟡	✗								
Royal Bank of Canada	07.04.2022	OGV				✗		🟡	✔						✔	🟡	
S&P Global	04.05.2022	OGV				✗		🟡	✗								
Salesforce.com	09.06.2022	OGV					🟡	🟡	✗							✔	
Sanofi	03.05.2022	MIX	✔		✔	🟡		🟡		✔		✔	✔				✔
SAP	18.05.2022	OGV			✔	✗	✔	🟡	✔								
Schneider Electric	05.05.2022	MIX	✔		✔	🟡		✔	🟡	✔	✔		✔				✔
Scotiabank	05.04.2022	OGV				🟡		🟡	✗						✔	🟡	
ServiceNow	09.06.2022	OGV				✗		✔	✔								
Sherwin-Williams	20.04.2022	OGV				✗		🟡	✗								
Shin-Etsu Chemical	29.06.2022	OGV			✔	✗		🟡					✔				✔
Shopify	07.06.2022	OGV				✗		🟡	✔			✔	✗				
Simon Property Group	11.05.2022	OGV				✗		🟡	✗								
Snowflake	07.07.2022	OGV						🟡	✔								
SoftBank Group	24.06.2022	OGV			✗			🟡					✔				
Sony	28.06.2022	OGV				✗		🟡					✔				
Starbucks	16.03.2022	OGV				✗		✔	✗							✔	
Stryker	04.05.2022	OGV				✗		🟡	✗							✔	
Sumitomo Mitsui Financial Group	29.06.2022	OGV			✔			🟡					✔		✔		
Synopsys	12.04.2022	OGV				🟡		🟡	✗							✔	
T Rowe Price Group	10.05.2022	OGV				✗		✔	✗								
Takeda Pharmaceutical	29.06.2022	OGV			✗	✔		🟡					✔				
Target	08.06.2022	OGV				✗		🟡	✗							✔	
Tesla	04.08.2022	OGV						🟡	✔	✔			🟡		✔	✔	
Texas Instruments	28.04.2022	OGV				✗		🟡	✗							✔	
Thermo Fisher Scientific	18.05.2022	OGV				✗		🟡	✗								
TJX	07.06.2022	OGV				✗		🟡	✗							✔	

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T-Mobile US	15.06.2022	OGV						🟡	✅								
Tokyo Electron	21.06.2022	OGV				🟡		🟡					✅				
Toronto-Dominion Bank	14.04.2022	OGV				❌		✅	✅						✅	🟡	
Toyota Motor	15.06.2022	OGV				❌		🟡					✅				✅
Trane Technologies	02.06.2022	OGV				❌		🟡	❌	✅							✅
Truist Financial Corp	26.04.2022	OGV				🟡		🟡	❌							✅	
Twilio	22.06.2022	OGV				❌		✅	✅								
U.S. Bancorp	19.04.2022	OGV				❌		🟡	❌								
Uber Technologies	09.05.2022	OGV				❌		🟡	✅							✅	
Unilever Plc	04.05.2022	OGV	✅			❌		✅	✅	✅	✅						🟡
Union Pacific	12.05.2022	OGV				❌		🟡	❌								
United Parcel Service	05.05.2022	OGV				❌		🟡	❌						✅	✅	
UnitedHealth	06.06.2022	OGV				❌		🟡	❌							✅	
Verizon Communications	12.05.2022	OGV				❌		🟡	❌							🟡	
Vertex Pharmaceuticals	18.05.2022	OGV				❌		🟡	❌								
Vinci	12.04.2022	MIX	✅	✅		🟡		🟡		✅	✅		✅				✅
Visa	25.01.2022	OGV				❌		🟡	✅								
Walmart	01.06.2022	OGV				❌		🟡	❌							🟡	
Walt Disney	09.03.2022	OGV				❌		✅	❌							🟡	
Waste Management	10.05.2022	OGV				❌		🟡	✅							✅	
Wells Fargo	26.04.2022	OGV				❌		✅	❌						✅	🟡	
Workday	22.06.2022	OGV				🟡		🟡	✅								
Zoetis	19.05.2022	OGV				❌		🟡	✅				✅				



### 3 Stimmberichte pro Unternehmen

3M Company

10.05.2022

OGV

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas K. Brown	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	
1c.	Re-elect Mr. David B. Dillon	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Michael L. Eskew	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1e.	Re-elect Mr. Jim Fitterling	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Amy E. Hood	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Muhtar Kent	DAFÜR	DAFÜR	
1h.	Elect Ms. Suzan Kereere	DAFÜR	DAFÜR	
1i.	Re-elect Dr. oec. Dambisa F. Moyo	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Gregory R. Page	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Michael F. Roman	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Report on Environmental Costs	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues.
5.	Shareholder resolution: Report on Operations in Communist China	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Prof. Dr. Robert J. Alpern	DAFÜR	DAFÜR	
1.2	Re-elect Dr. Sally E. Blount	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Robert B. Ford	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.4	Elect Ms. Paola Gonzalez	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Michelle A. Kumbier	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Darren W. McDew	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Nancy McKinstry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.8	Re-elect Mr. William A. Osborn	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.  The director is over 75 years old, which exceeds guidelines.
1.9	Re-elect Mr. Michael F. Roman	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Daniel J. Starks	DAFÜR	DAFÜR	
1.11	Re-elect Mr. John G. Stratton	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.12	Re-elect Mr. Glenn F. Tilton	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold (10%) would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Adopt a Policy on 10b5-1 Plans	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.
7.	Shareholder resolution: Disclose Lobbying Contributions and Policy	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
8.	Shareholder resolution: Report on Public Health Costs of Antimicrobial Resistance	DAGEGEN	● DAFÜR	Enhanced disclosure on public health risks.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. William H.L. Burnside	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Thomas C. Freyman	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Brett J. Hart	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Edward J. Rapp	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Elimination of Supermajority Requirement	DAFÜR	DAFÜR	
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
7.	Shareholder resolution: Report on Board Oversight of Competition Practices	DAGEGEN	● DAFÜR	A report would help to understand the company's management of risks related to these anti-competitive practices.
8.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.



No.	Traktanden	Board	Ethos	
Elections to the Board of Directors				
1.a	Re-elect Mr. Jaime Ardila	DAFÜR	● DAGEGEN	Non-executive director sitting on the audit committee, which is not line with Irish market practice.
1.b	Re-elect Ms. Nancy McKinstry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.c	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Gilles Pélisson	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.e	Re-elect Prof. Paula A. Price	DAFÜR	DAFÜR	
1.f	Re-elect Dr. Venkata Murthy Renduchintala	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Arun Sarin	DAFÜR	DAFÜR	
1.h	Re-elect Ms. Julie Sweet	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.i	Re-elect Mr. Frank Kui Tang	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Tracey T. Travis	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2	Advisory vote on Executive Compensation (US Law)	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.
3	Amend Accenture plc 2010 Share Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
4	Non-binding re-appointment of KPMG as auditor and binding approval of its remuneration	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Directors' authority to allot shares	DAFÜR	DAFÜR	
6	Disapplication of pre-emption rights on the issue of shares	DAFÜR	DAFÜR	
7	Determine price range for re-allotment of treasury shares	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1.	To approve the Agreement and Plan of Merger	DAFÜR	DAFÜR
2.	Advisory Vote on remuneration for the executives in connection to the merger	DAFÜR	<p>● DAGEGEN</p> <p>Concerns over the severance payments which are considered excessive.</p>
3.	To approve the adjournment proposal	ZURÜCK-GEZOGEN	<p>● DAGEGEN</p> <p>As ITEM 1 was approved by shareholders, ITEM 3 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:</p> <p>We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.</p>

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Reveta F. Bowers	DAFÜR	DAFÜR	
1b.	Elect Ms. Kerry Carr	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Robert J. Corti	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Brian Kelly	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Mr. Robert A. Kotick	DAFÜR	DAFÜR	
1f.	Elect Ms. Lulu Meservey	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Barry Meyer	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1h.	Re-elect Mr. Robert Morgado	DAFÜR	● DAGEGEN	<p>Non-independent chairman of the remuneration committee and of the nomination committee. The independence of these committees is insufficient.</p> <p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 20 years and is over 75 years old, which exceeds guidelines.</p>
1i.	Re-elect Mr. Peter Nolan	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Dawn Ostroff	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.
5	Shareholder resolution: Report on the prevention of abuse, harassment and discrimination	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
2	Approve the Dividend	DAFÜR	DAFÜR
3	Approve Discharge of Management Board	DAFÜR	DAFÜR
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR
5	Approve Remuneration Report	DAFÜR	<p>● DAGEGEN Excessive total remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
6	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	<p>● DAGEGEN The proposed increase relative to the previous year is excessive.</p>
7	Authorisation to issue bonds with warrants and/or convertible bonds, cancellation of existing and creation of new Conditional Capital 2022 as well as related amendments to the Articles of Association	DAFÜR	DAFÜR
8	Appoint the Auditors for financial year 2022	DAFÜR	DAFÜR
9	Appoint the Auditors for financial year 2023	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. iur. Amy L. Banse	DAFÜR	DAFÜR
1b.	Elect Mr. Brett Biggs	DAFÜR	DAFÜR
1c.	Re-elect Ms. Melanie Boulden	DAFÜR	DAFÜR
1d.	Re-elect Mr. Frank A. Calderoni	DAFÜR	DAFÜR
1e.	Re-elect Ms. Laura B. Desmond	DAFÜR	DAFÜR
1f.	Re-elect Mr. Shantanu Narayen	DAFÜR	● DAGEGEN Combined chairman and CEO.
1g.	Elect Mr. Spencer Neumann	DAFÜR	DAFÜR
1h.	Re-elect Ms. Kathleen Oberg	DAFÜR	DAFÜR
1i.	Re-elect Mr. Dheeraj Pandey	DAFÜR	DAFÜR
1j.	Re-elect Mr. David A. Ricks	DAFÜR	DAFÜR
1k.	Re-elect Mr. Daniel L. Rosensweig	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1l.	Re-elect Dr. John E. Warnock	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. John E. Caldwell	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.
1b.	Re-elect Ms. Nora M. Denzel	DAFÜR	DAFÜR
1c.	Re-elect Mr. Mark Durcan	DAFÜR	DAFÜR
1d.	Re-elect Mr. Michael P. Gregoire	DAFÜR	DAFÜR
1e.	Re-elect Mr. Joseph A. Householder	DAFÜR	DAFÜR
1f.	Re-elect Mr. John W. Marren	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1g.	Elect Mr. Jon A. Olson	DAFÜR	DAFÜR
1h.	Re-elect Dr. Lisa T. Su	DAFÜR	● DAGEGEN Combined chairman and CEO.
1i.	Re-elect Mr. Abhi Y. Talwalkar	DAFÜR	DAFÜR
1j.	Elect Ms. Elizabeth W. Vanderslice	DAFÜR	DAFÜR
2.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
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.

No.	Traktanden	Board	Ethos
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2a.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2b.	Approve remuneration report	DAFÜR	DAFÜR
2c.	Adoption of the financial statements	DAFÜR	DAFÜR
2d.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
3.	Discharge of executive board	DAFÜR	DAFÜR
4.	Discharge of supervisory board	DAFÜR	DAFÜR
5.	Election of Pieter Willem van der Does to the executive board	DAFÜR	DAFÜR
6.	Election of Roelant Prins to the executive board	DAFÜR	DAFÜR
7.	Authorisation to issue shares	DAFÜR	DAFÜR
8.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR
9.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
10.	Election of auditor	DAFÜR	DAFÜR
11.	Any other business and closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Hans E. Bishop	DAFÜR	DAFÜR	
1.2	Elect Prof. Dr. Otis W. Brawley	DAFÜR	DAFÜR	
1.3	Elect Mr. Mikael Dolsten	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.



No.	Traktanden	Board	Ethos
1	Accept financial statements and statutory reports of the company	DAFÜR	DAFÜR
2	Approve final dividend	DAFÜR	DAFÜR
	Elections of directors		
3	Elect Ms. Jane Sun Jie	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
4	Re-elect Mr. George Yong-Boon Yeo	DAFÜR	● DAGEGEN Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
5	Re-elect Ms. Swee Lian Teo	DAFÜR	DAFÜR
6	Re-elect Dr. oec. Narongchai Akrasanee	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
7	Election of the auditor and authorise the board to fix their remuneration	DAFÜR	DAFÜR
8a	Mandate to issue shares	DAFÜR	DAFÜR
8b	Mandate to buyback shares	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1	To approve the parent company's financial statements	DAFÜR	DAFÜR
2	To approve the consolidated financial statements	DAFÜR	DAFÜR
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR
4	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR
	Board main features		
5	Re-election of Benoît Potier as a Director for 4 years	DAFÜR	DAFÜR
6	Election of François Jackow as a Director for 4 years	DAFÜR	DAFÜR
7	Re-election of Annette Winkler as a Director for 4 years	DAFÜR	DAFÜR
8	To re-elect PricewaterhouseCoopers as auditor for 6 years	DAFÜR	DAFÜR
9	To elect KPMG as statutory auditor for 6 years	DAFÜR	DAFÜR
10	Non-renewal of Auditex and Jean-Christophe Georghiou as alternate auditors	DAFÜR	DAFÜR
11	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR
12	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Benoît Potier, Chairman & CEO	DAFÜR	● DAGEGEN Excessive total remuneration.
13	To approve the remuneration report	DAFÜR	DAFÜR
14	To approve the Chairman & CEO new remuneration policy from 1 January to 31 May 2022	DAFÜR	DAFÜR
15	To approve the CEO new remuneration policy from 1 June 2022	DAFÜR	DAFÜR
16	To approve the non-executive Chairman new remuneration policy from 1 June 2022	DAFÜR	● DAGEGEN Excessive total remuneration.
17	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR
18	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR
19	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
20	To authorise allocation of options (new or existing shares)	DAFÜR	● DAGEGEN	Potential excessive awards.
21	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	DAFÜR	
22	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	
23	To authorise capital increases related to an all-foreign-employee share ownership plan	DAFÜR	DAFÜR	
24	To amend Article 11 on directors' shares	DAFÜR	DAFÜR	
25	To amend Article 14 on written consultation of directors	DAFÜR	DAFÜR	
26	To amend the Articles 12 and 13 on the age limit of the CEO	DAFÜR	● DAGEGEN	Raising the age limit for the CEO exceeds guidelines.
27	To modify the Article 17 to delete the reference to alternate auditors	DAFÜR	DAFÜR	
28	To change Articles 8,18 and 23 provisions in line with legal requirements	DAFÜR	DAFÜR	
29	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Mr. Charles I. Cogut	DAFÜR	● DAGEGEN The director is 75 years old, which exceeds guidelines.
1.2	Re-elect Ms. Lisa A. Davis	DAFÜR	DAFÜR
1.3	Re-elect Mr. Seifollah Ghasemi	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.4	Re-elect Mr. David H.Y. Ho	DAFÜR	DAFÜR
1.5	Re-elect Mr. Edward L. Monser	DAFÜR	DAFÜR
1.6	Re-elect Mr. Matthew H. Paull	DAFÜR	DAFÜR
1.7	Elect Mr. Wayne T. Smith	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3	Election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Kevin J. Dallas	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Joseph M. Hogan	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Joseph Lacob	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 20 years, which exceeds guidelines.
1.4	Re-elect Mr. C. Raymond Larkin Jr.	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.5	Re-elect Mr. George J. Morrow	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Anne M. Myong	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.7	Re-elect Ms. Andrea L. Saia	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Greg J. Santora	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.9	Re-elect Ms. Sue Siegel	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Warren S. Thaler	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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.

No.	Traktanden	Board	Ethos
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2	Approve the Dividend	DAFÜR	DAFÜR
3	Approve Discharge of Management Board	DAFÜR	DAFÜR
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR
5	Appoint the Auditors	DAFÜR	DAFÜR
6	Approve Remuneration Report	DAFÜR	● DAGEGEN Excessive variable remuneration.
	Board main features		
7a	Elections to the Supervisory Board: Sophie Boissard	DAFÜR	DAFÜR
7b	Elections to the Supervisory Board: Christine Bosse	DAFÜR	DAFÜR
7c	Elections to the Supervisory Board: Rashmy Chatterjee	DAFÜR	DAFÜR
7d	Elections to the Supervisory Board: Michael Diekmann	DAFÜR	DAFÜR
7e	Elections to the Supervisory Board: Dr. Friedrich Eichiner	DAFÜR	DAFÜR
7f	Elections to the Supervisory Board: Herbert Hainer	DAFÜR	DAFÜR
8	Approve the creation of a new Authorised Capital 2022/I, the cancellation of the existing Authorised Capital 2018/I and related amendments to the Articles of Association	DAFÜR	DAFÜR
9	Approve the creation of a new Authorised Capital 2022/II for employee shares, the cancellation of the existing Authorised Capital 2018/II and related amendments to the Articles of Association	DAFÜR	DAFÜR
10	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2022 as well as related amendments to the Articles of Association	DAFÜR	DAFÜR
11	Authorise Share Repurchase	DAFÜR	DAFÜR
12	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR
13	Approve two inter-company agreements	DAFÜR	DAFÜR
14	Approve an inter-company agreement	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Larry Page	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Sergey Brin	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Sundar Pichai	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1d.	Re-elect Dr. John L. Hennessy	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.
1e.	Re-elect Dr. Frances H. Arnold	DAFÜR	DAFÜR	
1f.	Re-elect Mr. L. John Doerr	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1g.	Re-elect Mr. Roger W. Ferguson Jr.	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Ann Mather	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1i.	Re-elect Mr. K. Ram Shriram	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1j.	Re-elect Ms. Robin L. Washington	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	To approve the amendment of the 2021 Stock Plan	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan.
4.	Approve increase in the number of authorised shares	DAFÜR	DAFÜR	
5.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
6.	Shareholder resolution: Report on climate lobbying	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
7.	Shareholder resolution: Report on Physical Risks of Climate Change	DAGEGEN	● DAFÜR	The assessment would demonstrate to shareholders how the company plans to address the risks its faces from climate change.
8.	Shareholder resolution: Report on Water Management Risks	DAGEGEN	● DAFÜR	The report would demonstrate to shareholders how the company plans to manage and address water risks.
9.	Shareholder resolution: Report on Racial Equity Audit	DAGEGEN	● DAFÜR	The proposal would help the company to improve its policies and practices regarding diversity and inclusion.
10.	Shareholder resolution: Report on Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.
11.	Shareholder resolution: Equal Shareholder Voting	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.
12.	Shareholder resolution: Report on Government Takedown Requests	DAGEGEN	DAGEGEN	
13.	Shareholder resolution: Human Rights Assessment of Data Center Siting	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.

No.	Traktanden	Board	Ethos	
14.	Shareholder resolution: Report on data collection, privacy, and security	DAGEGEN	● DAFÜR	Enhance disclosure on data risk management.
15.	Shareholder resolution: Algorithm Disclosures	DAGEGEN	● DAFÜR	Enhanced disclosure to understand how algorithmic systems can lead to discriminatory and other harmful outcomes.
16.	Shareholder resolution: Misinformation and disinformation	DAGEGEN	● DAFÜR	The report would to strengthen measures to mitigate human rights harms associated with the dissemination of misinformation and disinformation
17.	Shareholder resolution: Report on external costs of disinformation	DAGEGEN	● DAFÜR	The report determines the company's priorities and how it deals with misinformation on its platforms over financial returns.
18.	Shareholder resolution: Report on Board Diversity	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
19.	Shareholder resolution: Establishment of an environmental sustainability board committee	DAGEGEN	● DAFÜR	The proposal strengthens the monitoring of environmental risks by the board.
20.	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.
21.	Shareholder resolution: Report on policies regarding military and militarised policing agencies	DAGEGEN	● DAFÜR	We support corporate policies that mitigate risks to civil and human rights.



No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Elect Mr. Ian L.T. Clarke	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1b.	Elect Ms. Marjorie M. Connelly	DAFÜR	DAFÜR
1c.	Elect Mr. R. Matt Davis	DAFÜR	DAFÜR
1d.	Re-elect Mr. William F. Gifford Jr.	DAFÜR	DAFÜR
1e.	Re-elect Ms. Debra J. Kelly-Ennis	DAFÜR	DAFÜR
1f.	Re-elect Mr. W. Leo Kiely III	DAFÜR	● DAGEGEN The director is 75 years old, which exceeds guidelines.
1g.	Re-elect Ms. Kathryn B. McQuade	DAFÜR	DAFÜR
1h.	Re-elect Mr. George Muñoz	DAFÜR	DAFÜR
1i.	Re-elect Dr. Nabil Y. Sakkab	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1j.	Re-elect Ms. Virginia E. Shanks	DAFÜR	DAFÜR
1k.	Re-elect Ms. Ellen R. Strahlman	DAFÜR	DAFÜR
1l.	Elect Mr. M. Max Yzaguirre	DAFÜR	DAFÜR
2.	Election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
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: Civil Rights Equity Audit	DAGEGEN	● DAFÜR The proposal would help the company to improve its policies and practices regarding diversity and inclusion.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Jeffrey P. Bezos	DAFÜR	DAFÜR	
1b.	Elect Mr. Andrew R. Jassy	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Keith B. Alexander	DAFÜR	DAFÜR	
1d.	Elect Ms. Edith W. Cooper	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Jamie S. Gorelick	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Daniel P. Huttenlocher	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Judith A. McGrath	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Indra K. Nooyi	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Jonathan J. Rubinstein	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Patricia Q. Stonesifer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1k.	Re-elect Mr. Wendell P. Weeks	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
4.	Approve share split	DAFÜR	DAFÜR	
5.	Shareholder resolution: Report on Retirement Plan Options	DAGEGEN	● DAFÜR	We support corporate climate-aligned retirement plans.
6.	Shareholder resolution: Report on Customer Due Diligence	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.
7.	Shareholder resolution: Alternative Director Candidate Policy	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.
8.	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 packaging through redesign or substitution.
9.	Shareholder resolution: Report on Worker Health and Safety Differences	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
10.	Shareholder resolution: Report on Risks Associated with Use of Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.
11.	Shareholder resolution: Charitable Contributions	DAGEGEN	DAGEGEN	
12.	Shareholder resolution: Publish a Tax Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.
13.	Shareholder resolution: Additional Reporting on Freedom of Association	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
14.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying and political donations.

No.	Traktanden	Board	Ethos	
15.	Shareholder resolution: Require More Director Nominations Than Open Seats	DAGEGEN	DAGEGEN	
16.	Shareholder resolution: Report on Warehouse Working Conditions	DAGEGEN	● DAFÜR	Enhanced disclosure on safety in the workplace.
17.	Shareholder resolution: Additional Reporting on Gender and Racial Pay	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
18.	Shareholder resolution: Report a Racial Equity Audit	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
19.	Shareholder resolution: 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.
20.	Unannounced shareholder proposal during the AGM: End the use of productivity expectations and workplace monitoring	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas J. Baltimore Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1b.	Re-elect Ms. Charlene Barshefsky	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Mr. John J. Brennan	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Peter Chernin	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Ralph de la Vega	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Michael O. Leavitt	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Theodore J. Leonsis	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Karen L. Parkhill	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Charles E. Phillips, Jr.	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Lynn A. Pike	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Stephen J. Squeri	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1l.	Re-elect Dr. med. Daniel L. Vasella	DAFÜR	DAFÜR	
1m.	Re-elect Ms. Lisa W. Wardell	DAFÜR	DAFÜR	
1n.	Re-elect Mr. Christopher D. Young	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. James Cole Jr.	DAFÜR	DAFÜR	
1b.	Re-elect Mr. W. Don Cornwell	DAFÜR	DAFÜR	
1c.	Re-elect Mr. William G. Jurgensen	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Linda A. Mills	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Thomas F. Motamed	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Peter R. Porrino	DAFÜR	DAFÜR	
1g.	Elect Mr. John G. Rice	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Douglas M. Steenland	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1i.	Re-elect Ms. Therese M. Vaughan	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Peter Zaffino	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas A. Bartlett	DAFÜR	DAFÜR	
1b.	Elect Ms. Kelly C. Chambliss	DAFÜR	DAFÜR	
1c.	Elect Ms. Teresa H. Clarke	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Raymond P. Dolan	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Kenneth R. Frank	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Robert D. Hormats	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1g.	Re-elect Ms. Grace D. Lieblein	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Craig Macnab	DAFÜR	DAFÜR	
1i.	Re-elect Ms. JoAnn A. Reed	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Pamela D.A. Reeve	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1k.	Re-elect Mr. David E. Sharbutt	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Bruce L. Tanner	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Samme L. Thompson	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. Wanda M. Austin	DAFÜR	DAFÜR
1b.	Re-elect Mr. Robert A. Bradway	DAFÜR	● DAGEGEN Combined chairman and CEO.
1c.	Re-elect Dr. Brian J. Druker	DAFÜR	DAFÜR
1d.	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR
1e.	Re-elect Mr. Greg C. Garland	DAFÜR	DAFÜR
1f.	Re-elect Mr. Charles M. Holley Jr.	DAFÜR	DAFÜR
1g.	Elect Dr. S. Omar Ishrak	DAFÜR	DAFÜR
1h.	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	DAFÜR
1i.	Re-elect Ms. Ellen J. Kullman	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1j.	Re-elect Ms. Amy E. Miles	DAFÜR	DAFÜR
1k.	Re-elect Dr. Ronald D. Sugar	DAFÜR	DAFÜR
1l.	Re-elect Prof. Dr. R. Sanders Williams	DAFÜR	DAFÜR
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.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Elect Ms. Nancy A. Altobello	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Stanley L. Clark	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.3	Re-elect Mr. David P. Falck	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Edward G. Jepsen	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.5	Re-elect Ms. Rita S. Lane	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Robert A. Livingston	DAFÜR	DAFÜR	
1.7	Re-elect Dr. Martin H. Loeffler	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.8	Re-elect Dr. iur. R. Adam Norwitt	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Anne Clarke Wolff	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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.



No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Ray Stata	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.2	Re-elect Mr. Vincent T. Roche	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.3	Re-elect Mr. James A. Champy	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.4	Re-elect Prof. Dr. Anantha P. Chandrakasan	DAFÜR	DAFÜR	
1.5	Elect Mr. Tunç Doluca	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Bruce R. Evans	DAFÜR	DAFÜR	
1.7	Re-elect Dr. Edward H. Frank	DAFÜR	DAFÜR	
1.8	Re-elect Prof. Dr. Laurie H. Glimcher	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Karen Golz	DAFÜR	DAFÜR	
1.10	Elect Ms. Mercedes Johnson	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Kenton J. Sicchitano	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.12	Re-elect Ms. Susie Wee	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	To approve the 2022 Employee Stock Purchase Plan	DAFÜR	DAFÜR	
4	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
	EXTRAORDINARY GENERAL MEETING			
1	Authorisation to issue shares	DAFÜR	DAFÜR	
	ANNUAL GENERAL MEETING			
2	Report of the board of directors on the annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3	Report of the statutory auditor on the annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4	Communication of the consolidated annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
5	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	
6	Discharge of members of the board of directors	DAFÜR	DAFÜR	
7	Discharge of the statutory auditor	DAFÜR	DAFÜR	
	Board main features			
8.a	Re-appointment of Mr. Martin J. Barrington as director for a 1-year term	DAFÜR	DAFÜR	
8.b	Re-appointment of Mr. William F. Gifford, Jr., as director for a 1-year term	DAFÜR	DAFÜR	
8.c	Re-appointment of Mr. Alejandro Santo Domingo Dávila as director for a 1-year term	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.
8.d	Appointment of Mr. Nitin Nohria as director for a 4-year term	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.
9	Election of auditor and remuneration	DAFÜR	DAFÜR	
10	Approve remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
11	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
12	Powers	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Elect Ms. Susan D. DeVore	DAFÜR	DAFÜR	
1.2	Re-elect Dr. Bahija Jallal	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Mr. Ryan M. Schneider	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Elizabeth (Liz) Edith Tallett	DAFÜR	DAFÜR	
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.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Change company name to Elevance Health Inc.	DAFÜR	DAFÜR	
5.	Shareholder resolution: Prohibit the use of corporate or Political Action Committee funds	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Racial Impact Audit and Report	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Lester B. Knight	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.2	Re-elect Mr. Gregory C. Case	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1.3	Re-elect Mr. Jin-Yong Cai	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Jeffrey C. Campbell	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.5	Re-elect Mr. Fulvio Conti	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.6	Re-elect Ms. Cheryl A. Francis	DAFÜR	DAFÜR	
1.7	Re-elect Mr. J. Michael Losh	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.8	Re-elect Mr. Richard C. Notebaert	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.9	Re-elect Ms. Gloria Santona	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Byron O. Spruell	DAFÜR	DAFÜR	
1.11	Re-elect Dr. Carolyn Y. Woo	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of Ernst & Young as auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Re-election of Ernst & Young Chartered Accountants as auditors (Irish Law)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5.	Authorize Board to Fix Remuneration of Auditors (Irish Law)	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. James A. Bell	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Timothy D. Cook	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1.3	Re-elect Mr. Al Gore	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.4	Elect Mr. Alex Gorsky	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Andrea Jung	DAFÜR	● DAGEGEN	Chairman of the remuneration committee. We have serious concerns over remuneration and there is no say-on-pay.
1.6	Re-elect Dr. Arthur D. Levinson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.7	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	
1.8	Re-elect Dr. Ronald D. Sugar	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Susan L. Wagner	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the nomination committee is unsatisfactory.
2	Election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	To approve the 2022 Employee Stock Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5	Shareholder resolution: Statement of Purpose	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's social responsibility.
6	Shareholder resolution: Transparency Reports	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
7	Shareholder resolution: Report on Forced Labor	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
8	Shareholder resolution: Pay Equity	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.
9	Shareholder resolution: Civil Rights Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
10	Shareholder resolution: Report on Concealment Clauses	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Rani Borkar	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Judy Bruner	DAFÜR	DAFÜR	
1.3	Re-elect Dr. Xun (Eric) Chen	DAFÜR	DAFÜR	
1.4	Re-elect Dr. Aart J. de Geus	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Gary E. Dickerson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Thomas J. Iannotti	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1.7	Re-elect Mr. Alexander A. Karsner	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Adrianna C. Ma	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Yvonne McGill	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Scott A. McGregor	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Election of the auditor	DAFÜR	DAFÜR	
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: Executive Remuneration Program and Policy	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration structure.

No.	Traktanden	Board	Ethos	
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3a.	Approve remuneration report	DAFÜR	DAFÜR	
3b.	Adoption of the financial statements	DAFÜR	DAFÜR	
3c.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3d.	Approve allocation of income	DAFÜR	DAFÜR	
4a.	Discharge of executive board	DAFÜR	DAFÜR	
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	
5.	Approve the number of shares to be granted to members of the executive board under the LTI	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
6.	Approve executive remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards.
7a.	Notification of the intended appointment of Peter Wennink	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7b.	Notification of the intended appointment of Martin van den Brink	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7c.	Notification of the intended appointment of Frederic Schneider-Maunoury	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7d.	Notification of the intended appointment of Christophe Fouquet	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7e.	Notification of the intended appointment of Roger Dassen	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Composition of the supervisory board			
8a.	Notification of vacancies on the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8b.	Opportunity to make recommendations for the appointment of (a) member(s) of the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8c.	Intended (re-)appointment of Terri Kelly, Alexander Everke and An Steegen to the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8d.	Election of Terri Kelly	DAFÜR	DAFÜR	
8e.	Election of Alexander Everke	DAFÜR	DAFÜR	
8f.	Election of An Steegen	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
8g.	Announcement concerning vacancies in the supervisory board arising in 2023	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
9.	Election of auditor: KPMG	DAFÜR	DAFÜR
10.	Election of auditor: Deloitte	ZURÜCKGEZOGEN	ZURÜCKGEZOGEN
11.	Amendment of Articles of Association	DAFÜR	DAFÜR
12a.	Authorisation to issue shares	DAFÜR	DAFÜR
12b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR
13.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
14.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR
15.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
16.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG



No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	
2	Declare a final dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.
3	Re-appoint PricewaterhouseCoopers as auditor	DAFÜR	DAFÜR	
4	Auditor's remuneration	DAFÜR	DAFÜR	
Elections to the Board of Directors				
5(a)	Re-elect Mr. Leif Johansson	DAFÜR	● DAGEGEN	Non independent member of the remuneration committee which is not best UK market practice.
5(b)	Re-elect Mr. Pascal Soriot	DAFÜR	DAFÜR	
5(c)	Elect Ms. Dr Aradhana Sarin	DAFÜR	DAFÜR	
5(d)	Re-elect Mr. Philip Broadley	DAFÜR	DAFÜR	
5(e)	Re-elect Mr. Euan Ashley	DAFÜR	DAFÜR	
5(f)	Re-elect Mr. Michel Demaré	DAFÜR	● DAGEGEN	Chairman of the remuneration committee. We have serious concerns over remuneration.
5(g)	Re-elect Ms. Deborah DiSanzo	DAFÜR	DAFÜR	
5(h)	Re-elect Ms. Diana Layfield	DAFÜR	DAFÜR	
5(i)	Re-elect Ms. Sherilyn S. McCoy	DAFÜR	DAFÜR	
5(j)	Re-elect Mr. Tony Mok	DAFÜR	DAFÜR	
5(k)	Re-elect Ms. Nazneen Rahman	DAFÜR	DAFÜR	
5(l)	Elect Dr. pharm. Andreas Rummelt	DAFÜR	DAFÜR	
5(m)	Re-elect Mr. Marcus Wallenberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
6	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Concerns over the severance payments which are considered excessive.
7	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
8	Directors' authority to allot shares	DAFÜR	DAFÜR	
9	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
10	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	
11	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.
12	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.
13	Renew AstraZeneca PLC 2012 Savings Related Share Option Scheme	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Samuel A. Di Piazza Jr.	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
1.2	Re-elect Mr. Scott T. Ford	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Glenn H. Hutchins	DAFÜR	DAFÜR	
1.4	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Debra L. Lee	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
1.6	Re-elect Mr. Stephen J. Luczo	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Michael B. McCallister	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Matthew K. Rose	DAFÜR	DAFÜR	
1.10	Re-elect Mr. John T. Stankey	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Cynthia B. Taylor	DAFÜR	DAFÜR	
1.12	Elect Mr. Luis A. Ubinas	DAFÜR	DAFÜR	
1.13	Re-elect Mr. Geoffrey Y. Yang	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
4.	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
5.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
7.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos
1.	Opening of the Meeting and election of the Chair	DAFÜR	DAFÜR
2.	Preparation and approval of the voting register	DAFÜR	DAFÜR
3.	Approval of the agenda	DAFÜR	DAFÜR
4.	Election of persons to verify the minutes of the Meeting	DAFÜR	DAFÜR
5.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
7.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
8a.	Adoption of the financial statements	DAFÜR	DAFÜR
8b (i).	Discharge of Staffan Bohman	DAFÜR	DAFÜR
8b (ii).	Discharge of Tina Donikowski	DAFÜR	DAFÜR
8b (iii).	Discharge of Johan Forssell	DAFÜR	DAFÜR
8b (iv).	Discharge of Anna Ohlsson-Leijon	DAFÜR	DAFÜR
8b (v).	Discharge of Mats Rahmström	DAFÜR	DAFÜR
8b (vi).	Discharge of Gordon Riske	DAFÜR	DAFÜR
8b (vii).	Discharge of Hans Stråberg	DAFÜR	DAFÜR
8b (viii).	Discharge of Peter Wallenberg Jr	DAFÜR	DAFÜR
8b (ix).	Discharge of Mikael Bergstedt	DAFÜR	DAFÜR
8b (x).	Discharge of Benny Larsson	DAFÜR	DAFÜR
8b (xi).	Discharge of the company CEO	DAFÜR	DAFÜR
8c.	Approve allocation of income and dividend	DAFÜR	DAFÜR
8d.	Approve record date for dividend payment	DAFÜR	DAFÜR
9a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR
9b.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR
10.	Composition of the board of directors		
10a (i).	Election of Staffan Bohman	DAFÜR	● DAGEGEN Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
10a (ii).	Election of Johan Forssell	DAFÜR	DAFÜR
10a (iii).	Election of Anna Ohlsson-Leijon	DAFÜR	● DAGEGEN Non-independent chairman of the audit committee. The independence of this committee is insufficient.

No.	Traktanden	Board	Ethos	
10a (iv).	Election of Mats Rahmström	DAFÜR	DAFÜR	
10a (v).	Election of Gordon Riske	DAFÜR	DAFÜR	
10a (vi).	Election of Hans Stråberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
10a (vii).	Election of Peter Wallenberg jr.	DAFÜR	DAFÜR	
10b.	Election of Heléne Mellquist	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
10c.	Election of the Chairman of the board	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
10d.	Election of auditor	DAFÜR	DAFÜR	
11a.	Approve directors' fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is not justified.
11b.	Approve auditors' fees	DAFÜR	DAFÜR	
12a.	Approve remuneration report	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough.
12b.	Approve share-related incentive plan	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough.
13a.	Authorisation to repurchase own shares in connection with share-related incentive plan 2022	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough.
13b.	Authorisation to repurchase own shares in connection with the remuneration of the board of directors in the form of synthetic shares	DAFÜR	DAFÜR	
13c.	Authorisation to transfer own shares in connection with share-related incentive plan 2022	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough.
13d.	Authorisation to transfer own shares in connection with the remuneration of the board of directors in the form of synthetic shares	DAFÜR	DAFÜR	
13e.	Authorisation to transfer own shares in connection with share-related incentive plans 2016, 2017, 2018 and 2019	DAFÜR	DAFÜR	
14.	Amendment of Articles 4, 10 and 13 of the Articles of Association	DAFÜR	DAFÜR	
15.	Approve share split, mandatory share redemption and bonus issue	DAFÜR	DAFÜR	
16.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Andrew Anagnost	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Karen Blasing	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Reid French	DAFÜR	DAFÜR	
1d.	Re-elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Blake J. Irving	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Mary T. McDowell	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Stephen Milligan	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Lorrie M. Norrington	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Betsy Rafael	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Stacy J. Smith	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
4.	To adopt the 2022 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Re-elect Mr. Peter Bisson	DAFÜR	DAFÜR
1.b	Elect Mr. David V. Goeckeler	DAFÜR	DAFÜR
1.c	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR
1.d	Re-elect Mr. John P. Jones	DAFÜR	DAFÜR
1.e	Re-elect Ms. Francine S. Katsoudas	DAFÜR	DAFÜR
1.f	Re-elect Ms. Nazzic S. Keene	DAFÜR	DAFÜR
1.g	Re-elect Mr. Thomas J. Lynch	DAFÜR	DAFÜR
1.h	Re-elect Mr. Scott F. Powers	DAFÜR	DAFÜR
1.i	Re-elect Mr. William J. Ready	DAFÜR	<p>● DAGEGEN Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Concerns over the director's time commitments.</p>
1.j	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR
1.k	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive total remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
3	Re-election of the auditor	DAFÜR	<p>● DAGEGEN The auditor's long tenure raises independence concerns.</p>
4	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	
2	To approve the company's consolidated financial statements	DAFÜR	DAFÜR	
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	
4	To approve the remuneration report	DAFÜR	DAFÜR	
5	Ex-post binding "Say on Pay" vote on the individual remuneration of Mr. Denis Duverne, Chairman.	DAFÜR	● DAGEGEN	Excessive fixed remuneration.
6	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Mr. Thomas Buberl, CEO.	DAFÜR	● DAGEGEN	Excessive total remuneration.
7	To approve the CEO new remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
8	To approve the non-executive Chairman new remuneration policy	DAFÜR	DAFÜR	
9	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	
10	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	
Board main features				
11	Re-election of Thomas Buberl as a Director for 4 years	DAFÜR	DAFÜR	
12	Re-election of Rachel Duan as a Director for 4 years	DAFÜR	DAFÜR	
13	Re-election of André François-Poncet as a Director for 2 years of André François-Poncet as a Director	DAFÜR	DAFÜR	
14	To ratify the co-optation of Clotilde Delbos as a Director for 2 years	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
15	Election of Gérald Harlin as a Director for 4 years	DAFÜR	DAFÜR	
16	Election of Rachel Picard as a Director for 4 years	DAFÜR	DAFÜR	
17	To elect Ernst & Young Audit as auditor for 6 years	DAFÜR	DAFÜR	
18	To elect Picarle et Associés as alternate auditor for a period of 6 years	DAFÜR	● DAGEGEN	The appointment of an associate or partner of the main auditing firm as substitute auditor is not in line with the legal objective to provide protection to shareholders and to the company.
19	To approve Directors' fees	DAFÜR	DAFÜR	
20	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
21	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR
22	To authorise capital increases related to an all-foreign-employee share ownership plan	DAFÜR	DAFÜR
23	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	<p>● DAGEGEN</p> <p>The potential variable remuneration exceeds our guidelines.</p>
24	To authorise the Board to issue restricted shares (retirement plan) for employees and/or executive directors	DAFÜR	DAFÜR
25	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR
26	To amend Article 10.A-2 of the Company's Articles of Association to allow for the staggering of Board members terms of office.	DAFÜR	DAFÜR
27	To amend the Company's corporate purpose and updating of Article 3 ("Corporate Purpose") of the Company's Articles of Association.	DAFÜR	DAFÜR
28	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR



No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Sharon L. Allen	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Frank P. Bramble, Sr.	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Pierre J. P. de Weck	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Arnold W. Donald	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Linda P. Hudson	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Brian T. Moynihan	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1h.	Re-elect Mr. Lionel L. Nowell	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Denise L. Ramos	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Clayton S. Rose	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Michael D. White	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Thomas D. Woods	DAFÜR	DAFÜR	
1m.	Re-elect Mr. R. David Yost	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines.
1n.	Re-elect Prof. Maria T. Zuber	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Ratify amendment to bylaws that designate the Delaware Court of Chancery as exclusive forum for certain legal actions	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders.
5.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Adopt a policy of not financing new fossil fuel supply	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
7.	Shareholder resolution: Charitable donations reporting	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Janice M. Babiak	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Sophie Brochu	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Craig W. Broderick	DAFÜR	DAFÜR	
1.4	Re-elect Mr. George A. Cope	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Stephen Dent	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Christine A. Edwards	DAFÜR	DAFÜR	
1.7	Re-elect Prof. Martin S. Eichenbaum	DAFÜR	DAFÜR	
1.8	Re-elect Mr. David E. Harquail	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Linda S. Huber	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Eric R. La Flèche	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Lorraine Mitchelmore	DAFÜR	DAFÜR	
1.12	Re-elect Ms. Madhu Ranganathan	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.13	Re-elect Mr. Darryl White	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Amend Articles of Incorporation to become a Benefit Company	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's social responsibility.
5.	Shareholder resolution: Advisory vote on Environmental Policy	DAGEGEN	● DAFÜR	The proposal would demonstrate to shareholders how the company plans to address climate change.
6.	Shareholder resolution: Adopt French as the official language	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Adopt a policy to be consistent with the IEA's Net Zero Emissions by 2050 Scenario	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Ms. Linda Z. Cook	DAFÜR	DAFÜR
1.2	Re-elect Mr. Joseph J. Echevarria	DAFÜR	DAFÜR
1.3	Re-elect Mr. Thomas P. Gibbons	DAFÜR	DAFÜR
1.4	Re-elect Ms. Amy M. Gilliland	DAFÜR	DAFÜR
1.5	Re-elect Dr. oec. Jeffrey A. Goldstein	DAFÜR	DAFÜR
1.6	Re-elect Mr. K. Guru Gowrappan	DAFÜR	DAFÜR
1.7	Re-elect Mr. Ralph Izzo	DAFÜR	DAFÜR
1.8	Elect Ms. Sandie O'Connor	DAFÜR	DAFÜR
1.9	Re-elect Ms. Elizabeth E. Robinson	DAFÜR	DAFÜR
1.10	Re-elect Mr. Frederick O. Terrell	DAFÜR	DAFÜR
1.11	Re-elect Mr. Alfred W. Zollar	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3	Election of the auditor	DAFÜR	DAFÜR
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration and use of the salary allowance to circumvent the banking bonus cap introduced in 2014 in the European Union.
	Elections to the Board of Directors			
3	Elect Mr. Coimbatore Sundararajan Venkatakrishnan (known as C.S. Venkat)	DAFÜR	DAFÜR	
4	Elect Mr. Robert Berry	DAFÜR	DAFÜR	
5	Elect Ms. Anna Cross	DAFÜR	DAFÜR	
6	Re-elect Mr. Mike Ashley	DAFÜR	DAFÜR	
7	Re-elect Mr. Tim Breedon	DAFÜR	DAFÜR	
8	Re-elect Mr. Mohamed A. El-Erian	DAFÜR	DAFÜR	
9	Re-elect Ms. Dawn Fitzpatrick	DAFÜR	DAFÜR	
10	Re-elect Ms. Mary Francis	DAFÜR	DAFÜR	
11	Re-elect Mr. Crawford Gillies	DAFÜR	DAFÜR	
12	Re-elect Mr. Brian Gilvary	DAFÜR	DAFÜR	
13	Re-elect Mr. Nigel Higgins	DAFÜR	DAFÜR	
14	Re-elect Ms. Diane Schueneman	DAFÜR	DAFÜR	
15	Re-elect Ms. Julia S. Wilson	DAFÜR	DAFÜR	
16	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	
17	Auditor's remuneration	DAFÜR	DAFÜR	
18	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
19	Directors' authority to allot shares	DAFÜR	DAFÜR	
20	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
21	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	
22	Directors' authority to issue of contingent Equity Conversion Notes (ECNs)	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.
23	Disapplication of pre-emption rights on the issue of contingent Equity Conversion Notes (ECNs)	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.
24	Purchase of own shares	DAFÜR	DAFÜR	
25	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.
26	Say on climate: Climate Strategy, Targets and Progress	DAFÜR	● DAGEGEN	The bank's climate strategy is not yet complete and it has not specified how long a mandate shareholders would be giving the bank under this vote.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Jose E. Almeida	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. Thomas F. Chen	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Peter S. Hellman	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Michael F. Mahoney	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Patricia B. Morrison	DAFÜR	DAFÜR	
1f.	Re-elect Dr. Stephen N. Oesterle	DAFÜR	DAFÜR	
1g.	Elect Ms. Nancy M. Schlichting	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Cathy R. Smith	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1i.	Re-elect Mr. Albert P. L. Stroucken	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  Non independent lead director, which is not best practice.
1j.	Re-elect Ms. Amy A. Wendell	DAFÜR	DAFÜR	
1k.	Re-elect Dr. David S. Wilkes	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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.
5.	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	DAFÜR	DAFÜR	
6.	Shareholder resolution: Reduce Ownership Threshold for Special Shareholder Meetings to 10%	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
7.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

No.	Traktanden	Board	Ethos	
1	Receive the Annual Report and approve the Dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.
2	Approve Discharge of Management Board	DAFÜR	DAFÜR	
3	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	
	Board main features			
4.1	Elections to the Supervisory Board: Dr. Paul Achleitner	DAFÜR	DAFÜR	
4.2	Elections to the Supervisory Board: Dr. Norbert W. Bischofberger	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
4.3	Elections to the Supervisory Board: Colleen A. Goggins	DAFÜR	DAFÜR	
5	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration.
6	Approve an inter-company agreement	DAFÜR	DAFÜR	
7	Appoint the Auditors	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Catherine M. Burzik	DAFÜR	DAFÜR	
1.2	Elect Ms. Carrie L. Byington	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.3	Re-elect Mr. R. Andrew Eckert	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Claire M. Fraser	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Jeffrey W. Henderson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Christopher Jones	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the board is unsatisfactory.
1.7	Re-elect Mr. Marshall O. Larsen	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.8	Re-elect Mr. David F. Melcher	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Thomas E. Polen	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.10	Re-elect Dr. Claire Pomeroy	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Timothy M. Ring	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Bertram L. Scott	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.

No.	Traktanden	Board	Ethos
1	Amendments to Limited Constitution	DAFÜR	DAFÜR
2	Limited Special Voting Share Buy-back	DAFÜR	DAFÜR
3	DLC Dividend Share Buy-back	DAFÜR	DAFÜR
4	Plc Special Voting Share Buy-back (Class Rights Action)	DAFÜR	DAFÜR
5	Change in the status of Plc (Class Rights Action)	DAFÜR	DAFÜR



No.	Traktanden	Board	Ethos
Court meeting	Plc Scheme: approval of the Plc Scheme (with or without modification) at the Plc Scheme Meeting	DAFÜR	DAFÜR
1	Plc Scheme and Unification implementation authorisation	DAFÜR	DAFÜR
2	Plc Special Voting Share Buy-back (Companies Act approval)	DAFÜR	DAFÜR
3	Plc Special Voting Share Buy-back (Class Rights Action)	DAFÜR	DAFÜR
4	Amendments to Plc Articles of Association	DAFÜR	DAFÜR
5	Change in the status of Plc (Class Rights Action)	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Bader M. Alsaad	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Pamela Daley	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Laurence D. Fink	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1d.	Elect Ms. Beth Ford	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. William E. Ford	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1f.	Re-elect Mr. Fabrizio Freda	DAFÜR	DAFÜR	
1g.	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 20 years, which exceeds guidelines.
1h.	Re-elect Ms. Margaret (Peggy) L. Johnson	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Robert S. Kapito	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Cheryl D. Mills	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Gordon M. Nixon	DAFÜR	DAFÜR	
1l.	Elect Ms. Kristin C. Peck	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Charles H. Robbins	DAFÜR	DAFÜR	
1n.	Re-elect Mr. Marco Antonio Slim Domit	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1o.	Re-elect Mr. Hans Vestberg	DAFÜR	DAFÜR	
1p.	Re-elect Ms. Susan L. Wagner	DAFÜR	DAFÜR	
1q.	Re-elect Mr. Mark Wilson	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Adopt Stewardship Policies Designed to Curtail Corporate Activities that Externalize Social and Environmental Costs	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Jack Dorsey	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1.2	Re-elect Mr. Lord Paul Deighton	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4.	Re-election of the auditor	DAFÜR	DAFÜR	
5.	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	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.

No.	Traktanden	Board	Ethos	
1	1) To approve the parent company's financial statements; 2) To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR	
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	
5	To approve a treasury share buy-back and disposal programme Board main features	DAFÜR	DAFÜR	
6	Re-election of Jean-Laurent Bonnafé as a Director for 3 years	DAFÜR	DAFÜR	
7	Re-election of Marion Guillou as a Director for 3 years	DAFÜR	DAFÜR	
8	Re-election of Michel Tilmant as a Director for 3 years	DAFÜR	DAFÜR	
9	Election of Lieve Logghe as a Director for 3 years	DAFÜR	DAFÜR	
10	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	
11	To approve the non-executive Chairman new remuneration policy	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the remuneration of the new chairman.
12	To approve the CEO and Deputy CEO new remuneration policy	DAFÜR	● DAGEGEN	Excessive fixed remuneration.
13	To approve the remuneration report	DAFÜR	DAFÜR	
14	Ex-post binding "Say on Pay" vote on the individual remuneration of Jean Lemierre, Chairman	DAFÜR	● DAGEGEN	Excessive total remuneration.
15	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Jean-Laurent Bonnafé, CEO	DAFÜR	DAFÜR	
16	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Philippe Bordenave, Deputy CEO	DAFÜR	● DAGEGEN	The information provided on some of the performance criteria is insufficient.
17	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Yann Gérardin, Deputy CEO	DAFÜR	● DAGEGEN	Excessive fixed remuneration.

No.	Traktanden	Board	Ethos
18	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Thierry Laborde, Deputy CEO	DAFÜR	DAFÜR
19	Advisory vote on the overall remuneration package in the 2021 financial year to senior managers and certain categories of personnel (Material Risk takers) - article L.511-73 of the French Monetary and Financial Code	DAFÜR	DAFÜR
20	To approve Directors' fees	DAFÜR	DAFÜR
21	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR
22	Global allowance to issue capital related securities without pre-emptive rights by public issuance	DAFÜR	● DAGEGEN The discount is too high on the share issue price.
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR
24	To limit capital increases without pre-emptive rights	DAFÜR	DAFÜR
25	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR
26	To limit capital increases with or without pre-emptive rights	DAFÜR	DAFÜR
27	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR
28	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR
29	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Timothy M. Armstrong	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Glenn D. Fogel	DAFÜR	DAFÜR	
1.3	Re-elect Dr. Mirian M. Graddick-Weir	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Wei Hopeman	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Robert J. Mylod Jr.	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Charles H. Noski	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Nicholas J. Read	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Thomas E. Rothman	DAFÜR	DAFÜR	
1.9	Elect Mr. Sumit Singh	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Vanessa A. Wittman	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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: Climate Change Performance-Linked Remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Nelda Janine Connors	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Charles J. Dockendorff	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Yoshiaki Fujimori	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Re-elect Ms. Donna A. James	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Edward J. Ludwig	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Michael F. Mahoney	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1g.	Re-elect Mr. David J. Roux	DAFÜR	DAFÜR	
1h.	Re-elect Mr. John E. Sununu	DAFÜR	DAFÜR	
1i.	Elect Mr. David S. Wichmann	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Ellen M. Zane	DAFÜR	DAFÜR	
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.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	To approve and amend the Employee Stock Purchase Plan	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Peter J. Arduini	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Giovanni Caforio	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1c.	Re-elect Dr. Julia A. Haller	DAFÜR	DAFÜR	
1d.	Elect Prof. Dr. Manuel Hidalgo Medina	DAFÜR	DAFÜR	
1e.	Re-elect Prof. Paula A. Price	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Gerald L. Storch	DAFÜR	DAFÜR	
1i.	Re-elect Dr. Karen H. Vousden	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Phyllis R. Yale	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  Concerns over the excessive sign-on bonus granted to the new CEO.
3.	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.
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: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.



No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	
2	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards.
3	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration.
4	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	
5	Auditor's remuneration	DAFÜR	DAFÜR	
Elections to the Board of Directors				
6	Re-elect Mr. Luc Jobin	DAFÜR	DAFÜR	
7	Re-elect Mr. Jack Bowles	DAFÜR	DAFÜR	
8	Re-elect Mr. Tadeu Marroco	DAFÜR	DAFÜR	
9	Re-elect Ms. Sue Farr	DAFÜR	DAFÜR	
10	Re-elect Ms. Karen Guerra	DAFÜR	DAFÜR	
11	Re-elect Ms. Holly Keller Koeppel	DAFÜR	● DAGEGEN	Non-independent board member sitting on the audit committee that is not sufficiently independent.
12	Re-elect Mr. Savio Kwan	DAFÜR	DAFÜR	
13	Re-elect Mr. Dimitri Panayotopoulos	DAFÜR	● DAGEGEN	Chairman of the remuneration committee. We have serious concerns over remuneration.
14	Re-elect Mr. Darrell Thomas	DAFÜR	DAFÜR	
15	Elect Mr. Krishnan (Kandy) Anand	DAFÜR	DAFÜR	
16	Political donations and political expenditure	DAFÜR	DAFÜR	
17	Directors' authority to allot shares	DAFÜR	DAFÜR	
18	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
19	Purchase of own shares	DAFÜR	● DAGEGEN	Contrary to best practice, the dividend is not put to the vote.
20	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Ms. Diane M. Bryant	DAFÜR	DAFÜR
1.2	Re-elect Ms. Gayla J. Delly	DAFÜR	DAFÜR
1.3	Re-elect Mr. Raul J. Fernandez	DAFÜR	DAFÜR
1.4	Re-elect Mr. Eddy Hartenstein	DAFÜR	DAFÜR
1.5	Re-elect Mr. Check Kian Low	DAFÜR	DAFÜR
1.6	Re-elect Ms. Justine F. Page	DAFÜR	DAFÜR
1.7	Re-elect Dr. Henry S. Samueli	DAFÜR	DAFÜR
1.8	Re-elect Mr. Hock E. Tan	DAFÜR	DAFÜR
1.9	Re-elect Mr. Harry L. You	DAFÜR	● DAGEGEN    Concerns over the director's time commitments.
2	Election of the auditor	DAFÜR	DAFÜR
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN    Excessive variable remuneration.

No.	Traktanden	Board	Ethos
1.	Elections of directors (Class A Shares)		
1.1	Re-elect Ms. M. Elyse Allan	DAFÜR	DAFÜR
1.2	Re-elect Ms. Angela F. Braly	DAFÜR	DAFÜR
1.3	Re-elect Ms. Janice Fukakusa	DAFÜR	DAFÜR
1.4	Re-elect Ms. Maureen Kempstone Darkes	DAFÜR	<ul style="list-style-type: none"> <li>● ZURÜCK-BEHALTEN</li> </ul> <p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p>
1.5	Re-elect Mr. Frank J. McKenna	DAFÜR	<ul style="list-style-type: none"> <li>● ZURÜCK-BEHALTEN</li> </ul> <p>Concerns over the director's time commitments.</p> <p>Non independent chairman (board membership exceeding time limit for independence). The board is not sufficiently independent.</p>
1.6	Re-elect Ms. Hutham S. Olayan	DAFÜR	DAFÜR
1.7	Re-elect Mr. Ngee Huat Seek	DAFÜR	DAFÜR
1.8	Re-elect Ms. Diana L. Taylor	DAFÜR	DAFÜR
2.	Re-election of the auditor	DAFÜR	<ul style="list-style-type: none"> <li>● ZURÜCK-BEHALTEN</li> </ul> <p>The auditor's long tenure raises independence concerns.</p>
3.	Advisory vote on executive remuneration	DAFÜR	<ul style="list-style-type: none"> <li>● DAGEGEN</li> </ul> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
4.	Shareholder resolution: Greenhouse Gas Reduction Targets	DAGEGEN	<ul style="list-style-type: none"> <li>● DAFÜR</li> </ul> <p>The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.</p>

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Mark W. Adams	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.2	Re-elect Ms. Ita M. Brennan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Mr. Lewis Chew	DAFÜR	DAFÜR	
1.4	Elect Dr. Anirudh Devgan	DAFÜR	DAFÜR	
1.5	Elect Ms. Mary Louise Krakauer	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Julia Liuson	DAFÜR	DAFÜR	
1.7	Re-elect Dr. James D. Plummer	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.8	Re-elect Dr. Alberto Sangiovanni-Vincentelli	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.9	Re-elect Dr. John B. Shoven	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.10	Re-elect Mr. Young Sohn	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Lip-Bu Tan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Concerns over the excessive sign-on bonus granted to the new CEO.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Elect Mr. Ammar Aljoundi	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Charles Brindamour	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Nanci E. Caldwell	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Michelle L. Collins	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Luc Desjardins	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Victor G. Dodig	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Kevin J. Kelly	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Christine E Larsen	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Nicholas D. Le Pan	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1.10	Re-elect Ms. Mary Lou Maher	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Jane L. Peverett	DAFÜR	DAFÜR	
1.12	Re-elect Ms. Katharine B. Stevenson	DAFÜR	DAFÜR	
1.13	Re-elect Ms. Martine Turcotte	DAFÜR	DAFÜR	
1.14	Re-elect Mr. Barry L. Zubrow	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Approve share split	DAFÜR	DAFÜR	
5	Approve variable remuneration for UK Material Risk Takers	DAFÜR	DAFÜR	
6	Shareholder resolution: Amend Articles of Incorporation to become a Social Purpose Corporation	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's social responsibility.
7	Shareholder resolution: Advisory Vote on Environmental Policy	DAGEGEN	● DAFÜR	A vote on the environmental policy would improve the company's transparency and accountability on climate change.
8	Shareholder resolution: Approve French as an Official Language	DAGEGEN	DAGEGEN	
9	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Shauneen Bruder	DAFÜR	DAFÜR	
1b.	Elect Ms. Jo-ann dePass Olsovsky	DAFÜR	DAFÜR	
1c.	Elect Mr. David Freeman	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Denise Gray	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. Justin M. Howell	DAFÜR	DAFÜR	
1f.	Elect Ms. Susan C. Jones	DAFÜR	DAFÜR	
1g.	Elect Mr. Robert Knight	DAFÜR	DAFÜR	
1h.	Re-elect Dr. Kevin G. Lynch	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Margaret A. McKenzie	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Robert L. Phillips	DAFÜR	DAFÜR	
1k.	Elect Ms. Tracy Robinson	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
4.	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°.

No.	Traktanden	Board	Ethos
1.	Election of the auditor	DAFÜR	DAFÜR
2.	Amend Stock Option Incentive Plan	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
4.	Advisory vote on climate change approach	DAFÜR	● DAGEGEN GHG reduction target is not validated as 1.5 degrees by the SBT initiative.
5.	Elections of directors		
5.1	Re-elect Mr. John Baird	DAFÜR	DAFÜR
5.2	Re-elect Ms. Isabelle Courville	DAFÜR	DAFÜR
5.3	Re-elect Mr. Keith E. Creel	DAFÜR	DAFÜR
5.4	Re-elect Ms. Gillian (Jill) H. Denham	DAFÜR	DAFÜR
5.5	Re-elect Dr. iur. Edward Hamberger	DAFÜR	DAFÜR
5.6	Re-elect Mr. Matthew H. Paull	DAFÜR	DAFÜR
5.7	Re-elect Ms. Jane L. Peverett	DAFÜR	DAFÜR
5.8	Re-elect Ms. Andrea Robertson	DAFÜR	DAFÜR
5.9	Re-elect Mr. Gordon T. Trafton	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Richard D. Fairbank	DAFÜR	● DAGEGEN	Combined chairman and CEO.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1b.	Re-elect Mr. Ime Archibong	DAFÜR	DAFÜR	
1c.	Elect Ms. Christine R. Detrick	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Ann Fritz Hackett	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1e.	Re-elect Mr. Peter Thomas Killalea	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Eli Leenaars	DAFÜR	DAFÜR	
1g.	Re-elect Mr. François Locoh-Donou	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Peter E. Raskind	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Eileen Serra	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Mayo A. Shattuck III	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Bradford H. Warner	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Catherine G. West	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Craig Anthony Williams	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.



No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. pharm. Jean-Pierre Garnier	DAFÜR	● DAGEGEN The director is 75 years old, which exceeds guidelines.
1b.	Re-elect Mr. David L. Gitlin	DAFÜR	● DAGEGEN Combined chairman and CEO.
1c.	Re-elect Mr. John J. Greisch	DAFÜR	DAFÜR
1d.	Re-elect Mr. Charles M. Holley Jr.	DAFÜR	DAFÜR
1e.	Re-elect Mr. Michael M. McNamara	DAFÜR	DAFÜR
1f.	Re-elect Mr. Michael A. Todman	DAFÜR	DAFÜR
1g.	Re-elect Ms. Virginia M. Wilson	DAFÜR	DAFÜR
1h.	Elect Ms. Beth A. Wozniak	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3.	Election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Kelly A. Ayotte	DAFÜR	DAFÜR	
1.2	Re-elect Mr. David L. Calhoun	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.
1.3	Re-elect Mr. Daniel M. Dickinson	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1.4	Re-elect Mr. Gerald Johnson	DAFÜR	DAFÜR	
1.5	Re-elect Mr. David W. MacLennan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.6	Re-elect Ms. Debra L. Reed-Klages	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Edward B. Rust Jr.	DAFÜR	DAFÜR	
1.8	Re-elect Prof. Susan C. Schwab	DAFÜR	DAFÜR	
1.9	Re-elect Mr. D. James Umpleby III	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.10	Re-elect Mr. Rayford Wilkins Jr.	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
4.	Shareholder resolution: Report on Climate Policy	DAFÜR	DAFÜR	
5.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
6.	Shareholder resolution: Report on Activities in Conflict-Affected Areas	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Orlando Ayala	DAFÜR	DAFÜR	
1b.	Elect Mr. Kenneth A. Burdick	DAFÜR	DAFÜR	
1c.	Re-elect Mr. James H. Dallas	DAFÜR	DAFÜR	
1d.	Elect Ms. Sarah M. London	DAFÜR	DAFÜR	
1e.	Elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4	Declassify the Board of Directors	DAFÜR	DAFÜR	
5	Provide Right to Call Special Meeting	DAFÜR	DAFÜR	
6	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos
1	Amend articles of association: Declassify the board of directors	DAFÜR	DAFÜR
2	Amend articles of association: Allow shareholders to call an EGM	DAFÜR	DAFÜR
3	Amend articles of association: Act by written consent	DAFÜR	<p>● DAGEGEN</p> <p>The right to call a special meeting better protects the interests of the shareholders.</p>
4	To approve the adjournment proposal	DAFÜR	<p>● DAGEGEN</p> <p>When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.</p>

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. John K. Adams Jr.	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Stephen A. Ellis	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Brian M. Levitt	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Arun Sarin	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Charles R. Schwab	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1f.	Re-elect Ms. Paula A. Sneed	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.  The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Declassify the Board of Directors	DAFÜR	DAFÜR	
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
5.	To approve the 2022 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.  The non-executive directors receive options.
6.	Approve and Amend the Bylaws to provide Proxy access	DAFÜR	● DAGEGEN	The restriction on the number of investors that may nominate board members diminishes shareholders' power to shape the board make up.
7.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.
8.	Shareholder resolution: Disclose Lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. W. Lance Conn	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1b.	Re-elect Ms. Kim C. Goodman	DAFÜR	DAFÜR	
1c.	Re-elect Dr. iur. Craig A. Jacobson	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Gregory B. Maffei	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.  Concerns over the director's time commitments.
1e.	Re-elect Mr. John D. Markley, Jr.	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1f.	Re-elect Mr. David C. Merritt	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1g.	Re-elect Mr. James E. Meyer	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Steven A. Miron	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.  Concerns over the director's time commitments.
1i.	Re-elect Mr. Balan Nair	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.  Concerns over the director's time commitments.
1j.	Re-elect Mr. Michael A. Newhouse	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Mauricio Ramos	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Thomas M. Rutledge	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1m.	Re-elect Mr. Eric L. Zinterhofer	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Shareholder resolution: Disclose lobbying activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
4	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
5	Shareholder resolution: Political and Electioneering Expenditure Congruency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on political, lobbying, and electioneering donations.
6	Shareholder resolution: Disclosure of Greenhouse Gas Emissions	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
7	Shareholder resolution: Annual EEO-1 Reporting	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.
8	Shareholder resolution: Report on Effectiveness of Diversity, Equity and Inclusion Reports	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Albert S. Baldocchi	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.2	Re-elect Mr. Matthew A. Carey	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Greg L. Engles	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Patricia D. Fili-Krushel	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Mauricio Gutierrez	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Robin Hickenlooper	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Scott Maw	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Brian Niccol	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1.9	Re-elect Ms. Mary Winston	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	To approve the adoption of the 2022 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.  The non-executive directors receive options.
5.	To approve the Employee Stock Purchase Plan	DAFÜR	● DAGEGEN	Excessive number of shares that may be purchased under the employee share plan.
6.	Shareholder resolution: Racial Equity Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity.
7.	Shareholder resolution: Publish Quantitative Workforce data	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. David M. Cordani	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. William J. DeLaney	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Eric J. Foss	DAFÜR	DAFÜR	
1d.	Re-elect Dr. Elder Granger	DAFÜR	DAFÜR	
1e.	Elect Ms. Neesha Hathi	DAFÜR	DAFÜR	
1f.	Re-elect Mr. George Kurian	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Kathleen M. Mazarella	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Dr. Mark B. McClellan	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Kimberly A. Ross	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Eric C. Wiseman	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1k.	Re-elect Ms. Donna F. Zarcone	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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 pay gap report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.
6.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.



No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Michele Burns	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Michael D. Capellas	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  Non independent lead director, which is not best practice.
1.d	Re-elect Mr. Mark S. Garrett	DAFÜR	DAFÜR	
1.e	Re-elect Mr. John D. Harris II	DAFÜR	DAFÜR	
1.f	Re-elect Dr. Kristina M. Johnson	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Roderick C. McGearry	DAFÜR	DAFÜR	
1.h	Elect Ms. Sarah Rae Murphy	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Charles H. Robbins	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.j	Re-elect Mr. Brenton L. Saunders	DAFÜR	DAFÜR	
1.k	Re-elect Dr. Lisa T. Su	DAFÜR	DAFÜR	
1.l	Re-elect Ms. Marianna Tessel	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Tax transparency	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Ellen Costello	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Grace E. Dailey	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Barbara J. Desoer	DAFÜR	DAFÜR	
1d.	Re-elect Mr. John C. Dugan	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Jane N. Fraser	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Duncan P. Hennes	DAFÜR	DAFÜR	
1g.	Re-elect Dr. oec. Peter B. Henry	DAFÜR	DAFÜR	
1h.	Re-elect Ms. S. Leslie Ireland	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Renée J. James	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1j.	Re-elect Mr. Gary M. Reiner	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Diana L. Taylor	DAFÜR	DAFÜR	
1l.	Re-elect Mr. James S. Turley	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	To approve additional shares for the Citigroup 2019 Stock Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5	Shareholder resolution: Adopt Management Pay Clawback Authorization Policy	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
7	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
8	Shareholder resolution: Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
9	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Terrence A. Duffy	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. Timothy S. Bitsberger	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Charles P. Carey	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Dennis H. Chookaszian	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1e.	Re-elect Mr. Bryan T. Durkin	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Ana Dutra	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Martin J. Gepsman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Mr. Larry G. Gerdes	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Daniel R. Glickman	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  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 20 years, which exceeds guidelines.
1j.	Re-elect Mr. Daniel G. Kaye	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Phyllis M. Lockett	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1l.	Re-elect Prof. Deborah J. Lucas	DAFÜR	DAFÜR	
1m.	Re-elect Ms. Terry L. Savage	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  Non independent chairman of the remuneration committee that is not sufficiently independent.
1n.	Re-elect Ms. Rahael Seifu	DAFÜR	DAFÜR	
1o.	Re-elect Mr. William R. Shepard	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1p.	Re-elect Mr. Howard J. Siegel	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1q.	Re-elect Mr. Dennis A. Suskind	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  Non-independent chairman of the risk committee. The independence of this committee is insufficient.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos
4.	To approve the amended omnibus stock plan	DAFÜR	<ul style="list-style-type: none"> <li>● DAGEGEN</li> </ul> The potential variable remuneration exceeds our guidelines.
5.	To approve the amended director stock plan	DAFÜR	DAFÜR
6.	To approve the amended employee stock purchase plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
01	Elect Mr. Herb A. Allen	DAFÜR	DAFÜR	
02	Re-elect Mr. Marc Bolland	DAFÜR	DAFÜR	
03	Re-elect Ms. Ana Patricia Botín-Sanz de Sautuola y O'Shea	DAFÜR	DAFÜR	
04	Re-elect Mr. Christopher C. Davis	DAFÜR	DAFÜR	
05	Re-elect Mr. Barry Diller	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
06	Re-elect Dr. Helene D. Gayle	DAFÜR	DAFÜR	
07	Re-elect Ms. Alexis M. Herman	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
08	Re-elect Ms. Maria Elena Lagomasino	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.
09	Re-elect Mr. James Quincey	DAFÜR	● DAGEGEN	Combined chairman and CEO.
10	Re-elect Ms. Caroline J. Tsay	DAFÜR	DAFÜR	
11	Re-elect Mr. David B. Weinberg	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: External Public Health Impact Disclosure	DAGEGEN	● DAFÜR	Enhanced disclosure on health and social issues.
5	Shareholder resolution: Global Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying and political donations.
6	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Zein Abdalla	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Vinita Bali	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Maureen Breakiron-Evans	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Archana Deskus	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. John M. Dineen	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Brian Humphries	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Leo S. Mackay Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Mr. Michael Patsalos-Fox	DAFÜR	DAFÜR	
1i.	Elect Mr. Stephen Rohleder	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Joseph M. Velli	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. John P. Bilbrey	DAFÜR	DAFÜR	
1b.	Re-elect Mr. John T. Cahill	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Lisa M. Edwards	DAFÜR	DAFÜR	
1d.	Re-elect Dr. C. Martin Harris	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Kimberly A. Nelson	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Lorrie M. Norrington	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Michael B. Polk	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Stephen I. Sadove	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1j.	Re-elect Mr. Noel R. Wallace	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder Resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
5.	Shareholder Resolution: Request for Charitable Donation Disclosure	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Kenneth J. Bacon	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.  Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1.2	Re-elect Ms. Madeline S. Bell	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Edward D. Breen	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.4	Re-elect Mr. Gerald L. Hassell	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Jeffrey A. Honickman	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Maritza G. Montiel	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Asuka Nakahara	DAFÜR	DAFÜR	
1.8	Re-elect Mr. David C. Novak	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Brian L. Roberts	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.
4.	Shareholder Resolution: Charitable Contributions	DAGEGEN	DAGEGEN	
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
6.	Shareholder resolution: Report on Risks of omitting Viewpoint and Ideology from EEO Policy	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Report on Effectiveness of Sexual Harassment Policies	DAGEGEN	● DAFÜR	The proposed review would help the company to improve its existing policies and procedures to avoid future cases of sexual harassment.
8.	Shareholder resolution: Report on Retirement Plan Options	DAGEGEN	● DAFÜR	We support corporate climate-aligned retirement plans.



No.	Traktanden	Board	Ethos	
1	To receive the financial statements and related reports regarding the year ended 30 June 2022	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
2	Elections of directors			
2.a	Re-elect Mr. Paul O'Malley	DAFÜR	DAFÜR	
2.b	Re-elect Prof. Genevieve Bell	DAFÜR	DAFÜR	
2.c	Re-elect Ms. Mary Padbury	DAFÜR	DAFÜR	
2.d	Elect Ms. Lyn Cobley	DAFÜR	DAFÜR	
3	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only.
4	Grant of Securities to Mr. Matt Comyn (CEO)	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only.
5.a	Shareholder resolution: amendment to the Constitution regarding shareholder rights	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights.
5.b	Shareholder resolution: climate risk safeguarding	DAGEGEN	● DAFÜR	Enhanced disclosure on climate issues.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Susan L. Decker	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Kenneth D. Denman	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Richard A. Galanti	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1.d	Re-elect Mr. Hamilton E. James	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.e	Re-elect Mr. W. Craig Jelinek	DAFÜR	DAFÜR	
1.f	Re-elect Ms. Sally Jewell	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Charles T. Munger	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.h	Re-elect Mr. Jeffrey S. Raikes	DAFÜR	DAFÜR	
1.i	Re-elect Mr. John W. Stanton	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Mary Agnes Wilderotter	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Charitable giving reporting	DAGEGEN	● DAFÜR	Enhanced disclosure on charity expenditures.
5	Shareholder resolution: Greenhouse gas reduction targets	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Accord.
6	Shareholder resolution: Report on racial justice and food equity	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. P. Robert Bartolo	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Jay A. Brown	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Cindy Christy	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Ari Q. Fitzgerald	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Tammy K. Jones	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Anthony J. Melone	DAFÜR	DAFÜR	
1h.	Re-elect Mr. W. Benjamin Moreland	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Kevin A. Stephens	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Matthew Thornton III	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	To approve the adoption of the 2022 Long-term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
4.	Approve renewal of authorised capital	DAFÜR	● DAGEGEN	The increase in the authorised capital is excessive.
5.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Donna M. Alvarado	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Thomas P. Bostick	DAFÜR	DAFÜR	
1c.	Re-elect Mr. James M. Foote	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Steven T. Halverson	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Paul C. Hilal	DAFÜR	DAFÜR	
1f.	Re-elect Mr. David M. Moffett	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Linda H. Riefler	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR	
1i.	Re-elect Mr. James L. Wainscott	DAFÜR	DAFÜR	
1j.	Re-elect Mr. J. Steven Whisler	DAFÜR	DAFÜR	
1k.	Re-elect Mr. John J. Zillmer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Fernando Aguirre	DAFÜR	DAFÜR	
1b.	Re-elect Mr. C. David Brown II	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Alecia A. DeCoudreaux	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Anne M. Finucane	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Edward J. Ludwig	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Karen S. Lynch	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Jean-Pierre Millon	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Mary L. Schapiro	DAFÜR	DAFÜR	
1k.	Re-elect Mr. William C. Weldon	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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: Independent chairman	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Workplace Non-Discrimination Audit	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Adopt a Policy on Paid Sick Leave for All Employees	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
8.	Shareholder resolution: Report on Public Health Costs of the Company's Food Business to Diversified Portfolios	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos
1	Dividend Allocation	DAFÜR	DAFÜR
2	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR
3	Election of Directors		
3.1	Re-elect Mr. Sunao Manabe	DAFÜR	DAFÜR
3.2	Re-elect Mr. Shoji Hirashima	DAFÜR	DAFÜR
3.3	Re-elect Mr. Masahiko Ohtsuki	DAFÜR	DAFÜR
3.4	Re-elect Mr. Hiroyuki Okuzawa	DAFÜR	DAFÜR
3.5	Re-elect Mr. Noritaka Uji	DAFÜR	DAFÜR
3.6	Re-elect Mr. Kazuaki Kama	DAFÜR	DAFÜR
3.7	Re-elect Ms. Sawako Nohara	DAFÜR	DAFÜR
3.8	Elect Mr. Takashi Fukuoka	DAFÜR	DAFÜR
3.9	Elect Prof. Dr. med. Yasuhiro Komatsu	DAFÜR	DAFÜR
4	Elect 2 Corporate Auditors		
4.1	Re-elect Ms. Yukiko Imazu as a Corporate Auditor	DAFÜR	DAFÜR
4.2	Elect Mr. Mitsuhiro Matsumoto as a Corporate Auditor	DAFÜR	DAFÜR
5	Approve partial revision to the medium-term performance share plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Dividend Allocation	DAFÜR	DAFÜR	
2.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	
3.	Election of Directors			
3.1	Re-elect Mr. Noriyuki Inoue	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
3.2	Re-elect Mr. Masanori Togawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
3.3	Re-elect Mr. Tatsuo Kawada	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.  The director is over 75 years old, which exceeds guidelines.
3.4	Re-elect Mr. Akiji Makino	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
3.5	Re-elect Mr. Shingo Torii	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
3.6	Re-elect Ms. Yuko Arai	DAFÜR	DAFÜR	
3.7	Re-elect Mr. Ken Tayano	DAFÜR	DAFÜR	
3.8	Re-elect Mr. Masatsugu Minaka	DAFÜR	DAFÜR	
3.9	Re-elect Mr. Takashi Matsuzaki	DAFÜR	DAFÜR	
3.10	Re-elect Mr. Yoshihiro Mineno	DAFÜR	DAFÜR	
3.11	Re-elect Mr. Kanwal Jeet Jawa	DAFÜR	DAFÜR	
4.	Elect Mr. Ichiro Ono as a Substitute Corporate Auditor	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Rainer M. Blair	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Linda Filler	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  Non independent lead director, which is not best practice.
1c.	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Walter G. Lohr Jr.	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Dr. Jessica L. Mega	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Mitchell P. Rales	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Steven M. Rales	DAFÜR	DAFÜR	
1h.	Re-elect Dr. Pardis C. Sabeti	DAFÜR	DAFÜR	
1i.	Elect Mr. A. Shane Sanders	DAFÜR	DAFÜR	
1j.	Re-elect Mr. John T. Schwieters	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1k.	Re-elect Mr. Alan G. Spoon	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 20 years, which exceeds guidelines.
1l.	Re-elect Prof. Dr. Raymond C. Stevens	DAFÜR	DAFÜR	
1m.	Re-elect Dr. med. Elias A. Zerhouni	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.



No.	Traktanden	Board	Ethos	
1	To receive the audited consolidated financial statements of the company	DAFÜR	DAFÜR	
2	Approve the dividend	DAFÜR	DAFÜR	
3	Approve Directors Fees	DAFÜR	● DAGEGEN	The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.
4	Election of the auditor and authorisation for directors to fix their remuneration Elections of directors	DAFÜR	DAFÜR	
5	Re-elect Dr. Bonghan Cho	DAFÜR	DAFÜR	
6	Re-elect Mr. Olivier Tse Ghow Lim	DAFÜR	DAFÜR	
7	Re-elect Mr. Sai Tham Choy	DAFÜR	DAFÜR	
8	Elect Mr. Kai Fong Chng	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.
9	Elect Ms. Judy Lee	DAFÜR	DAFÜR	
10	Approve the revision of the DBSH share plan	DAFÜR	● DAGEGEN	Potential excessive awards.
11	Approve the revision of the California sub-plan	DAFÜR	● DAGEGEN	Potential excessive awards.
12	To grant a mandate to issue shares	DAFÜR	DAFÜR	
13	Authority to issue shares pursuant to the DBSH Scrip Dividend Scheme	DAFÜR	DAFÜR	
14	Approval of the proposed renewal of the Share Purchase Mandate	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Elect Ms. Leanne G. Caret	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Tamra A. Erwin	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Alan C. Heuberger	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Charles O. Holliday, Jr	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.5	Re-elect Mr. Michael O. Johanns	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Clayton M. Jones	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the nomination committee is unsatisfactory.
1.7	Re-elect Mr. John C. May	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.8	Re-elect Mr. Gregory R. Page	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.
1.9	Re-elect Ms. Sherry M. Smith	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Sheila G. Talton	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	To approve the adoption of the non employee director stock plan	DAFÜR	DAFÜR	
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	
5	Appoint the Auditors for financial year 2022	DAFÜR	DAFÜR	
6	Appoint the Auditors for financial year 2023	DAFÜR	DAFÜR	
	Board main features			
7a	Elections to the Supervisory Board: Prof. Dr. Luise Hölscher	DAFÜR	DAFÜR	
7b	Elections to the Supervisory Board: Stefan B. Wintels	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
8	Approve Performance Share Plan, creation of new Conditional Capital 2022/1 as well as related amendments to the Articles of Association	DAFÜR	DAFÜR	
9	Authorisation to issue convertible bonds and bonds with warrants, creation of new Conditional Capital 2022/II as well as related amendments to the Articles of Association	DAFÜR	DAFÜR	
10	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration for the CEO.
11	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive.

No.	Traktanden	Board	Ethos	
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	
5	Appoint the Auditors	DAFÜR	DAFÜR	
	Board main features			
6a	Elections to the Supervisory Board: Dr. Frank Appel	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
6b	Elections to the Supervisory Board: Katja Hessel	DAFÜR	DAFÜR	
6c	Elections to the Supervisory Board: Dagmar P. Kollmann	DAFÜR	DAFÜR	
6d	Elections to the Supervisory Board: Stefan B. Wintels	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.
7	Approve the creation of a new Authorised Capital 2022, the cancellation of the existing Authorised Capital 2017 and related amendments to the Articles of Association	DAFÜR	DAFÜR	
8	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	
10	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Steven R. Altman	DAFÜR	DAFÜR	
1.2	Re-elect Prof. Dr. Barbara E. Kahn	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Kyle Malady	DAFÜR	DAFÜR	
1.4	Re-elect Dr. med. Jay S. Skyler	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 20 years, which exceeds guidelines.</p>
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only and the variable remuneration is excessive.
4.	Approve share split	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Laurence A. Chapman	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Alexis Black Bjorlin	DAFÜR	DAFÜR	
1c.	Re-elect Ms. VeraLinn (Dash) Jamieson	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Kevin J. Kennedy	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. William G. LaPerch	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Jean F.H.P. Mandeville	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Afshin Mohebbi	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Mark R. Patterson	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Mary Hogan Preusse	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Dennis E. Singleton	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1k.	Re-elect Mr. A. William Stein	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
4.	Shareholder resolution: Report on Risks Associated with Use of Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Warren F. Bryant	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.b	Re-elect Mr. Michael M. Calbert	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Patricia D. Fili-Krushel	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Timothy I. McGuire	DAFÜR	DAFÜR	
1.e	Re-elect Mr. William C. Rhodes III	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1.f	Re-elect Ms. Debra A. Sandler	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Ralph E. Santana	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Todd J. Vasos	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
4	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.

No.	Traktanden	Board	Ethos
1.	Report on the Company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
2.	Adoption of the financial statements	DAFÜR	DAFÜR
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR
4.	Approve directors' fees	DAFÜR	DAFÜR
5.	Approve remuneration report	DAFÜR	<p>● DAGEGEN Excessive fixed remuneration.</p> <p>Some important elements of best practice are missing from the structure of the executive remuneration.</p>
6.	Composition of the board of directors		
6.1.	Election of Thomas Plenborg	DAFÜR	DAFÜR
6.2.	Election of Jørgen Møller	DAFÜR	DAFÜR
6.3.	Election of Birgit W. Nørgaard	DAFÜR	DAFÜR
6.4.	Election of Malou Aamund	DAFÜR	<p>● ENTHALTUNG Concerns over the director's time commitments.</p>
6.5.	Election of Beat Walti	DAFÜR	DAFÜR
6.6.	Election of Niels Smedegaard	DAFÜR	DAFÜR
6.7.	Election of Tarek Sultan Al-Essa	DAFÜR	DAFÜR
6.8.	Election of Benedikte Leroy	DAFÜR	DAFÜR
7.	Election of auditor	DAFÜR	DAFÜR
8.1.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR
8.2.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
8.3.	Approve indemnification of members of the board of directors and the executive management	DAFÜR	DAFÜR
9.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG



No.	Traktanden	Board	Ethos	
1	Elections to the Board of Directors			
1a.	Re-elect Mr. Craig Arnold	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. Christopher M. Connor	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1c.	Re-elect Mr. Olivier Leonetti	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Deborah L. McCoy	DAFÜR	● DAGEGEN	Non-independent member of the audit committee, the composition of the audit committee is unsatisfactory.
1e.	Re-elect Mr. Silvio Napoli	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Gregory R. Page	DAFÜR	● DAGEGEN	Non-independent member of the remuneration committee, the composition of the remuneration committee is unsatisfactory.
1g.	Re-elect Ms. Sandra Pianalto	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Robert V. Pragada	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Lori J. Ryerkerk	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Gerald B. Smith	DAFÜR	● DAGEGEN	Non-independent member of the audit committee, the composition of the audit committee is unsatisfactory.
1k.	Re-elect Ms. Dorothy C. Thompson	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Darryl L. Wilson	DAFÜR	DAFÜR	
2	Re-appoint Ernst & Young as auditor and the auditor's remuneration	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Directors' authority to allot shares	DAFÜR	DAFÜR	
5	Granting the Board Authority to Opt-Out of Pre-emption Rights	DAFÜR	DAFÜR	
6	Authorisation of the Company and Any Subsidiary of the Company to Make Overseas Market Purchases of Company Shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
7a.	Capitalisation and related capital reduction to create distributable reserves	DAFÜR	DAFÜR	
7b.	Capital reduction in line with the previously approved capitalisation	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Adriane M. Brown	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Logan Green	DAFÜR	DAFÜR	
1c.	Re-elect Ms. E. Carol Hayles	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Jamie Iannone	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Kathleen C. Mitic	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Paul S. Pressler	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Mohak Shroff	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Robert H. Swan	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Perry M. Traquina	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
4.	To approve the amendment and restatement of the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Shari L. Ballard	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Barbara J. Beck	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1c.	Re-elect Mr. Christophe Beck	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1d.	Re-elect Mr. Jeffrey M. Ettinger	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Arthur J. Higgins	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Michael Larson	DAFÜR	DAFÜR	
1g.	Re-elect Mr. David W. MacLennan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Ms. Tracy B. McKibben	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Lionel L. Nowell III	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Victoria J. Reich	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR	
1l.	Re-elect Mr. John J. Zillmer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	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.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Kieran T. Gallahue	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Leslie S. Heisz	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Paul A. LaViolette	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Steven R. Loranger	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Martha H. Marsh	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Michael A. Mussallem	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.7	Re-elect Ms. Ramona Sequeira	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Nicholas J. Valeriani	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Ralph Alvarez	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1b.	Re-elect Ms. Kimberly H. Johnson	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Juan R. Luciano	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Declassify the Board Structure	DAFÜR	DAFÜR	
5.	Eliminate Supermajority Voting Provisions	DAFÜR	DAFÜR	
6.	Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws	DAFÜR	DAFÜR	
7.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
8.	Shareholder resolution: Disclose Lobbying Contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
9.	Shareholder resolution: Disclose Lobbying Activities and Alignment with Public Policy Statements	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
10.	Shareholder resolution: Report on risks Related to Anticompetitive Pricing Strategies	DAGEGEN	● DAFÜR	Enhanced disclosure on risks related to anticompetitive practices.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Joshua B. Bolten	DAFÜR	DAFÜR	
1.2	Re-elect Mr. William H. Easter	DAFÜR	DAFÜR	
1.3	Elect Mr. Surendralal L. Karsanbhai	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Lori M. Lee	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1	Financial Statements as at 31 December 2021	DAFÜR	DAFÜR	
2	Allocation of net profit and dividend distribution	DAFÜR	DAFÜR	
3	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	
4.1	Appointment of the Board of Statutory Auditors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4.1.1	Slate of nominees submitted by the Ministry of Economy	KEINE EMPFEHLUNG	● DAFÜR	The proposed slate of statutory auditors is sufficiently independent.
4.1.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	The proposed slate of statutory auditor is accepted under ITEM 4.1.
4.2	Proposal made by the Ministry of Economy to elect Mr. Luigi Borrè as standing member of the Board of Statutory Auditors	KEINE EMPFEHLUNG	● DAFÜR	The proposed nominee is independent.
5	Determination of the remuneration of the Board of Statutory Auditors	KEINE EMPFEHLUNG	● DAFÜR	The proposed fees are unchanged.
6	Long-term incentive Plan 2022	DAFÜR	DAFÜR	
7.1	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
7.2	Advisory vote on the remuneration paid in 2021	DAFÜR	DAFÜR	
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Re-elect Ms. Nanci E. Caldwell	DAFÜR	DAFÜR
1.2	Re-elect Ms. Adaire Fox-Martin	DAFÜR	DAFÜR
1.3	Elect Mr. Ron Guerrier	DAFÜR	DAFÜR
1.4	Re-elect Mr. Gary Hromadko	DAFÜR	DAFÜR
1.5	Re-elect Mr. Irving F. Lyons III	DAFÜR	DAFÜR
1.6	Re-elect Mr. Charles Meyers	DAFÜR	DAFÜR
1.7	Re-elect Prof. Christopher Paisley	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non-independent chairman of the audit committee. The independence of this committee is insufficient.</p> <p>Non independent lead director, which is not best practice.</p>
1.8	Re-elect Ms. Sandra Rivera	DAFÜR	DAFÜR
1.9	Re-elect Mr. Peter Van Camp	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
2.	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>
3.	Re-election of the auditor	DAFÜR	<p>● DAGEGEN</p> <p>The auditor's long tenure raises independence concerns.</p>
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	<p>● DAFÜR</p> <p>The proposed threshold would enhance the right of shareholders to call a special meeting.</p>



No.	Traktanden	Board	Ethos	
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	
3	1) To approve the allocation of income and the dividend payment; 2) To approve the dividend reinvestment plan (option for scrip dividend)	DAFÜR	● DAGEGEN	Scrip dividend issued with a 10% discount.
	Board main features			
4	To ratify the co-optation of Virginie Mercier Pitre as a Director in replacement of Juliette Favre for 2 years	DAFÜR	DAFÜR	
5	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	● DAGEGEN	Concerns over one or more related party agreements that are not in the interests of shareholders.
6	To approve the remuneration report	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration.
7	Ex-post binding "Say on Pay" vote on the individual remuneration of the chair	DAFÜR	DAFÜR	
8	Ex-post binding "Say on Pay" vote on the CEO individual remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
9	Ex-post binding "Say on Pay" vote on the Deputy CEO individual remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
10	To approve the non-executives new remuneration policy	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive.
11	To approve the non-executive Chairman new remuneration policy	DAFÜR	DAFÜR	
12	To approve the CEO new remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards.
13	To approve the Deputy CEO new remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards.
14	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
15	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	
16	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Anthony K. Anderson	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.
1b.	Re-elect Ms. Ann C. Berzin	DAFÜR	DAFÜR	
1c.	Elect Mr. W. Paul Bowers	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Marjorie Rodgers Cheshire	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Christopher M. Crane	DAFÜR	DAFÜR	
1f.	Elect Mr. Carlos M. Gutierrez	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Linda P. Jojo	DAFÜR	DAFÜR	
1h.	Re-elect Dr. oec. Paul L. Joskow	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines.
1i.	Re-elect Mr. John F. Young	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Child Labour Audit	ZURÜCK-GEZOGEN	● DAFÜR	ITEM 4 was not submitted to shareholder vote. Ethos initially recommended to vote FOR for the following reason:  Enhanced disclosure on human rights.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Ellen R. Alemany	DAFÜR	DAFÜR	
1b.	Elect Mr. Vijay D'Silva	DAFÜR	DAFÜR	
1c.	Re-elect Dr. oec. Jeffrey A. Goldstein	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Lisa A. Hook	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Keith W. Hughes	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 20 years, which exceeds guidelines.</p>
1f.	Elect Mr. Kenneth T. Lamneck	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Gary L. Lauer	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Gary A. Norcross	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1i.	Re-elect Ms. Louise M. Parent	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Brian T. Shea	DAFÜR	DAFÜR	
1k.	Re-elect Mr. James B. Stallings Jr.	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Jeffrey E. Stiefler	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
3.	To approve the adoption of the 2022 Omnibus Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
4.	To approve the Employee Stock Purchase Plan	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant.
5.	Re-election of the auditor	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Frank J. Bisignano	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1.2	Re-elect Ms. Alison Davis	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Henrique De Castro	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Harry F. DiSimone	DAFÜR	DAFÜR	
1.5	Elect Mr. Dylan G. Haggart	DAFÜR	DAFÜR	
1.6	Elect Ms. Wafaa Mamilli	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Heidi G. Miller	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Doyle R. Simons	DAFÜR	● ZURÜCK-BEHALTEN	Non independent lead director, which is not best practice.
1.9	Re-elect Mr. Kevin M. Warren	DAFÜR	DAFÜR	
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.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder Resolution: Termination Pay	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Kimberly A. Casiano	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Alexandra Ford English	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board.
1c.	Re-elect Mr. James D. Farley Jr.	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Henry Ford III	DAFÜR	DAFÜR	
1e.	Re-elect Mr. William Clay Ford Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.  Representative of an important shareholder who is sufficiently represented on the board.
1f.	Re-elect Mr. William W. Helman IV	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Jon M. Huntsman Jr.	DAFÜR	DAFÜR	
1h.	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	
1i.	Elect Mr. John C. May	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	
1l.	Re-elect Mr. John Lawson Thornton	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1m.	Re-elect Mr. John B. Veihmeyer	DAFÜR	DAFÜR	
1n.	Re-elect Mr. John S. Weinberg	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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.	Approval of the Tax Benefit Preservation Plan	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders.
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.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Ken Xie	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.2	Re-elect Mr. Michael Xie	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Kenneth A. Goldman	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Ming Hsieh	DAFÜR	DAFÜR	
1.5	Re-elect Dr. Jean Hu	DAFÜR	DAFÜR	
1.6	Re-elect Mr. William H. Neukom	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.7	Re-elect Ms. Judith Sim	DAFÜR	DAFÜR	
1.8	Elect Dr. James Stavridis	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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.	Approve share split	DAFÜR	DAFÜR	
5.	Shareholder resolution: Introduce simple majority voting	KEINE EMPFEHLUNG	● DAGEGEN	In limited circumstances a qualified majority better protects the interests of the company's shareholders.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Re-elect Mr. David P. Abney	DAFÜR	DAFÜR
1.2	Re-elect Mr. Richard C. Adkerson	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.3	Elect Ms. Marcela E. Donadio	DAFÜR	DAFÜR
1.4	Re-elect Mr. Robert W. Dudley	DAFÜR	DAFÜR
1.5	Elect Mr. Hugh Grant	DAFÜR	DAFÜR
1.6	Re-elect Ms. Lydia H. Kennard	DAFÜR	DAFÜR
1.7	Elect Mr. Ryan M. Lance	DAFÜR	DAFÜR
1.8	Elect Ms. Sara Grootwassink Lewis	DAFÜR	DAFÜR
1.9	Re-elect Mr. Dustan E. McCoy	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.
1.10	Re-elect Mr. John J. Stephens	DAFÜR	DAFÜR
1.11	Re-elect Ms. Frances Fragos Townsend	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  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.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Elect Mr. Stephen F. Angel	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Sébastien Bazin	DAFÜR	DAFÜR	
1c.	Re-elect Dr. Ashton Carter	DAFÜR	DAFÜR	
1d.	Re-elect Mr. H. Lawrence Culp Jr.	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1e.	Re-elect Mr. Francisco D'Souza	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Edward P. Garden	DAFÜR	DAFÜR	
1g.	Elect Ms. Isabella Goren	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Thomas W. Horton	DAFÜR	DAFÜR	
1i.	Re-elect Prof. Risa Lavizzo-Mourey	DAFÜR	● DAGEGEN	Chairman of the governance committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1j.	Re-elect Ms. Catherine Lesjak	DAFÜR	DAFÜR	
1k.	Elect Mr. Tomislav Mihaljevic	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Paula Rosput Reynolds	DAFÜR	DAFÜR	
1m.	Re-elect Ms. Leslie F. Seidman	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Election of the auditor	DAFÜR	DAFÜR	
4.	Approve the 2022 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5.	Shareholder resolution: Cessation of Stock Option and Bonus Programs	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Ratification of Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
7.	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.



No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Mary T. Barra	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Elect Mr. Aneel Bhusri	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Joseph Jimenez	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Judith A. Miscik	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Patricia F. Russo	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1h.	Re-elect Mr. Thomas M. Schoewe	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Carol M. Stephenson	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Mark A. Tatum	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Devin N. Wenig	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Margaret C. Whitman	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
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: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Use of Child Labour in Connection with Electric Vehicles	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Jacqueline K. Barton	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Jefferey A. Bluestone	DAFÜR	DAFÜR	
1c.	Re-elect Dr. med. Sandra J. Horning	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Kelly A. Kramer	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Kevin E. Lofton	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Harish Manwani	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1g.	Re-elect Mr. Daniel O'Day	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1h.	Re-elect Mr. Javier J. Rodriguez	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Anthony Welters	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	To approve the 2022 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
8.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
9.	Shareholder resolution: Report on Board Oversight of Risks Related to Anticompetitive Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on risks related to anticompetitive practices.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Michele Burns	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Drew Gilpin Faust	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines.
1c.	Re-elect Mr. Mark Flaherty	DAFÜR	DAFÜR	
1d.	Elect Ms. Kimberley Harris	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Ellen J. Kullman	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1f.	Re-elect Mr. Lakshmi N. Mittal	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1g.	Re-elect Mr. Adebayo O. Ogunlesi	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.  Concerns over the director's time commitments.
1h.	Re-elect Mr. Peter Oppenheimer	DAFÜR	DAFÜR	
1i.	Re-elect Mr. David M. Solomon	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1j.	Re-elect Dr. Jan Tighe	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Jessica Uhl	DAFÜR	DAFÜR	
1l.	Re-elect Mr. David A. Viniar	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Mark O. Winkelman	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Charitable giving reporting	DAGEGEN	DAGEGEN	
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Adopt a policy to ensure lending and underwriting do not contribute to new fossil fuel development	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration.
3	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
Elections to the Board of Directors				
4	Elect Ms. Anne Beal	DAFÜR	DAFÜR	
5	Elect Mr. Harry C. Dietz	DAFÜR	DAFÜR	
6	Re-elect Mr. Jonathan Symonds	DAFÜR	DAFÜR	
7	Re-elect Dame Emma Walmsley	DAFÜR	DAFÜR	
8	Re-elect Mr. Charles A. Bancroft	DAFÜR	DAFÜR	
9	Re-elect Mr. Manvinder Singh Banga	DAFÜR	DAFÜR	
10	Re-elect Mr. Hal Barron	DAFÜR	DAFÜR	
11	Re-elect Dame Vivienne Cox	DAFÜR	DAFÜR	
12	Re-elect Ms. Lynn Elsenhans	DAFÜR	● DAGEGEN	Non independent member sitting on the audit committee, which is not best practice.
13	Re-elect Prof. Dr. Laurie Glimcher	DAFÜR	DAFÜR	
14	Re-elect Dr. Jesse Goodman	DAFÜR	DAFÜR	
15	Re-elect Mr. Iain Mackay	DAFÜR	DAFÜR	
16	Re-elect Mr. Urs Rohner	DAFÜR	DAFÜR	
17	Re-appoint Deloitte as auditor	DAFÜR	DAFÜR	
18	Auditor's remuneration	DAFÜR	DAFÜR	
19	Political donations and political expenditure	DAFÜR	DAFÜR	
20	Directors' authority to allot shares	DAFÜR	DAFÜR	
21	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
22	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	
23	Purchase of own shares	DAFÜR	DAFÜR	
24	Exemption from statement of the name of the senior statutory auditor in published copies of the auditor's reports (ordinary resolution)	DAFÜR	DAFÜR	
25	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.
26	All Employee Share Plan - GlaxoSmithKline plc Share Save Plan 2022	DAFÜR	DAFÜR	

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No.	Traktanden	Board	Ethos
27	All Employee Share Plan - GlaxoSmithKline plc Share Reward Plan 2022	DAFÜR	DAFÜR
28	Adoption of new Articles of Association	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1	Haleon Demerger	DAFÜR	DAFÜR
2	Related Party Transactions	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
a	Re-elect Mr. Thomas F. Frist III	DAFÜR	DAFÜR	
b	Re-elect Mr. Samuel N. Hazen	DAFÜR	DAFÜR	
d	Re-elect Ms. Meg G. Crofton	DAFÜR	DAFÜR	
c	Re-elect Mr. Robert J. Dennis	DAFÜR	DAFÜR	
e	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR	
f	Re-elect Mr. William R. Frist	DAFÜR	DAFÜR	
g	Re-elect Mr. Charles O. Holliday, Jr	DAFÜR	DAFÜR	
h	Elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
i	Re-elect Mr. Michael W. Michelson	DAFÜR	DAFÜR	
j	Re-elect Dr. med. Wayne J. Riley	DAFÜR	DAFÜR	
k	Elect Ms. Andrea B. Smith	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
5	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos	
1	1) To approve the parent company's financial statements; 2) To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR	
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	
3	Discharge of the Executif Management Board	DAFÜR	DAFÜR	
4	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	
5	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	
6	To approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	Authorisation that can be used as an anti-takeover protection without shareholder approval.
7	To approve the remuneration report	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration.
8	Ex-post binding "Say on Pay" vote on individual remuneration of Axel Dumas, Co-CEO	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.
9	Ex-post binding "Say on Pay" vote on individual remuneration of Emile Hermès SARL, Co-CEO	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.
10	Ex-post binding "Say on Pay" vote on the individual remuneration of Eric Seynes, chairman of the Supervisory Board	DAFÜR	DAFÜR	
11	To approve the Co-CEOs' new remuneration policy	DAFÜR	● DAGEGEN	No individual caps are disclosed.
12	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	
	Board main features			
13	Re-election of Charles-Eric Bauer as a member of the Supervisory Board for 3 years	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.
14	Re-election of Estelle Brachlianoff as a member of the Supervisory Board for 3 years	DAFÜR	DAFÜR	
15	Re-election of Julie Guerrand as a member of the Supervisory Board for 3 years	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.
16	Re-election of Dominique Sénéquier as a member of the Supervisory Board for 3 years	DAFÜR	● DAGEGEN	Concerns over the director's attendance rate, which was below 75% during the year under review.
17	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	



No.	Traktanden	Board	Ethos	
18	To authorise new option plans (existing shares)	DAFÜR	● DAGEGEN	Potential excessive awards.
19	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	● DAGEGEN	Potential excessive awards.
20	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Christopher J. Nassetta	DAFÜR	DAFÜR
1b.	Re-elect Mr. Jonathan D. Gray	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1c.	Re-elect Ms. Charlene T. Begley	DAFÜR	DAFÜR
1d.	Re-elect Mr. Chris Carr	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1e.	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR
1f.	Re-elect Mr. Raymond E. Mabus Jr.	DAFÜR	DAFÜR
1g.	Re-elect Ms. Judith A. McHale	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1h.	Re-elect Ms. Elizabeth A. Smith	DAFÜR	DAFÜR
1i.	Re-elect Mr. Douglas M. Steenland	DAFÜR	DAFÜR
2.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos
1	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR
2	Amend Articles of Association: Virtual general meeting	DAFÜR	DAFÜR
3	Election of Directors		
3.1	Re-elect Mr. Katsumi Ihara	DAFÜR	DAFÜR
3.2	Re-elect Mr. Ravi Venkatesan	DAFÜR	DAFÜR
3.3	Re-elect Ms. Cynthia Carroll	DAFÜR	DAFÜR
3.4	Elect Mr. Ikuro Sugawara	DAFÜR	DAFÜR
3.5	Re-elect Mr. Joe Harlan	DAFÜR	DAFÜR
3.6	Re-elect Ms. Louise Pentland	DAFÜR	DAFÜR
3.7	Re-elect Mr. Takatoshi Yamamoto	DAFÜR	DAFÜR
3.8	Re-elect Mr. Hiroaki Yoshihara	DAFÜR	DAFÜR
3.9	Re-elect Prof. Helmuth Ludwig	DAFÜR	DAFÜR
3.10	Re-elect Mr. Keiji Kojima	DAFÜR	● DAGEGEN Executive director sitting on the remuneration committee, which is not best practice.
3.11	Re-elect Mr. Hideaki Seki	DAFÜR	DAFÜR
3.12	Re-elect Mr. Toshiaki Higashihara	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Gerard J. Arpey	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Ari Bousbib	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Jeffery H. Boyd	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Gregory D. Brenneman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Mr. J. Frank Brown	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Albert P. Carey	DAFÜR	DAFÜR	
1g.	Elect Mr. Edward P. Decker	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Manuel Kadre	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1k.	Re-elect Ms. Stephanie C. Linnartz	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Craig A. Menear	DAFÜR	DAFÜR	
1m.	Elect Ms. Paula Santilli	DAFÜR	DAFÜR	
1n.	Elect Ms. Caryn Seidman-Becker	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration and only 50% of the LTI award depends on forward looking performance objectives tested over a 3-year period.
4.	To approve the adoption of the Omnibus Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
8.	Shareholder resolution: Report on Steps to Improve Gender and Racial Equity on the Board	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
9.	Shareholder resolution: Report on Efforts to Eliminate Deforestation in Supply Chain	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues.
10.	Shareholder resolution: Racial Equity Audit Report	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity.

No.	Traktanden	Board	Ethos
1	Election of Directors		
1.1	Re-elect Mr. Seiji Kuraishi	DAFÜR	DAFÜR
1.2	Re-elect Mr. Toshihiro Mibe	DAFÜR	DAFÜR
1.3	Re-elect Mr. Kohei Takeuchi	DAFÜR	DAFÜR
1.4	Elect Mr. Shinji Aoyama	DAFÜR	DAFÜR
1.5	Re-elect Ms. Asako Suzuki	DAFÜR	DAFÜR
1.6	Re-elect Mr. Masafumi Suzuki	DAFÜR	DAFÜR
1.7	Re-elect Mr. Kunihiko Sakai	DAFÜR	DAFÜR
1.8	Re-elect Mr. Fumiya Kokubu	DAFÜR	DAFÜR
1.9	Re-elect Mr. Yoichiro Ogawa	DAFÜR	DAFÜR
1.10	Re-elect Mr. Kazuhiro Higashi	DAFÜR	DAFÜR
1.11	Re-elect Ms. Ryoko Nagata	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1	To receive the audited consolidated financial statements of the company Elections of directors	DAFÜR	DAFÜR
2	Re-elect Mr. Apurv Bagri	DAFÜR	DAFÜR
3	Re-elect the auditor and fix their remuneration	DAFÜR	DAFÜR
4	To authorise the buy back of shares in the company	DAFÜR	DAFÜR
5	To issue and deal with additional shares in the company	DAFÜR	DAFÜR
6.a	Approve listing operation governance committee fee	DAFÜR	DAFÜR
6.b	Approve board fees for 2022/2023	DAFÜR	DAFÜR
6.c	Approve committee fees for 2022/2023	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1.	Election of Directors		
1.1	Re-elect Mr. Mitsudo Urano	DAFÜR	DAFÜR
1.2	Re-elect Mr. Shuzo Kaihori	DAFÜR	DAFÜR
1.3	Re-elect Mr. Hiroaki Yoshihara	DAFÜR	DAFÜR
1.4	Re-elect Mr. Yasuyuki Abe	DAFÜR	DAFÜR
1.5	Elect Ms. Takayo Hasegawa	DAFÜR	DAFÜR
1.6	Elect Ms. Mika Nishimura	DAFÜR	DAFÜR
1.7	Elect Mr. Eiichiro Ikeda	DAFÜR	DAFÜR
1.8	Elect Mr. Ryo Hirooka	DAFÜR	DAFÜR
2.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Aida M. Alvarez	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Shumeet Banerji	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Robert R. Bennett	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Charles V. Bergh	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Elect Mr. Bruce D. Broussard	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Stacy Brown-Philpot	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Stephanie A. Burns	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Mary Anne Citrino	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Richard L. Clemmer	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Enrique Lores	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Judith Miscik	DAFÜR	DAFÜR	
1l.	Elect Ms. Kim K.W. Rucker	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Subra Suresh	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	To approve the Third Amended and Restated HP 2004 Stock Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5.	Shareholder resolution: Reduce Ownership Threshold for Special Shareholder Meetings to 10%	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.



No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration and use of the salary allowance to circumvent the banking bonus cap introduced in 2014 in the European Union.
3	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
Elections to the Board of Directors				
4(a)	Elect Ms. Rachel Duan	DAFÜR	DAFÜR	
4(b)	Elect Ms. Carolyn Fairbairn	DAFÜR	DAFÜR	
4(c)	Re-elect Mr. James Forese	DAFÜR	DAFÜR	
4(d)	Re-elect Mr. Steven Craig Guggenheimer	DAFÜR	DAFÜR	
4(e)	Re-elect Mr. José Antonio Meade Kuribreña	DAFÜR	DAFÜR	
4(f)	Re-elect Ms. Eileen K Murray	DAFÜR	DAFÜR	
4(g)	Re-elect Mr. David Nish	DAFÜR	DAFÜR	
4(h)	Re-elect Mr. Noel Quinn	DAFÜR	DAFÜR	
4(i)	Re-elect Mr. Ewen Stevenson	DAFÜR	DAFÜR	
4(j)	Re-elect Mr. Jackson Tai	DAFÜR	DAFÜR	
4(k)	Re-elect Mr. Mark Edward Tucker	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The representation of women on the board is insufficient.
5	Re-appoint PricewaterhouseCoopers as auditor	DAFÜR	DAFÜR	
6	Auditor's remuneration	DAFÜR	DAFÜR	
7	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
8	Directors' authority to allot shares	DAFÜR	DAFÜR	
9	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
10	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	
11	Addition of any repurchased shares to general authority to allot shares	DAFÜR	DAFÜR	
12	Purchase of ordinary shares	DAFÜR	DAFÜR	
13	Approval of form of share repurchase contract	DAFÜR	DAFÜR	
14	Directors' authority to issue of Contingent Convertible Securities	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.

No.	Traktanden	Board	Ethos	
15	Disapplication of pre-emption rights in relation to the issue of Contingent Convertible Securities	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.
16	Renewal of scrip dividend authority	DAFÜR	DAFÜR	
17 (a)	Amendments to Articles of Association	DAFÜR	DAFÜR	
17 (b)	To insert new Article 171 into the Articles of Association	ZURÜCK-GEZOGEN	● DAFÜR	This ITEM was not submitted to shareholder vote.
18	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.
19	Shareholder requisitioned resolution – Midland Clawback Campaign	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
a	Re-elect Dr. med. Raquel C. Bono	DAFÜR	DAFÜR	
b	Re-elect Mr. Bruce D. Broussard	DAFÜR	DAFÜR	
c	Re-elect Mr. Frank A. D'Amelio	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
d	Elect Dr. med. David T. Feinberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.  Non independent director (business connections with the company). The board is not sufficiently independent.
e	Re-elect Dr. med. Wayne A.I. Frederick	DAFÜR	DAFÜR	
f	Re-elect Mr. John W. Garratt	DAFÜR	DAFÜR	
g	Re-elect Mr. Kurt J. Hilzinger	DAFÜR	DAFÜR	
h	Re-elect Mr. David A. Jones, Jr	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.  Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
i	Re-elect Ms. Karen W. Katz	DAFÜR	DAFÜR	
j	Re-elect Ms. Marcy S. Klevorn	DAFÜR	DAFÜR	
k	Re-elect Mr. William J. McDonald	DAFÜR	DAFÜR	
l	Re-elect Mr. Jorge S. Mesquita	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
m	Re-elect Mr. James J. O'Brien	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
2	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas Buberl	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1b.	Re-elect Mr. David N. Farr	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Alex Gorsky	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Re-elect Prof. Michelle J. Howard	DAFÜR	DAFÜR	
1e.	Re-elect Dr. Arvind Krishna	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f.	Re-elect Mr. Andrew N. Liveris	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The representation of women on the board is insufficient.  Concerns over the director's time commitments.
1g.	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Martha E. Pollack	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Joseph R. Swedish	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Peter R. Voser	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Frederick H. Waddell	DAFÜR	DAFÜR	
1l.	Elect Mr. Alfred W. Zollar	DAFÜR	DAFÜR	
2.	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold (10%) would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Report on Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Jonathan W. Ayers	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1b.	Re-elect Dr. oec. Stuart M. Essig	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Jonathan J. Mazelsky	DAFÜR	DAFÜR	
1d.	Re-elect Ms. M. Anne Szostak	DAFÜR	DAFÜR	
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>
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Daniel J. Brutto	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Susan Crown	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Mr. Darrell L. Ford	DAFÜR	DAFÜR	
1d.	Re-elect Mr. James W. Griffith	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Jay L. Henderson	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Richard H. Lenny	DAFÜR	DAFÜR	
1g.	Re-elect Mr. E. Scott Santi	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1h.	Re-elect Mr. David B. Smith Jr.	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Pamela B. Strobel	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Anré D. Williams	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1A.	Re-elect Dr. Frances Arnold	DAFÜR	DAFÜR	
1B.	Re-elect Mr. Francis A. deSouza	DAFÜR	DAFÜR	
1C.	Re-elect Ms. Caroline D. Dorsa	DAFÜR	DAFÜR	
1D.	Re-elect Dr. Robert S. Epstein	DAFÜR	DAFÜR	
1E.	Re-elect Dr. Scott Gottlieb	DAFÜR	DAFÜR	
1F.	Re-elect Dr. Gary S. Guthart	DAFÜR	DAFÜR	
1G.	Re-elect Mr. Philip W. Schiller	DAFÜR	DAFÜR	
1H.	Re-elect Ms. Susan E. Siegel	DAFÜR	DAFÜR	
1I.	Re-elect Mr. John W. Thompson	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.
5.	Provide Right to Call Special Shareholder Meetings	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2	Approve the Dividend	DAFÜR	DAFÜR
3.1	Approve Discharge of Management Board member Dr. Reinhard Ploss (CEO)	DAFÜR	DAFÜR
3.2	Approve Discharge of Management Board member Dr. Helmut Gassel	DAFÜR	DAFÜR
3.3	Approve Discharge of Management Board member Jochen Hanebeck	DAFÜR	DAFÜR
3.4	Approve Discharge of Management Board member Constanze Hufenbecher (member since 15 April 2021)	DAFÜR	DAFÜR
3.5	Approve Discharge of Management Board member Dr. Sven Schneider	DAFÜR	DAFÜR
4.1	Approve Discharge of Supervisory Board member Dr. Wolfgang Eder (Chairman)	DAFÜR	DAFÜR
4.2	Approve Discharge of Supervisory Board member Xiaoqun Clever	DAFÜR	DAFÜR
4.3	Approve Discharge of Supervisory Board member Johann Dechant (Vice Chairman)	DAFÜR	DAFÜR
4.4	Approve Discharge of Supervisory Board member Dr. Friedrich Eichiner	DAFÜR	DAFÜR
4.5	Approve Discharge of Supervisory Board member Annette Engelfried	DAFÜR	DAFÜR
4.6	Approve Discharge of Supervisory Board member Peter Gruber	DAFÜR	DAFÜR
4.7	Approve Discharge of Supervisory Board member Hans-Ulrich Holdenried	DAFÜR	DAFÜR
4.8	Approve Discharge of Supervisory Board member Dr. Susanne Lachenmann	DAFÜR	DAFÜR
4.9	Approve Discharge of Supervisory Board member Géraldine Picaud	DAFÜR	DAFÜR
4.10	Approve Discharge of Supervisory Board member Dr. Manfred Puffer	DAFÜR	DAFÜR
4.11	Approve Discharge of Supervisory Board member Melanie Riedl	DAFÜR	DAFÜR
4.12	Approve Discharge of Supervisory Board member Jürgen Scholz	DAFÜR	DAFÜR
4.13	Approve Discharge of Supervisory Board member Kerstin Schulzendorf	DAFÜR	DAFÜR



No.	Traktanden	Board	Ethos
4.14	Approve Discharge of Supervisory Board member Dr. Ulrich Spiesshofer	DAFÜR	DAFÜR
4.15	Approve Discharge of Supervisory Board member Margret Suckale	DAFÜR	DAFÜR
4.16	Approve Discharge of Supervisory Board member Diana Vitale	DAFÜR	DAFÜR
5	Appoint the Auditors	DAFÜR	<ul style="list-style-type: none"> <li>● DAGEGEN The auditor's long tenure raises independence concerns.</li> </ul>
Board main features			
6	Elections to the Supervisory Board: Géraldine Picaud	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2a.	Report of the executive board for the financial year 2021	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2b.	Report on sustainability	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2c.	Report of the supervisory board for the financial year 2021	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2d.	Approve remuneration report	DAFÜR	DAFÜR
2e.	Adoption of the financial statements	DAFÜR	DAFÜR
3a.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
3b.	Approve allocation of income	DAFÜR	DAFÜR
4a.	Discharge of executive board	DAFÜR	DAFÜR
4b.	Discharge of supervisory board	DAFÜR	DAFÜR
5.	Amendment of the profile of the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
6a.	Authorisation to issue shares	DAFÜR	DAFÜR
6b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR
7.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
8a.	Reduce share capital via cancellation of shares already held in treasury	DAFÜR	DAFÜR
8b.	Amendment of Article 5.1 of the Articles of Association	DAFÜR	DAFÜR
9.	Reduce share capital via cancellation of shares in connection with the authorisation requested to repurchase own shares	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Patrick P. Gelsinger	DAFÜR	DAFÜR	
1b.	Re-elect Mr. James J. Goetz	DAFÜR	DAFÜR	
1c.	Elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Alyssa H. Henry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Dr. Omar Ishrak	DAFÜR	DAFÜR	
1f.	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	
1g.	Re-elect Dr. Tsu-Jae King Liu	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Gregory D. Smith	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Dion J. Weisler	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Frank D. Yeary	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.  Concerns over the excessive sign-on bonus granted to the new CEO.
4.	To approve the amendment of the 2006 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.  The non-executive directors receive options.
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6.	Shareholder resolution: Report Assessing whether corporate written policies / unwritten norms reinforce racism in company culture	DAGEGEN	● DAFÜR	The proposal would help the company to prevent discrimination.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Sharon Y. Bowen	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Shantella E. Cooper	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Duriya M. Farooqui	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Lord William Jefferson Hague	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Mark F. Mulhern	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Thomas E. Noonan	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Caroline L. Silver	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Jeffrey C. Sprecher	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1i.	Re-elect Ms. Judith A. Sprieser	DAFÜR	DAFÜR	
1j.	Elect Ms. Martha A. Tirinnanzi	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	To approve the 2022 Omnibus Employee Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.  No individual caps are disclosed.
4.	To approve the 2022 Omnibus Non-Employee Director Incentive Plan	DAFÜR	● DAGEGEN	Excessive total remuneration.
5.	Eliminate Supermajority Vote Requirement	DAFÜR	● DAGEGEN	The amendment has a negative impact on the long-term interests of the majority of the company's stakeholders.
6.	Provide Right to Call Special Shareholder Meetings	DAFÜR	DAFÜR	
7.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
8.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
Ordinary Agenda				
1a	Financial statements as at 31 December 2021	DAFÜR	DAFÜR	
1b	Allocation of net income and dividend distribution	DAFÜR	DAFÜR	
2a	Determination of the number of members of the Board Directors	KEINE EMPFEHLUNG	● DAFÜR	The proposed board size is acceptable.
2b	Appointment of the members of the Board Directors and the Audit Committee	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2b.1	Slate of nominees submitted by a group of banking foundations	KEINE EMPFEHLUNG	● DAFÜR	The proposed slate would improve the level of independence of the board.
2b.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	The slate under ITEM 4.1 is supported.
2.c	Appointment of the Chairperson and one or more Deputy Chairpersons of the Board of Directors	KEINE EMPFEHLUNG	● DAFÜR	No concerns regarding the election of the chairman of the board of directors.
3.a	Remuneration policies in respect of the Board Directors	DAFÜR	DAFÜR	
3.b	Determination of the remuneration of the Board Directors	KEINE EMPFEHLUNG	● DAGEGEN	The proposed board fees are excessive.
3.c	Binding vote on the remuneration policy	DAFÜR	DAFÜR	
3.d	Advisory vote on the remuneration paid in 2021	DAFÜR	● DAGEGEN	Excessive fixed remuneration.
3.e	Approval of the 2022 Annual Incentive Plan based on financial instruments	DAFÜR	DAFÜR	
3.f	Approval of the 2022-2025 Performance Share Plan Long-term Incentive Plan	DAFÜR	DAFÜR	
3.g	Approval of the 2022-2025 LECOIP 3.0 Long-term Incentive Plan reserved for the Professionals of the Intesa Sanpaolo Group	DAFÜR	DAFÜR	
4.a	Authorization to purchase own shares for the annulment of a maximum number of 2'615'384'615 own shares	DAFÜR	DAFÜR	
4.b	Authorization to purchase and dispose of own shares to serve Incentive Plans	DAFÜR	DAFÜR	
4.c	Authorization to purchase and dispose of own shares for trading purposes	DAFÜR	DAFÜR	
Extraordinary Agenda				

No.	Traktanden	Board	Ethos
1	Cancellation of own shares with no reduction of the share capital	DAFÜR	DAFÜR
2	Authorization to increase the share capital in execution of the 2022-2025 LECOIP 3.0 Long-term Incentive Plan	DAFÜR	DAFÜR
3	Authorization to increase the share capital in execution of the 2022-2025 Performance Share Plan Long-term Incentive Plan	DAFÜR	DAFÜR
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	<p>● DAGEGEN</p> <p>Shareholders voting by proxy cannot approve in advance any unannounced proposal.</p>

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Eve Burton	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Scott D. Cook	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Richard L. Dalzell	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Sasan Goodarzi	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Deborah Liu	DAFÜR	DAFÜR	
1.f	Re-elect Ms. Tekedra Mawakana	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Suzanne Nora Johnson	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Dennis D. Powell	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Brad D. Smith	DAFÜR	DAFÜR	
1.j	Re-elect Mr. Thomas Szkutak	DAFÜR	DAFÜR	
1.k	Re-elect Mr. Raul Vazquez	DAFÜR	DAFÜR	
1.l	Re-elect Mr. Jeff Weiner	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>Performance targets are not sufficiently challenging.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	To approve the Amended and Restated 2005 Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. Craig H. Barratt	DAFÜR	DAFÜR
1b.	Re-elect Mr. Joseph C. Beery	DAFÜR	DAFÜR
1c.	Re-elect Dr. Gary S. Guthart	DAFÜR	DAFÜR
1d.	Re-elect Ms. Amal M. Johnson	DAFÜR	DAFÜR
1e.	Re-elect Dr. Don R. Kania	DAFÜR	DAFÜR
1f.	Re-elect Dr. Amy L. Ladd	DAFÜR	DAFÜR
1g.	Re-elect Mr. Keith R. Leonard Jr.	DAFÜR	DAFÜR
1h.	Re-elect Dr. Alan J. Levy	DAFÜR	<p>● DAGEGEN The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1i.	Re-elect Ms. Jami Dover Nachtsheim	DAFÜR	DAFÜR
1j.	Re-elect Dr. med. Monica P. Reed	DAFÜR	DAFÜR
1k.	Re-elect Mr. Mark J. Rubash	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
3.	Re-election of the auditor	DAFÜR	DAFÜR
4.	To approve the adoption of the Amended and Restated 2010 Incentive Award Plan	DAFÜR	<p>● DAGEGEN The potential variable remuneration exceeds our guidelines.</p>



No.	Traktanden	Board	Ethos	
1.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	
2.	Preparation and approval of the voting register	DAFÜR	DAFÜR	
3.	Approval of the agenda	DAFÜR	DAFÜR	
4.	Election of persons to verify the minutes of the Meeting	DAFÜR	DAFÜR	
5.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Adoption of the financial statements	DAFÜR	DAFÜR	
9.	Approve remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.
10a.	Discharge of Gunnar Brock	DAFÜR	DAFÜR	
10b.	Discharge of Johan Forssell	DAFÜR	DAFÜR	
10c.	Discharge of Magdalena Gerger	DAFÜR	DAFÜR	
10d.	Discharge of Tom Johnstone	DAFÜR	DAFÜR	
10e.	Discharge of Isabelle Kocher	DAFÜR	DAFÜR	
10f.	Discharge of Sara Mazur	DAFÜR	DAFÜR	
10g.	Discharge of Sven Nyman	DAFÜR	DAFÜR	
10h.	Discharge of Grace Reksten Skaugen	DAFÜR	DAFÜR	
10i.	Discharge of Hans Stråberg	DAFÜR	DAFÜR	
10j.	Discharge of Jacob Wallenberg	DAFÜR	DAFÜR	
10k.	Discharge of Marcus Wallenberg	DAFÜR	DAFÜR	
11.	Approve allocation of income and dividend	DAFÜR	DAFÜR	
12a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	
12b.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	
13a.	Approve directors' fees	DAFÜR	DAFÜR	
13b.	Approve auditors' fees	DAFÜR	DAFÜR	
14.	Composition of the board of directors			
14a.	Election of Gunnar Brock	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.

No.	Traktanden	Board	Ethos	
14b.	Election of Johan Forssell	DAFÜR	DAFÜR	
14c.	Election of Magdalena Gerger	DAFÜR	DAFÜR	
14d.	Election of Tom Johnstone	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
14e.	Election of Isabelle Kocher	DAFÜR	DAFÜR	
14f.	Election of Sven Nyman	DAFÜR	DAFÜR	
14g.	Election of Grace Reksten Skaugen	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
14h.	Election of Hans Stråberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
14i.	Election of Jacob Wallenberg	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
14j.	Election of Marcus Wallenberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
14k.	Election of Sara Öhrvall	DAFÜR	DAFÜR	
15.	Election of the Chairman of the board	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
16.	Election of auditor	DAFÜR	DAFÜR	
17a.	Approve share-related incentive plan for employees in Investor AB	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.
17b.	Approve share-related incentive plan for the employees in subsidiary Patricia Industries	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.
18a.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	
18b.	Transfer of own shares in connection with the share-related incentive plan 2022	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. John P. Connaughton	DAFÜR	DAFÜR	
1.2	Re-elect Mr. John G. Danhaki	DAFÜR	DAFÜR	
1.3	Re-elect Mr. James A. Fasano	DAFÜR	DAFÜR	
1.4	Elect Ms. Leslie Wims Morris	DAFÜR	DAFÜR	
2	Approve the declassification of the board	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Introduce majority voting for the board of directors	DAGEGEN	● DAFÜR	Majority elections increase directors' accountability to shareholders.
5	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Elect Mr. Darius Adamczyk	DAFÜR	DAFÜR	
1b.	Re-elect Prof. Dr. Mary C. Beckerle	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1c.	Re-elect Mr. D. Scott Davis	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Ian E.L. Davis	DAFÜR	DAFÜR	
1e.	Re-elect Prof. Dr. Jennifer A. Doudna	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1f.	Elect Mr. Joaquin Duato	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1g.	Re-elect Mr. Alex Gorsky	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Ms. Marillyn A. Hewson	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Hubert Joly	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1j.	Re-elect Dr. Mark B. McClellan	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1k.	Re-elect Ms. Anne M. Mulcahy	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1l.	Re-elect Dr. A. Eugene Washington	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1m.	Re-elect Mr. Mark A. Weinberger	DAFÜR	DAFÜR	
1n.	Re-elect Dr. med. Nadja Y. West	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Approve the 2022 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria.  Potential excessive awards.  No individual caps are disclosed.  Some important elements of best practice are missing from the structure of the executive remuneration.
4.	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5.	Shareholder resolution: Adopt a Mandatory Arbitration Bylaw	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
6.	Shareholder resolution: Civil Rights, Equity, Diversity & Inclusion Audit	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Report on Racial Justice	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
8.	Shareholder resolution: Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	DAGEGEN	● DAFÜR	The proposal aims at improving the company's responsible business practices especially with regard to ensuring a safe and affordable COVID-19 vaccine.
9.	Shareholder resolution: Report on Public Health Costs of Limited Sharing of Vaccine Technology	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.
10.	Shareholder resolution: Discontinue Global Sales of Baby Powder Containing Talc	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
11.	Shareholder resolution: Charitable Donations Disclosure	DAGEGEN	DAGEGEN	
12.	Shareholder resolution: Report on Lobbying Activities Alignment with Positions on Universal Health Coverage	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
13.	Shareholder resolution: Adopt a Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
14.	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Jean Blackwell	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Pierre Cohade	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Michael E. Daniels	DAFÜR	● DAGEGEN	Chairman of the remuneration committee and we have concerns regarding the lack of independence on this committee.
1.4	Re-elect Mr. W. Roy Dunbar	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Gretchen R. Haggerty	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Simone Menne	DAFÜR	DAFÜR	
1.7	Re-elect Mr. George R. Oliver	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.8	Re-elect Mr. Jürgen Tinggren	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Mark Vergnano	DAFÜR	DAFÜR	
1.10	Re-elect Mr. R. David Yost	DAFÜR	DAFÜR	
1.11	Re-elect Mr. John D. Young	DAFÜR	DAFÜR	
2.1	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
2.2	Authorise the directors to fix the remuneration of the auditors	DAFÜR	DAFÜR	
3	Authorise market purchases of company shares	DAFÜR	DAFÜR	
4	Determine the price range the company can re-allot treasury shares	DAFÜR	DAFÜR	
5	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
6	Authorisation for directors to allot shares	DAFÜR	DAFÜR	
7	Authorisation for directors to allot shares without pre-emptive rights	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
Elections of directors				
1a.	Re-elect Ms. Linda B. Bammann	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Stephen B. Burke	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1c.	Re-elect Mr. Todd A. Combs	DAFÜR	DAFÜR	
1d.	Re-elect Mr. James S. Crown	DAFÜR	DAFÜR	
1e.	Re-elect Mr. James Dimon	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f.	Re-elect Mr. Timothy P. Flynn	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Melody Hobson	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Michael A. Neal	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Phebe N. Novakovic	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Virginia M. Rometty	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Fossil fuel financing	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
7.	Shareholder resolution: Board diversity	DAGEGEN	DAGEGEN	
8.	Shareholder resolution: Conversion to public benefit corporation	DAGEGEN	DAGEGEN	
9.	Shareholder resolution: Report on setting absolute contraction targets	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.

No.	Traktanden	Board	Ethos	
1	Dividend Allocation	DAFÜR	DAFÜR	
2	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	
3	Election of Directors			
3.1	Re-elect Mr. Takashi Tanaka	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.  Executive director sitting on the remuneration committee, which is not best practice.
3.2	Re-elect Mr. Makoto Takahashi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.  Executive director sitting on the remuneration committee, which is not best practice.
3.3	Re-elect Mr. Shinichi Muramoto	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
3.4	Re-elect Mr. Keiichi Mori	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
3.5	Re-elect Mr. Toshitake Amamiya	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
3.6	Re-elect Mr. Kazuyuki Yoshimura	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
3.7	Re-elect Mr. Goro Yamaguchi	DAFÜR	DAFÜR	
3.8	Re-elect Mr. Keiji Yamamoto	DAFÜR	DAFÜR	
3.9	Re-elect Ms. Riyo Kano	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
3.10	Re-elect Prof. Shigeki Goto	DAFÜR	DAFÜR	
3.11	Elect Mr. Tsutomu Tannowa	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.  Non independent director (business connections with the company). The board is not sufficiently independent.
3.12	Elect Ms. Junko Okawa	DAFÜR	DAFÜR	
4	Elect Mr. Noboru Edagawa as a Corporate Auditor	DAFÜR	DAFÜR	
5	Approve amendments to the Incentive Share Plan	DAFÜR	DAFÜR	
6	Approve maximum remuneration for corporate auditors	DAFÜR	DAFÜR	



No.	Traktanden	Board	Ethos	
1	To approve the parent company's financial statements.	DAFÜR	DAFÜR	
2	To approve the consolidated financial statements.	DAFÜR	DAFÜR	
3	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR	
	Board main features			
4	Re-election of Daniela Riccardi as a Director for 4 years.	DAFÜR	DAFÜR	
5	Election of Véronique Weill as a Director for 4 years.	DAFÜR	DAFÜR	
6	Election of Yonca Dervisoglu as a Director for 4 years.	DAFÜR	DAFÜR	
7	Election of Serge Weinberg as a Director for 4 years.	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.
8	To approve the remuneration report.	DAFÜR	DAFÜR	
9	Ex-post binding "Say on Pay" vote on the CEO individual remuneration.	DAFÜR	● DAGEGEN	Excessive variable remuneration.
10	Ex-post binding "Say on Pay" vote on the Deputy CEO individual remuneration.	DAFÜR	● DAGEGEN	Excessive variable remuneration.
11	To approve the executives' new remuneration policy.	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
12	To approve the non-executives new remuneration policy.	DAFÜR	DAFÜR	
13	To elect PriceWaterhouseCooper as auditor for 6 years.	DAFÜR	DAFÜR	
14	To elect Emmanuel Benoist as alternate auditor for a period of 6 years.	DAFÜR	● DAGEGEN	The appointment of an associate or partner of the main auditing firm as substitute auditor is not in line with the legal objective to provide protection to shareholders and to the company.
15	To approve a treasury share buy-back and disposal programme.	DAFÜR	DAFÜR	
16	To authorise the Board to issue restricted shares for employees and/or executive directors.	DAFÜR	● DAGEGEN	Potential excessive awards.
17	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	DAFÜR	
18	To authorise capital increases related to an all-foreign-employee share ownership plan	DAFÜR	DAFÜR	
19	Delegation of powers for the completion of formalities.	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1	Dividend Allocation	DAFÜR	DAFÜR
2	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR
3	Election of Directors		
3.1	Re-elect Mr. Takemitsu Takizaki	DAFÜR	DAFÜR
3.2	Re-elect Mr. Yu Nakata	DAFÜR	● DAGEGEN Executive director. The board is not sufficiently independent.
3.3	Re-elect Mr. Akiji Yamaguchi	DAFÜR	● DAGEGEN Executive director. The board is not sufficiently independent.
3.4	Re-elect Mr. Miki Masayuki	DAFÜR	● DAGEGEN Executive director. The board is not sufficiently independent.
3.5	Re-elect Mr. Hiroaki Yamamoto	DAFÜR	● DAGEGEN Executive director. The board is not sufficiently independent.
3.6	Re-elect Mr. Akinori Yamamoto	DAFÜR	● DAGEGEN Executive director. The board is not sufficiently independent.
3.7	Re-elect Mr. Seiichi Taniguchi	DAFÜR	DAFÜR
3.8	Re-elect Ms. Kumiko Suenaga	DAFÜR	DAFÜR
3.9	Elect Prof. Michifumi Yoshioka	DAFÜR	● DAGEGEN Non independent director (various reasons). The board is not sufficiently independent.
4.	Elect Mr. Masahuru Yamamoto as a Substitute Corporate Auditor	DAFÜR	DAFÜR
5.	Approve maximum amount of remuneration for the board of directors	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Elect Ms. Sylvia M. Burwell	DAFÜR	DAFÜR	
1.2	Re-elect Mr. John W. Culver	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Mr. Robert W. Decherd	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.  Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1.4	Re-elect Mr. Michael D. Hsu	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.5	Re-elect Dr. Mae C. Jemison	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.6	Re-elect Mr. S. Todd Maclin	DAFÜR	DAFÜR	
1.7	Elect Ms. Deirdre Mahlan	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Sherilyn S. McCoy	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Christa S. Quarles	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.10	Elect Mr. Jaime A. Ramirez	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Dunia A. Shive	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Mark T. Smucker	DAFÜR	DAFÜR	
1.13	Re-elect Mr. Michael D. White	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Sohail U. Ahmed	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Timothy M. Archer	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Eric K. Brandt	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Michael R. Cannon	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Bethany J. Mayer	DAFÜR	DAFÜR	
1.6	Elect Ms. Jyoti K. Mehra	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Abhi Y. Talwalkar	DAFÜR	DAFÜR	
1.8	Re-elect Dr. Lih-Shyng (Rick) Tsai	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Leslie F. Varon	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.  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.

No.	Traktanden	Board	Ethos	
Elections to the Board of Directors				
1a.	Re-elect Mr. Stephen F. Angel	DAFÜR	● DAGEGEN	Non independent newly appointed chairman, which is not best practice.
1b.	Elect Mr. Sanjiv Lamba	DAFÜR	DAFÜR	
1c.	Re-elect Prof. DDr. Ann-Kristin Achleitner	DAFÜR	● DAGEGEN	Non independent director sitting on the remuneration committee, which is not best practice.
1d.	Re-elect Dr. Thomas Enders	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Edward G. Galante	DAFÜR	● DAGEGEN	Non independent director sitting on the remuneration committee, which is not best practice.
1f.	Elect Mr. Joe Kaeser	DAFÜR	DAFÜR	
1g.	Re-elect Dr. Victoria E. Ossadnik	DAFÜR	DAFÜR	
1h.	Re-elect Prof. Dr. Martin H. Richenhagen	DAFÜR	DAFÜR	
1i.	Elect Mr. Alberto Weisser	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Robert L. Wood	DAFÜR	● DAGEGEN	Non independent director sitting on the remuneration committee, which is not best practice.
2a.	Re-appoint PricewaterhouseCoopers as auditor (advisory vote)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
2b.	Auditor's remuneration	DAFÜR	DAFÜR	
3	Advisory vote on the named executive officers' compensation under US law	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only.  Concerns over the pension which exceeds guidelines.
4	Advisory vote on Directors' Remuneration policy under Irish law	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
5	Determination of the Price Range for the Share Repurchase Programme	DAFÜR	DAFÜR	
6	Shareholder Proposal regarding eliminating supermajority shareholder votes	DAGEGEN	● DAFÜR	Article 255 relates to business transactions with interested persons (poison pill defensive tactic used to prevent hostile takeovers), therefore a simple majority vote is in the interests of shareholders.

No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	
	Elections to the Board of Directors			
2	Elect Ms. Harmeen Mehta	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
3	Elect Mr. Charlie Nunn	DAFÜR	DAFÜR	
4	Re-elect Mr. Robin Budenberg CBE	DAFÜR	DAFÜR	
5	Re-elect Mr. William Chalmers	DAFÜR	DAFÜR	
6	Re-elect Mr. Alan Dickinson	DAFÜR	DAFÜR	
7	Re-elect Ms. Sarah Catherine Legg	DAFÜR	DAFÜR	
8	Re-elect Lord James Lupton CBE	DAFÜR	DAFÜR	
9	Re-elect Ms. Amanda Mackenzie OBE	DAFÜR	DAFÜR	
10	Re-elect Ms. Catherine Woods	DAFÜR	DAFÜR	
11	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Concerns over the excessive sign-on bonus granted to the new CEO.
12	Declare a final dividend	DAFÜR	DAFÜR	
13	Re-appoint Deloitte as auditor	DAFÜR	DAFÜR	
14	Auditor's remuneration	DAFÜR	DAFÜR	
15	All Employee Share Plan - Group Share Incentive Plan	DAFÜR	DAFÜR	
16	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
17	Directors' authority to allot shares	DAFÜR	DAFÜR	
18	Directors' authority to allot shares in relation to the issue of Regulatory Capital Convertible Instruments	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.
19	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
20	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	
21	Limited disapplication of pre-emption rights in relation to the issue of Regulatory Capital Convertible Instruments	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.
22	Purchase of own shares	DAFÜR	DAFÜR	
23	Authority to purchase preference shares	DAFÜR	● DAGEGEN	The share repurchase is inconsistent with the long-term interests of shareholders.
24	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos	
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	
	Board main features			
4	Re-election of Jean-Paul Agon as a Director for 4 years	DAFÜR	DAFÜR	
5	Re-election of Patrice Caine as a Director for 4 years	DAFÜR	DAFÜR	
6	Re-election of Belén Garijo as a Director for 4 years	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
7	To re-elect Deloitte & Associés as auditor for 6 years	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
8	To elect Ernst & Young as auditor for 6 years	DAFÜR	DAFÜR	
9	To approve the remuneration report	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration.
10	Ex-post binding "Say on Pay" vote on the 2021 individual remuneration of Jean-Paul Agon, Chairman and CEO from January 1 to April 30, 2021	DAFÜR	● DAGEGEN	Concerns over the pension allowance which exceeds guidelines.
11	Ex-post binding "Say on Pay" vote on the 2021 individual remuneration of Jean-Paul Agon, Chairman since 1 May 2021	DAFÜR	● DAGEGEN	Excessive board fees paid to the chairman of the board.
12	Ex-post binding "Say on Pay" vote on the 2021 individual remuneration of Nicolas Hieronimus, CEO since 1 May 2021	DAFÜR	● DAGEGEN	Excessive total remuneration.
13	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	
14	To approve the non-executive Chairman new remuneration policy	DAFÜR	● DAGEGEN	Excessive total remuneration.
15	To approve the CEO new remuneration policy	DAFÜR	DAFÜR	
16	To approve the purchase agreement for the acquisition by L'Oréal from Nestlé of 22,260,000 L'Oréal shares under the regulated agreements procedure.	DAFÜR	DAFÜR	
17	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
18	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	
19	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	● DAGEGEN	Potential excessive awards.

No.	Traktanden	Board	Ethos
20	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR
21	To authorise capital increases related to an all-foreign-employee share ownership plan	DAFÜR	DAFÜR
22	To amend the Articles on the maximum age of the Chairman	DAFÜR	DAFÜR
23	To amend the Articles on the maximum age of the CEO	DAFÜR	DAFÜR
24	To modify the Articles : deletion of the reference to the banking act and identification of the shareholders.	DAFÜR	DAFÜR
25	To amend Articles of the Board: deletion of article 8 on directors' shareholdings.	DAFÜR	<p>● DAGEGEN</p> <p>The amendment has a negative impact on the rights or interests of all or some of the shareholders.</p>
26	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR



No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Ralph (Raul) Alvarez	DAFÜR	DAFÜR	
1.2	Re-elect Mr. David H. Batchelder	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Sandra B. Cochran	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Laurie Z. Douglas	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Richard W. Dreiling	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.6	Re-elect Mr. Marvin R. Ellison	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1.7	Re-elect Mr. Daniel J. Heinrich	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Brian C. Rogers	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Bertram L. Scott	DAFÜR	DAFÜR	
1.10	Elect Ms. Colleen Taylor	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.11	Re-elect Ms. Mary Beth West	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.
4.	To approve the amendment to the 2006 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan.
5.	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
6.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.
7.	Shareholder resolution: Report on Risks of State Policies Restricting Reproductive Health Care	DAGEGEN	● DAFÜR	Reproductive rights is a very important matter for employees and the company 's medical insurance and employee assistance and wellness programs does not directly address this issue.
8.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	
9.	Shareholder resolution: Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	DAGEGEN	● DAFÜR	The report will improve the status and workplace rights of employees in the supply chain.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Kathryn Henry	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Jon McNeill	DAFÜR	DAFÜR	
1c.	Elect Ms. Alison Loehnis	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
4.	Shareholder Resolution: Report on the slaughter methods used to procure down	DAGEGEN	● DAFÜR	The resolution aims at identifying whether or not the slaughter methods used are aligned with the company's values.

No.	Traktanden	Board	Ethos	
1	To approve the parent company's financial statements.	DAFÜR	DAFÜR	
2	To approve the consolidated financial statements.	DAFÜR	DAFÜR	
3	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR	
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties.	DAFÜR	● DAGEGEN	The information presented to the shareholders is insufficient for the service agreement with Groupe Arnault.
	Board main features			
5	Re-election of Bernard Arnault as a Director for 3 years.	DAFÜR	● DAGEGEN	Combined chairman and CEO.
6	Re-election of Sophie Chassat as a Director for 3 years.	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
7	Re-election of Clara Gaymard as a Director for 3 years.	DAFÜR	DAFÜR	
8	Re-election of Hubert Védrine as a Director for 3 years.	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
9	Re-election of Yann Arthus-Bertrand as non-voting Director for 3 years.	DAFÜR	● DAGEGEN	Election of non-voting directors is not in shareholders' interests as they can be used to circumvent limitations on multi-directorships or on a maximum number of directors on the board.
10	To approve Directors' fees.	DAFÜR	DAFÜR	
11	To re-elect Mazars as auditor for 6 years.	DAFÜR	DAFÜR	
12	To elect Deloitte & Associés as auditor for 6 years.	DAFÜR	DAFÜR	
13	Term and non-renewal of the mandate of an alternate auditor.	DAFÜR	DAFÜR	
14	To approve the remuneration report.	DAFÜR	● DAGEGEN	Potential excessive awards.  Performance targets are not sufficiently challenging.
15	Ex-post binding "Say on Pay" vote on the CEO individual remuneration.	DAFÜR	● DAGEGEN	Excessive total remuneration.  Excessive variable remuneration.
16	Ex-post binding "Say on Pay" vote on the Deputy individual remuneration.	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.
17	To approve the non-executives new remuneration policy.	DAFÜR	DAFÜR	
18	To approve the Chairman and CEO new remuneration policy.	DAFÜR	● DAGEGEN	The information provided is insufficient.  Potential excessive awards.
19	To approve the Deputy CEO new remuneration policy.	DAFÜR	● DAGEGEN	The information provided is insufficient.  Potential excessive awards.

No.	Traktanden	Board	Ethos
20	To approve a treasury share buy-back and disposal programme.	DAFÜR	DAFÜR
21	To authorise a potential reduction in the company's share capital.	DAFÜR	DAFÜR
22	To authorise the Board to issue restricted shares for employees and/or executive directors.	DAFÜR	● DAGEGEN Potential excessive awards.
23	1)To amend the Articles on the maximum age of the CEO.; 2)To amend article 24 of the Bylaws regarding statutory threshold notifications	DAFÜR	● DAGEGEN Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.

No.	Traktanden	Board	Ethos	
1	Receive the financial statements for the year ended 31 March 2022	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Elections of directors			
2.a	Re-elect Ms. Jillian R. Broadbent	DAFÜR	DAFÜR	
2.b	Re-elect Mr. Philip M. Coffey	DAFÜR	DAFÜR	
2.c	Elect Ms. Michelle Hinchliffe	DAFÜR	DAFÜR	
3	Adoption of the Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
4	Approval of CEO's participation in the company's Employee Retained Equity Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Anthony G. Capuano	DAFÜR	DAFÜR	
1b.	Elect Ms. Isabella D. Goren	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Deborah Marriot Harrison	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Federick A. Henderson	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Eric Hippeau	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Debra L. Lee	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Aylwin B. Lewis	DAFÜR	DAFÜR	
1h.	Re-elect Mr. David S. Marriott	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Margaret M. McCarthy	DAFÜR	DAFÜR	
1j.	Re-elect Mr. George Muñoz	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1k.	Re-elect Mr. Horacio D. Rozanski	DAFÜR	DAFÜR	
1l.	Re-elect Prof. Susan C. Schwab	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
5.	Shareholder resolution: Report on the Economic and Social Costs and Risks Created by the Company's Compensation and Workforce Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
6.	Shareholder resolution: Independent chairman	ZURÜCK-GEZOGEN	● DAGEGEN	Item 6 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:  The company's board is sufficiently independent (58.3%), Ethos therefore accepts the new chairman of the board under ITEM 1h.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Anthony K. Anderson	DAFÜR	DAFÜR	
1b.	Elect Dr. Hafize Gaye Erkan	DAFÜR	DAFÜR	
1c.	Re-elect Dr. Óscar Fanjul Martin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1d.	Re-elect Mr. Daniel S. Glaser	DAFÜR	DAFÜR	
1e.	Re-elect Mr. H. Edward Hanway	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Deborah C. Hopkins	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Tamara Ingram	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Jane H. Lute	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Stephen A. Mills	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Bruce P. Nolop	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Morton O. Schapiro	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1l.	Re-elect Mr. Lloyd M. Yates	DAFÜR	DAFÜR	
1m.	Re-elect Mr. R. David Yost	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
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.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Elect Ms. Sara Andrews	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1.b	Re-elect Mr. W. Tudor Brown	DAFÜR	DAFÜR
1.c	Re-elect Mr. Brad W. Buss	DAFÜR	DAFÜR
1.d	Re-elect Dr. Edward H. Frank	DAFÜR	DAFÜR
1.e	Re-elect Mr. Richard S. Hill	DAFÜR	DAFÜR
1.f	Re-elect Ms. Marachel L. Knight	DAFÜR	DAFÜR
1.g	Re-elect Mr. Matthew J. Murphy	DAFÜR	DAFÜR
1.h	Re-elect Mr. Michael G. Strachan	DAFÜR	DAFÜR
1.i	Re-elect Mr. Robert E. Switz	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1.j	Re-elect Dr. Ford Tamer	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.  Performance targets are not sufficiently challenging.
3	To approve amendment to the Employee Stock Purchase Plan	DAFÜR	DAFÜR
4	Re-election of the auditor	DAFÜR	DAFÜR



No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Merit E. Janow	DAFÜR	DAFÜR	
1b.	Elect Mr. Candido Bracher	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Richard K. Davis	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Julius M. Genachowski	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. Choon Phong Goh	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Oki Matsumoto	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Michael Miebach	DAFÜR	DAFÜR	
1h.	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Rima Qureshi	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Gabrielle Sulzberger	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Jackson P. Tai	DAFÜR	DAFÜR	
1l.	Elect Mr. Harit Talwar	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Lance Uggla	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.
4	Amend articles of association: Call Special Shareholder Meetings	DAFÜR	DAFÜR	
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6	Shareholder resolution: Board Approval For Certain Political Contributions	DAGEGEN	DAGEGEN	
7	Shareholder resolution: Disclosure On Charitable Donation Disclosure	DAGEGEN	DAGEGEN	
8	Shareholder resolution: Report on "Ghost Guns"	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
	WHITE PROXY CARD (ITEMS proposed by McDonald's)			
1.	Elections of directors			
1.1	Re-elect Mr. Lloyd H. Dean	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Catherine Engelbert	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Margaret H. Georgiadis	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Enrique Hernandez, Jr.	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.6	Re-elect Mr. Christopher Kempczinski	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Richard H. Lenny	DAFÜR	DAFÜR	
1.8	Re-elect Mr. John Mulligan	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Sheila A. Penrose	DAFÜR	● ZURÜCK-BEHALTEN	The director is over 75 years old, which exceeds guidelines.
1.10	Re-elect Mr. John W. Rogers Jr.	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.11	Re-elect Mr. Paul S. Walsh	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.12	Re-elect Mr. Miles D. White	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.
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: Report on Reducing Plastics Use	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues.
6.	Shareholder resolution: Report on Antibiotics and Public Health Costs	DAGEGEN	● DAFÜR	The report would help determine the company's priorities and how it deals with antimicrobial resistance in its supply chain.
7.	Shareholder resolution: Disclosure Regarding Confinement in the Company's U.S. Pork Supply Chain	ZURÜCK-GEZOGEN	● DAFÜR	The shareholder resolution was withdrawn by the proponent. Ethos initially recommended to vote FOR for the following reason:  The report will allow the company to evaluate more precisely how long it will take to reduce the suffering of its animals by phasing out the gestation crates completely without further delays.
8.	Shareholder resolution: Third-Party Civil Rights Audit	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
9.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
10.	Shareholder resolution: Report on Global Public Policy and Political Influence outside of the United States	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
	Shareholder resolution: nomination of Ms. Leslie Samuelrich to the board of directors	NICHT ABSTIMME N	NICHT ABSTIMME N	
	Shareholder resolution: nomination of Ms. Maisie Lucia Ganzler to the board of directors	NICHT ABSTIMME N	NICHT ABSTIMME N	

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Elect Mr. Richard Sanders	DAFÜR	DAFÜR
1.2	Re-elect Mr. Emiliano Calemzuk	DAFÜR	<ul style="list-style-type: none"> <li>● ZURÜCK-BEHALTEN</li> </ul> <p>Non-independent chairman of the remuneration and nomination committees. The independence of these committees is insufficient.</p> <p>Non independent lead director, which is not best practice.</p>
1.3	Re-elect Mr. Marcos Galperin	DAFÜR	<ul style="list-style-type: none"> <li>● ZURÜCK-BEHALTEN</li> </ul> <p>Combined chairman and CEO.</p>
1.4	Elect Ms. Andrea Mayumi Petroni Merhy	DAFÜR	<ul style="list-style-type: none"> <li>● ZURÜCK-BEHALTEN</li> </ul> <p>Concerns over the director's time commitments.</p>
2.	Advisory vote on executive remuneration	DAFÜR	<ul style="list-style-type: none"> <li>● DAGEGEN</li> </ul> <p>Excessive variable remuneration.</p>
3.	Election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	
5a	Appoint the Auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5b	Appoint the Auditors for the review of the interim financial statements 2023	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
	Board main features			
6a	Elections to the Supervisory Board: Dame Veronica Anne („Polly“) Courtice	DAFÜR	● DAGEGEN	The director is 70 years old, which exceeds guidelines for new nominees.
6b	Elections to the Supervisory Board: Marco Gobetti	DAFÜR	DAFÜR	
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Elect Mr. Douglas M. Baker, Jr.	DAFÜR	DAFÜR	
1.b	Re-elect Ms. Mary Ellen Coe	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	
1.d	Elect Mr. Robert M. Davis	DAFÜR	DAFÜR	
1.e	Re-elect Mr. Kenneth C. Frazier	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Thomas H. Glocer	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.g	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Stephen L. Mayo	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Paul B. Rothman	DAFÜR	DAFÜR	
1.j	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 20 years, which exceeds guidelines.
1.k	Re-elect Prof. Dr. Christine E. Seidman	DAFÜR	DAFÜR	
1.l	Re-elect Mr. Inge G. Thulin	DAFÜR	DAFÜR	
1.m	Re-elect Ms. Kathy J. Warden	DAFÜR	DAFÜR	
1.n	Re-elect Mr. Peter C. Wendell	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
5	Shareholder resolution: Access to COVID-19 Products	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
6	Shareholder resolution: Disclose Lobbying Contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Peggy Alford	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  Concerns over the director's time commitments.
1.2	Re-elect Mr. Marc L. Andreessen	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.3	Re-elect Mr. Andrew W. Houston	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.4	Re-elect Ms. Nancy Killefer	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Robert M. Kimmitt	DAFÜR	● ZURÜCK-BEHALTEN	Non independent lead director, which is not best practice.  The director is over 75 years old, which exceeds guidelines.
1.6	Re-elect Ms. Sheryl K. Sandberg	DAFÜR	● ZURÜCK-BEHALTEN	Executive director. The board is not sufficiently independent.
1.7	Re-elect Ms. Tracey T. Travis	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.  Concerns over the director's time commitments.
1.8	Elect Mr. Tony Xu	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.9	Re-elect Mr. Mark Zuckerberg	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
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 total remuneration.  An important part of the variable remuneration is based on continued employment only.
4.	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	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.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Proposal Regarding Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.
7.	Shareholder resolution: Report on External Costs of Misinformation	DAGEGEN	● DAFÜR	The resolution is in line with the long-term interests of the majority of the company's stakeholders.
8.	Shareholder resolution: Report on Community Standards Enforcement	DAGEGEN	● DAFÜR	We support the publication of a report analysing why the company's platforms continue to be a risk for society and investors.

No.	Traktanden	Board	Ethos	
9.	Shareholder resolution: Report and Advisory Vote on the Metaverse	DAGEGEN	● DAFÜR	The report would disclose the potential human rights harm caused by the media platforms the company manages.
10.	Shareholder resolution: Human Rights Impact Assessment	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
11.	Shareholder resolution: Child Sexual Exploitation Online	DAGEGEN	● DAFÜR	We support the proposal that addresses the risks children are exposed to on Facebook applications.
12.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	
13.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
14.	Shareholder resolution: Assessment of Audit & Risk Oversight Committee	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.
15.	Shareholder resolution: Charitable Contributions	DAGEGEN	DAGEGEN	



No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Ms. Cheryl W. Gris�	DAF�R	DAF�R
1b.	Re-elect Mr. Carlos M. Gutierrez	DAF�R	DAF�R
1c.	Elect Ms. Carla A. Harris	DAF�R	DAF�R
1d.	Re-elect Mr. Gerald L. Hassell	DAF�R	DAF�R
1e.	Re-elect Mr. David L. Herzog	DAF�R	DAF�R
1f.	Re-elect Dr. R. Glenn Hubbard	DAF�R	DAF�R
1g.	Re-elect Mr. Edward J. Kelly III	DAF�R	DAF�R
1h.	Re-elect Mr. William E. Kennard	DAF�R	DAF�R
1i.	Re-elect Mr. Michel A. Khalaf	DAF�R	DAF�R
1j.	Re-elect Ms. Catherine R. Kinney	DAF�R	DAF�R
1k.	Re-elect Ms. Diana L. McKenzie	DAF�R	DAF�R
1l.	Re-elect Ms. Denise M. Morrison	DAF�R	DAF�R
1m.	Re-elect Mr. Mark A. Weinberger	DAF�R	DAF�R
2.	Re-election of the auditor	DAF�R	<ul style="list-style-type: none"> <li>● DAGEGEN The auditor's long tenure raises independence concerns.</li> </ul>
3.	Advisory vote on executive remuneration	DAF�R	<ul style="list-style-type: none"> <li>● DAGEGEN Excessive variable remuneration.</li> </ul> <p>An important part of the variable remuneration is based on continued employment only.</p>

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Matthew W. Chapman	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 20 years, which exceeds guidelines.
1.2	Re-elect Ms. Esther L. Johnson	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Karlton D. Jonhson	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Wade F. Meyercord	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.5	Re-elect Mr. Ganesh Moorthy	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Karen M. Rapp	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.7	Re-elect Mr. Steve Sanghi	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Richard M. Beyer	DAFÜR	DAFÜR	
1.b	Re-elect Ms. Lynn A. Dugle	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Steven J. Gomo	DAFÜR	DAFÜR	
1.d	Elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Mary P. McCarthy	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Sanjay Mehrotra	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Robert E. Switz	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.h	Re-elect Ms. MaryAnn Wright	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Reid G. Hoffman	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Satya Nadella	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.5	Re-elect Ms. Sandra E. Peterson	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Penny S. Pritzker	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Charles W. Scharf	DAFÜR	DAFÜR	
1.9	Re-elect Mr. John W. Stanton	DAFÜR	DAFÜR	
1.10	Re-elect Mr. John W. Thompson	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Emma N. Walmsley	DAFÜR	DAFÜR	
1.12	Re-elect Ms. Padmasree Warrior	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Diversity and inclusion cost/benefit analysis	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
5	Shareholder resolution: Report on hiring of persons with arrest or incarceration records	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.
6	Shareholder resolution: Report on investment of retirement funds in companies contributing to climate change	DAGEGEN	● DAFÜR	Enhanced disclosure on the environmental impact of the employee retirement funds.
7	Shareholder resolution: Report on government use of microsoft technology	DAGEGEN	● DAFÜR	Enhanced disclosure on civil and human rights.
8	Shareholder resolution: Report on development of products for military	DAGEGEN	● DAFÜR	Enhanced disclosure on reputational risks linked to the use of company products for military purposes.
9	Shareholder resolution: Report on tax transparency	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.

No.	Traktanden	Board	Ethos
1.	Dividend Allocation	DAFÜR	DAFÜR
2.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR
3.	Election of Directors		
3.1	Re-elect Ms. Mariko Fujii	DAFÜR	DAFÜR
3.2	Re-elect Ms. Keiko Honda	DAFÜR	DAFÜR
3.3	Re-elect Mr. Kaoru Kato	DAFÜR	DAFÜR
3.4	Re-elect Ms. Satoko Kuwabara	DAFÜR	DAFÜR
3.5	Re-elect Mr. Toby S. Myerson	DAFÜR	DAFÜR
3.6	Re-elect Mr. Hirofumi Nomoto	DAFÜR	<p>● DAGEGEN</p> <p>Concerns over the director's time commitments.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
3.7	Re-elect Mr. Yasushi Shingai	DAFÜR	DAFÜR
3.8	Re-elect Mr. Koichi Tsuji	DAFÜR	DAFÜR
3.9	Re-elect Ms. Tarisa Watanagase	DAFÜR	DAFÜR
3.10	Re-elect Mr. Ritsuo Ogura	DAFÜR	DAFÜR
3.11	Re-elect Mr. Kenichi Miyanaga	DAFÜR	DAFÜR
3.12	Re-elect Mr. Kanetsugu Mike	DAFÜR	DAFÜR
3.13	Re-elect Mr. Hironori Kamezawa	DAFÜR	<p>● DAGEGEN</p> <p>Executive director sitting on the remuneration committee, which is not best practice.</p>
3.14	Re-elect Mr. Iwao Nagashima	DAFÜR	DAFÜR
3.15	Re-elect Mr. Junichi Hanzawa	DAFÜR	<p>● DAGEGEN</p> <p>Executive director and the board size is excessive.</p>
3.16	Elect Mr. Makoto Kobayashi	DAFÜR	<p>● DAGEGEN</p> <p>Executive director and the board size is excessive.</p>
4.	Shareholder resolution: Prohibit Loans to Companies Which Show Disregard for Personal Information	DAGEGEN	DAGEGEN
5.	Shareholder resolution: Prohibit Loans to Companies Involved in Defamation	DAGEGEN	DAGEGEN
6.	Shareholder resolution: Learning from System Failures at Mizuho Financial Group	DAGEGEN	DAGEGEN

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Dr. biochem. Noubar B. Afeyan	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Stéphane Bancel	DAFÜR	DAFÜR	
1.3	Re-elect Dr. med. Francois Nader	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Election of the auditor	DAFÜR	● DAGEGEN	<p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>
4	Shareholder Resolution: Report on the Feasibility of Transferring Intellectual Property	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Lewis W.K. Booth	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Charles E. Bunch	DAFÜR	DAFÜR	
1c.	Elect Ms. Ertharin Cousin	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Lois D. Juliber	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Jorge S. Mesquita	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Jane Hamilton Nielsen	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Christiana S. Shi	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Patrick T. Siewert	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Michael A. Todman	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Dirk Van de Put	DAFÜR	● DAGEGEN	Combined chairman and CEO.
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.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Racial Equity Audit	DAGEGEN	● DAFÜR	We support corporate policies to prevent discrimination.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Jorge A. Bermudez	DAFÜR	DAFÜR
1b.	Re-elect Ms. Therese Esperdy	DAFÜR	DAFÜR
1c.	Re-elect Mr. Robert Fauber	DAFÜR	DAFÜR
1d.	Re-elect Mr. Vincent A. Forlenza	DAFÜR	DAFÜR
1e.	Re-elect Ms. Kathryn M. Hill	DAFÜR	DAFÜR
1f.	Re-elect Mr. Lloyd W. Howell Jr.	DAFÜR	DAFÜR
1g.	Re-elect Mr. Raymond W. McDaniel Jr.	DAFÜR	DAFÜR
1h.	Re-elect Ms. Leslie F. Seidman	DAFÜR	DAFÜR
1i.	Elect Mr. Zig Serafin	DAFÜR	DAFÜR
1j.	Re-elect Mr. Bruce Van Saun	DAFÜR	DAFÜR
2.	Election of the auditor	DAFÜR	DAFÜR
3.	Advisory vote on executive remuneration	DAFÜR	<span style="color: red;">●</span> DAGEGEN Excessive variable remuneration.



No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Alistair Darling	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Thomas H. Glocer	DAFÜR	DAFÜR	
1.c	Re-elect Mr. James P. Gorman	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.d	Re-elect Mr. Robert H. Herz	DAFÜR	DAFÜR	
1.e	Elect Ms. Erika H. James	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Hironori Kamezawa	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Shelley B. Leibowitz	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Stephen J. Luczo	DAFÜR	DAFÜR	
1.i	Re-elect Ms. Judith Miscik	DAFÜR	DAFÜR	
1.j	Elect Mr. Masato Miyachi	DAFÜR	DAFÜR	
1.k	Re-elect Mr. Dennis M. Nally	DAFÜR	DAFÜR	
1.l	Re-elect Ms. Mary L. Schapiro	DAFÜR	DAFÜR	
1.m	Re-elect Mr. Perry M. Traquina	DAFÜR	DAFÜR	
1.n	Re-elect Mr. Rayford Wilkins, Jr.	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Adopt a policy to ensure lending and underwriting do not contribute to new fossil fuel development	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Gregory Q. Brown	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. Kenneth D. Denman	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Egon P. Durban	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Clayton M. Jones	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Judy C. Lewent	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Gregory K. Mondre	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Joseph M. Tucci	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	To approve and amend the Omnibus Incentive Plan of 2015	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Henry A. Fernandez	DAFÜR	● DAGEGEN Combined chairman and CEO.
1b.	Re-elect Mr. Robert G. Ashe	DAFÜR	DAFÜR
1c.	Re-elect Mr. Wayne Edmunds	DAFÜR	DAFÜR
1d.	Re-elect Ms. Catherine R. Kinney	DAFÜR	DAFÜR
1e.	Re-elect Mr. Jacques P. Perold	DAFÜR	DAFÜR
1f.	Re-elect Mr. Sandy Campbell Rattray	DAFÜR	DAFÜR
1g.	Re-elect Ms. Linda H. Riefler	DAFÜR	DAFÜR
1h.	Re-elect Mr. Marcus L. Smith	DAFÜR	DAFÜR
1i.	Elect Mr. Rajat Taneja	DAFÜR	DAFÜR
1j.	Re-elect Ms. Paula Volent	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3.	Election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1.	Dividend Allocation	DAFÜR	DAFÜR
2.	Amend Articles of Association: Electronic documentation and decrease the board size	DAFÜR	DAFÜR
3.	Election of Directors		
3.1	Re-elect Mr. Tsuneo Murata	DAFÜR	DAFÜR
3.2	Re-elect Mr. Norio Nakajima	DAFÜR	DAFÜR
3.3	Re-elect Mr. Hiroshi Iwatsubo	DAFÜR	DAFÜR
3.4	Re-elect Mr. Masanori Minamide	DAFÜR	DAFÜR
3.5	Re-elect Ms. Yuko Yasuda	DAFÜR	DAFÜR
3.6	Elect Mr. Takashi Nishijima	DAFÜR	DAFÜR
4.	Election of directors to the audit and supervisory committee		
4.1	Re-elect Mr. Yoshiro Ozawa	DAFÜR	DAFÜR
4.2	Re-elect Mr. Hyo Kambayashi	DAFÜR	DAFÜR
4.3	Re-elect Mr. Takatoshi Yamamoto	DAFÜR	DAFÜR
4.4	Re-elect Prof. Naoko Munakata	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 March 2022	DAFÜR	DAFÜR	
2	Declare a final dividend	DAFÜR	DAFÜR	
	Elections to the Board of Directors			
3	Re-elect Ms. Paula Rosput Reynolds	DAFÜR	DAFÜR	
4	Re-elect Mr. John Pettigrew	DAFÜR	DAFÜR	
5	Re-elect Mr. Andrew Agg	DAFÜR	DAFÜR	
6	Re-elect Ms. Therese Esperdy	DAFÜR	DAFÜR	
7	Re-elect Ms. Liz Hewitt	DAFÜR	DAFÜR	
8	Elect Mr. Ian Livingston	DAFÜR	DAFÜR	
9	Elect Mr. Iain Mackay	DAFÜR	DAFÜR	
10	Elect Ms. Anne Robinson	DAFÜR	DAFÜR	
11	Re-elect Mr. Earsel Shipp	DAFÜR	DAFÜR	
12	Re-elect Mr. Jonathan Silver	DAFÜR	DAFÜR	
13	Elect Mr. Anthony Wood	DAFÜR	DAFÜR	
14	Elect Ms. Martha Wyrsh	DAFÜR	DAFÜR	
15	Re-appoint Deloitte as auditor	DAFÜR	DAFÜR	
16	Auditor's remuneration	DAFÜR	DAFÜR	
17	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan.
18	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
19	Climate Transition Plan	DAFÜR	● DAGEGEN	The company has not set CO2e emission reduction targets consistent with limiting the global temperature increase to 1.5°.
20	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
21	Directors' authority to allot shares	DAFÜR	DAFÜR	
22	To authorise the Board to offer a scrip dividend	DAFÜR	DAFÜR	
23	To authorise capitalising reserves for the Scrip Dividend Scheme	DAFÜR	DAFÜR	
24	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
25	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	
26	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.
27	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Timothy M. Haley	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1b.	Re-elect Ms. Leslie Kilgore	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (former executive). The board is not sufficiently independent.
1c.	Re-elect Mr. Strive T. Masiyiwa	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1d.	Re-elect Ms. Ann Mather	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
2.	Declassify the Board of Directors	DAFÜR	DAFÜR	
3.	Eliminate supermajority voting provisions	DAFÜR	DAFÜR	
4.	Provide Right to Call Special Shareholder Meetings	DAFÜR	DAFÜR	
5.	Re-election of the auditor	DAFÜR	DAFÜR	
6.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
7.	Shareholder resolution: Adopt simple majority voting	DAGEGEN	● DAFÜR	The introduction of simple majority voting is in the interests of shareholders.
8.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
01	Re-elect Mr. Patrick G. Awuah	DAFÜR	DAFÜR
02	Re-elect Mr. Gregory H. Boyce	DAFÜR	DAFÜR
03	Re-elect Mr. Bruce R. Brook	DAFÜR	DAFÜR
04	Re-elect Ms. Maura Clark	DAFÜR	DAFÜR
05	Elect Dr. Emma FitzGerald	DAFÜR	DAFÜR
06	Elect Ms. Mary Laschinger	DAFÜR	DAFÜR
07	Re-elect Mr. José Manuel Madero	DAFÜR	DAFÜR
08	Re-elect Dr. oec. René Médori	DAFÜR	DAFÜR
09	Re-elect Ms. Jane Nelson	DAFÜR	DAFÜR
10	Re-elect Mr. Tom Palmer	DAFÜR	DAFÜR
11	Re-elect Mr. Julio M. Quintana	DAFÜR	DAFÜR
12	Re-elect Ms. Susan N. Story	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p> <p>Performance targets are not sufficiently challenging.</p>
3.	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Amend Articles of Association: Electronic documentation and Director Authority at Shareholder Meetings	DAFÜR	DAFÜR	
2	Election of Directors			
2.1	Re-elect Mr. Shigenobu Nagamori	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.2	Elect Mr. Hiroshi Kobe	DAFÜR	DAFÜR	
2.3	Re-elect Mr. Jun Seki	DAFÜR	DAFÜR	
2.4	Elect Mr. Shinichi Sato	DAFÜR	DAFÜR	
2.5	Elect Ms. Yayoi Komatsu	DAFÜR	DAFÜR	
2.6	Re-elect Prof. Takako Sakai	DAFÜR	DAFÜR	
3	Election of directors to the audit and supervisory committee			
3.1	Re-elect Mr. Kazuya Murakami	DAFÜR	● DAGEGEN	Non independent audit and supervisory committee member and the audit and supervisory committee is not sufficiently independent.
3.2	Re-elect Mr. Hiroyuki Ochiai	DAFÜR	● DAGEGEN	Non independent audit and supervisory committee member and the audit and supervisory committee is not sufficiently independent.
3.3	Re-elect Mr. Takeshi Nakane	DAFÜR	DAFÜR	
3.4	Re-elect Prof. Aya Yamada	DAFÜR	● DAGEGEN	Non independent audit and supervisory committee member and the audit and supervisory committee is not sufficiently independent.
3.5	Elect Ms. Tamame Akamatsu	DAFÜR	DAFÜR	
4.	Re-elect Ms. Junko Watanabe as a substitute audit and supervisory committee	DAFÜR	DAFÜR	



No.	Traktanden	Board	Ethos
1.	Dividend Allocation	DAFÜR	DAFÜR
2.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR
3.	Election of Directors		
3.1	Re-elect Mr. Shuntaro Furukawa	DAFÜR	● DAGEGEN Combined chairman and CEO.
3.2	Re-elect Mr. Shigeru Miyamoto	DAFÜR	DAFÜR
3.3	Re-elect Mr. Shinya Takahashi	DAFÜR	DAFÜR
3.4	Re-elect Mr. Ko Shiota	DAFÜR	DAFÜR
3.5	Re-elect Mr. Satoru Shibata	DAFÜR	DAFÜR
3.6	Re-elect Mr. Chris Meledandri	DAFÜR	DAFÜR
4.	Election of directors to the audit and supervisory committee		
4.1	Elect Mr. Takuya Yoshimura	DAFÜR	DAFÜR
4.2	Re-elect Mr. Katsuhiko Umeyama	DAFÜR	DAFÜR
4.3	Re-elect Mr. Masao Yamazaki	DAFÜR	DAFÜR
4.4	Re-elect Ms. Asa Shinkawa	DAFÜR	DAFÜR
5	Approve remuneration for the board of directors (excluding the audit and supervisory committee)	DAFÜR	● DAGEGEN No individual caps are disclosed.
6	Approve restricted stock plan for the board of directors (excluding the audit and supervisory committee)	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas D. Bell Jr.	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Mitchell E. Daniels	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Marcela E. Donadio	DAFÜR	DAFÜR	
1d.	Re-elect Mr. John C. Huffard Jr.	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Christopher T. Jones	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Thomas C. Kelleher	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Steven F. Leer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Mr. Michael D. Lockhart	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Amy E. Miles	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Claude Mongeau	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Jennifer F. Scanlon	DAFÜR	DAFÜR	
1l.	Elect Mr. Alan H. Shaw	DAFÜR	DAFÜR	
1m.	Re-elect Mr. James A. Squires	DAFÜR	DAFÜR	
1n.	Re-elect Mr. John R. Thompson	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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.

No.	Traktanden	Board	Ethos	
1.	Report on the Company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR	
4.	Approve remuneration report	DAFÜR	● DAGEGEN	Concerns over the severance payments which are considered excessive.
5.1.	Approve directors' fees for the past FY 2021	DAFÜR	DAFÜR	
5.2.	Approve directors' fees for the upcoming FY 2022	DAFÜR	DAFÜR	
6.	Composition of the board of directors			
6.1.	Election of Helge Lund	DAFÜR	DAFÜR	
6.2.	Election of Henrik Poulsen	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments.
6.3 (a)	Election of Jeppe Christiansen	DAFÜR	DAFÜR	
6.3 (b)	Election of Laurence Debroux	DAFÜR	DAFÜR	
6.3 (c)	Election of Andreas Fibig	DAFÜR	DAFÜR	
6.3 (d)	Election of Sylvie Grégoire	DAFÜR	DAFÜR	
6.3 (e)	Election of Kasim Kutay	DAFÜR	DAFÜR	
6.3 (f)	Election of Martin MacKay	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments.
6.3 (g)	Election of Choi Lai (Christina) Law	DAFÜR	DAFÜR	
7.	Election of auditor	DAFÜR	DAFÜR	
8.1.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
8.2.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	
8.3.	Authorisation to issue shares	DAFÜR	DAFÜR	
8.4.	Approve executive remuneration policy	DAFÜR	DAFÜR	
8.5.	Amendment of Article 10.2 of the Articles of Association	DAFÜR	DAFÜR	
9.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Christopher M. Burley	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Maura J. Clark	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Russell K. Girling	DAFÜR	DAFÜR	
1.4	Elect Mr. Michael J. Hennigan	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Miranda C. Hubbs	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Raj S. Kushwaha	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.7	Re-elect Ms. Alice D. Laberge	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Consuelo E. Madere	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Keith G. Martell	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Aaron W. Regent	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.11	Re-elect Mr. Nelson L. Silva	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Concerns over the severance payments which are considered excessive.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Robert K. Burgess	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Tench Coxe	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Dr. John O. Dabiri	DAFÜR	DAFÜR	
1d.	Re-elect Dr. Persis S. Drell	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Jen-Hsun Huang	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Dawn Hudson	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Harvey C. Jones	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 20 years, which exceeds guidelines.
1h.	Re-elect Mr. Michael G. McCaffery	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Stephen C. Neal	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Mark L. Perry	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1k.	Re-elect Mr. A. Brooke Seawell	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1l.	Re-elect Dr. Aarti Shah	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Mark A. Stevens	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4.	Authorisation to increase the number of shares of the company's common stock	DAFÜR	● DAGEGEN	The increase in the authorised capital is excessive.
5.	To approve the amendment to the 2007 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.

No.	Traktanden	Board	Ethos	
1	Adoption of the 2021 Annual Accounts	DAFÜR	DAFÜR	
2	Discharge the members of the Company's Board of Directors	DAFÜR	DAFÜR	
3	Composition of the Board of Directors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.a	Re-appointment of Mr. Kurt Sievers as executive Director	DAFÜR	DAFÜR	
3.b	Re-appointment of Sir Peter Bonfield as non-executive Director	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
3.c	Re-appointment of Ms. Annette Clayton as non-executive Director	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
3.d	Re-appointment of Mr. Anthony Foxx as non-executive Director	DAFÜR	DAFÜR	
3.e	Appointment of Mr. Chunyuan Gu as non-executive Director	DAFÜR	DAFÜR	
3.f	Re-appointment of Ms. Lena Olving as non-executive Director	DAFÜR	DAFÜR	
3.g	Re-appointment of Ms. Julie Southern as non-executive Director	DAFÜR	DAFÜR	
3.h	Re-appointment of Ms. Jasmin Staiblin as non-executive Director	DAFÜR	DAFÜR	
3.i	Re-appointment of Mr. Gregory Summe as non-executive Director	DAFÜR	DAFÜR	
3.j	Re-appointment of Mr. Karl-Henrik Sundström as non-executive Director	DAFÜR	DAFÜR	
4	Authorization to issue ordinary shares and grant rights to acquire ordinary shares	DAFÜR	DAFÜR	
5	Authorization to restrict or exclude pre-emption rights accruing in connection with an issue of shares or grant of rights	DAFÜR	DAFÜR	
6	Authorization to repurchase ordinary shares	DAFÜR	● DAGEGEN	The number of treasury shares that may be held by the company exceeds guidelines.
7	Authorization to cancel ordinary shares held or to be acquired by the Company	DAFÜR	● DAGEGEN	The number of treasury shares that may be held by the company exceeds guidelines.
8	Advisory vote on of the Named Executive Officers' compensation	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. David E. O'Reilly	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Larry O'Reilly	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1c.	Re-elect Mr. Greg Henslee	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Jay D. Burchfield	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Mr. Thomas T. Hendrickson	DAFÜR	DAFÜR	
1f.	Re-elect Mr. John R. Murphy	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1g.	Re-elect Ms. Dana M. Perlman	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Maria A. Sastre	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Andrea M. Weiss	DAFÜR	DAFÜR	
1j.	Elect Mr. Fred Whitfield	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	The structure of the executive remuneration is not in line with Ethos' guidelines.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Jonathan Christodoro	DAFÜR	DAFÜR	
1c.	Re-elect Mr. John J. Donahoe	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Re-elect Mr. David W. Dorman	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Belinda J. Johnson	DAFÜR	DAFÜR	
1f.	Elect Mr. Enrique Lores	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Gail J. McGovern	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Ms. Deborah M. Messemer	DAFÜR	DAFÜR	
1i.	Re-elect Mr. David M. Moffett	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Ann M. Sarnoff	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Frank D. Yeary	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.



No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Segun Agbaje	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Shona L. Brown	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1c.	Re-elect Mr. Cesar Conde	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Re-elect Mr. Ian M. Cook	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1e.	Elect Ms. Edith W. Cooper	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Dina Dublon	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Michelle Gass	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Ramon L. Laguarta	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1i.	Re-elect Mr. Sir Dave Lewis	DAFÜR	DAFÜR	
1j.	Re-elect Dr. David C. Page	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Robert C. Pohlad	DAFÜR	DAFÜR	
1l.	Re-elect Dr. med. Daniel L. Vasella	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1m.	Re-elect Mr. Darren Walker	DAFÜR	DAFÜR	
1n.	Re-elect Mr. Alberto Weisser	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
5.	Shareholder resolution: Report on Global Public Policy and Political Influence outside of the United States	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
6.	Shareholder resolution: Report on Public Health Costs	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Ronald E. Blaylock	DAFÜR	DAFÜR	
1.2	Re-elect Dr. Albert Bourla	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.3	Re-elect Dr. Susan D. Desmond-Hellmann	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Joseph J. Echevarria	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1.5	Re-elect Dr. Scott Gottlieb	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.6	Re-elect Prof. Dr. Helen H. Hobbs	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.7	Re-elect Dr. Susan Hockfield	DAFÜR	DAFÜR	
1.8	Re-elect Dr. Dan R. Littman	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.9	Re-elect Mr. Shantanu Narayen	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Suzanne Nora Johnson	DAFÜR	DAFÜR	
1.11	Re-elect Mr. James Quincey	DAFÜR	DAFÜR	
1.12	Re-elect Mr. James C. Smith	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.
5.	Shareholder resolution: Political Contributions Congruency Report	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Report on Transfer of Intellectual Property to Potential COVID-19 Manufacturers	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
7.	Shareholder resolution: Report on Risks Related to Anticompetitive Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on risks related to anticompetitive practices.
8.	Shareholder resolution: Report on Public Health Costs of Protecting Vaccine Technology	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
	New item 3. To approve the 2022 Performance Incentive Plan. Ethos recommends to OPPOSE.			
1.	Elections of directors			
1a.	Re-elect Mr. Brant Bonin Bough	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Andre Calantzopoulos	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Michel Combes	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Re-elect Dr. Juan José Daboub	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Werner Geissler	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Lisa A. Hook	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Jun Makihara	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Kalpana Morparia	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Lucio A. Noto	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1j.	Re-elect Mr. Jacek Olczak	DAFÜR	DAFÜR	
1k.	Re-elect Dr. Frederik Paulsen	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Robert B. Polet	DAFÜR	DAFÜR	
1m.	Elect Ms. Dessi Temperley	DAFÜR	DAFÜR	
1n.	Re-elect Mr. Shlomo Yanai	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	To approve the 2022 Performance Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
4.	Re-election of the auditor	DAFÜR	DAFÜR	
5	Shareholder resolution: Phase out all production of health-hazardous and addictive products by 2025	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Joseph Alvarado	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Debra A. Cafaro	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Marjorie Rodgers Cheshire	DAFÜR	DAFÜR	
1d.	Re-elect Mr. William S. Demchak	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1e.	Re-elect Mr. Andrew T. Feldstein	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Richard J. Harshman	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Daniel R. Hesse	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Linda R. Medler	DAFÜR	DAFÜR	
1i.	Elect Mr. Robert A. Niblock	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Martin Pfinsgraff	DAFÜR	DAFÜR	
1k.	Elect Mr. Bryan S. Salesky	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Toni Townes-Whitley	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Michael J. Ward	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Risks Associated with Nuclear Weapons Financing	DAGEGEN	● DAFÜR	Enhanced disclosure on potential exposure to risks of nuclear weapons financing.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Re-elect Mr. B. Marc Allen	DAFÜR	DAFÜR
1.b	Re-elect Ms. Angela F. Braly	DAFÜR	DAFÜR
1.c	Re-elect Ms. Amy L. Chang	DAFÜR	DAFÜR
1.d	Re-elect Mr. Joseph Jimenez	DAFÜR	DAFÜR
1.e	Re-elect Mr. Christopher Kempczinski	DAFÜR	DAFÜR
1.f	Re-elect Ms. Debra L. Lee	DAFÜR	DAFÜR
1.g	Re-elect Mr. Terry J. Lundgren	DAFÜR	DAFÜR
1.h	Re-elect Ms. Christine M. McCarthy	DAFÜR	DAFÜR
1.i	Re-elect Mr. Jon R. Moeller	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.j	Elect Mr. Rajesh Subramaniam	DAFÜR	DAFÜR
1.k	Re-elect Ms. Patricia A. Woertz	DAFÜR	DAFÜR
2	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Philip Bleser	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Stuart B. Burgdoerfer	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Charles A. Davis	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Lawton Fitt	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1g.	Re-elect Ms. Susan Patricia Griffith	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Devin C. Johnson	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Jeffrey D. Kelly	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Barbara R. Snyder	DAFÜR	DAFÜR	
1k.	Re-elect Dr. Jan E. Tighe	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Kahina Van Dyke	DAFÜR	DAFÜR	
2.	To approve the amended and restated 2017 Directors Equity Incentive Plan	DAFÜR	● DAGEGEN	The non-executive directors receive options.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Hamid R. Moghadam	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Ms. Cristina G. Bitá	DAFÜR	DAFÜR	
1c.	Re-elect Mr. George L. Fotiades	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 20 years, which exceeds guidelines.
1d.	Re-elect Ms. Lydia H. Kennard	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Irving F. Lyons III	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1f.	Re-elect Ms. Avid Modjtabai	DAFÜR	DAFÜR	
1g.	Re-elect Mr. David P. O'Connor	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Olivier Piani	DAFÜR	DAFÜR	
1i.	Re-elect Dr. Jeffrey L. Skelton	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 20 years, which exceeds guidelines.
1j.	Re-elect Mr. Carl B. Webb	DAFÜR	DAFÜR	
1k.	Re-elect Mr. William D. Zollars	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos
1	Issue shares in connection with the merger of Duke Realty	DAFÜR	DAFÜR
2	To approve the adjournment proposal	DAFÜR	<p>● DAGEGEN</p> <p>When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.</p>



No.	Traktanden	Board	Ethos	
1.	Report of the board of directors for the past financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Adoption of the financial statements	DAFÜR	DAFÜR	
4.	Approve allocation of income	DAFÜR	DAFÜR	
5.	Discharge of executive members of the board of directors	DAFÜR	DAFÜR	
6.	Discharge of non-executive members of the board of directors	DAFÜR	DAFÜR	
7.	Approve executive remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards.
	Composition of the board of directors			
8.	Election of Sharmistha Dubey	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.
9a.	Re-election of Koos Bekker	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.
9b.	Re-election of Debra Meyer	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.
9c.	Re-election of Steve Pacak	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.
9d.	Re-election of Cobus Stofberg	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.
10.	Election of auditor	DAFÜR	DAFÜR	
11.	Authorisation to issue shares	DAFÜR	DAFÜR	
12.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital.
13.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The capital reduction is incompatible with the long-term interests of the majority of the company's stakeholders.
14.	Voting results	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
15.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
	Elections to the Board of Directors			
3	Elect Mr. George Sartorel	DAFÜR	DAFÜR	
4	Re-elect Ms. Shriti Vadera	DAFÜR	DAFÜR	
5	Re-elect Mr. Jeremy Anderson	DAFÜR	DAFÜR	
6	Re-elect Mr. Mark FitzPatrick	DAFÜR	DAFÜR	
7	Re-elect Ms. Chua Sock Koong	DAFÜR	DAFÜR	
8	Re-elect Mr. David Law	DAFÜR	DAFÜR	
9	Re-elect Mr. Ming Lu	DAFÜR	DAFÜR	
10	Re-elect Mr. Philip Remnant	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
11	Re-elect Mr. James Turner	DAFÜR	DAFÜR	
12	Re-elect Mr. Thomas Watjen	DAFÜR	DAFÜR	
13	Re-elect Ms. Jeanette Wong	DAFÜR	DAFÜR	
14	Re-elect Ms. Amy Yok Tak Yip	DAFÜR	DAFÜR	
15	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	
16	Auditor's remuneration	DAFÜR	DAFÜR	
17	Political donations and political expenditure	DAFÜR	DAFÜR	
18	Directors' authority to allot shares	DAFÜR	DAFÜR	
19	Extension of authority to allot ordinary shares to include repurchased shares	DAFÜR	DAFÜR	
20	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
21	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	
22	Renewal of the Prudential International Savings-Related Share Option Scheme for Non-Employees	DAFÜR	DAFÜR	
23	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.
24	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Ronald L. Havner, Jr.	DAFÜR	<p>● DAGEGEN Concerns over the director's time commitments.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1b.	Re-elect Ms. Tamara Hughes Gustavson	DAFÜR	DAFÜR
1c.	Re-elect Ms. Leslie S. Heisz	DAFÜR	DAFÜR
1d.	Re-elect Ms. Michelle Millstone-Shroff	DAFÜR	DAFÜR
1e.	Re-elect Mr. Shankh S. Mitra	DAFÜR	DAFÜR
1f.	Re-elect Mr. David J. Neithercut	DAFÜR	DAFÜR
1g.	Re-elect Ms. Rebecca L. Owen	DAFÜR	DAFÜR
1h.	Re-elect Ms. Kristy M. Pipes	DAFÜR	DAFÜR
1i.	Re-elect Mr. Avedick B. Poladian	DAFÜR	DAFÜR
1j.	Re-elect Mr. John Reyes	DAFÜR	DAFÜR
1k.	Re-elect Mr. Joseph D. Russell	DAFÜR	DAFÜR
1l.	Re-elect Mr. Tariq M. Shaukat	DAFÜR	DAFÜR
1m.	Re-elect Mr. Ronald P. Spogli	DAFÜR	DAFÜR
1n.	Re-elect Mr. Paul S. Williams	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p>
3.	Election of the auditor	DAFÜR	<p>● DAGEGEN The auditor's long tenure raises independence concerns.</p>
4.	Eliminate Supermajority Voting Requirements to Amend the Declaration of Trust	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Ms. Sylvia Acevedo	DAFÜR	DAFÜR
1.2	Elect Mr. Cristiano Amon	DAFÜR	DAFÜR
1.3	Re-elect Mr. Mark Fields	DAFÜR	DAFÜR
1.4	Re-elect Mr. Jeffrey W. Henderson	DAFÜR	DAFÜR
1.5	Re-elect Mr. Gregory Johnson	DAFÜR	DAFÜR
1.6	Re-elect Ms. Ann M. Livermore	DAFÜR	DAFÜR
1.7	Re-elect Mr. Mark D McLaughlin	DAFÜR	DAFÜR
1.8	Re-elect Ms. Jamie S. Miller	DAFÜR	DAFÜR
1.9	Re-elect Dr. Irene B. Rosenfeld	DAFÜR	DAFÜR
1.10	Re-elect Mr. Neil Smit	DAFÜR	DAFÜR
1.11	Re-elect Mr. Jean-Pascal Tricoire	DAFÜR	DAFÜR
1.12	Re-elect Mr. Anthony J. Vinciquerra	DAFÜR	<ul style="list-style-type: none"> <li>● ZURÜCK-BEHALTEN</li> </ul> Concerns over the director's time commitments.
2	Election of the auditor	DAFÜR	<ul style="list-style-type: none"> <li>● DAGEGEN</li> </ul> The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	<ul style="list-style-type: none"> <li>● DAGEGEN</li> </ul> Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
4	Declare a final dividend	DAFÜR	DAFÜR	
	Elections to the Board of Directors			
5	Re-elect Mr. Andrew Bonfield	DAFÜR	DAFÜR	
6	Re-elect Mr. Olivier Bohuon	DAFÜR	DAFÜR	
7	Re-elect Mr. Jeff Carr	DAFÜR	DAFÜR	
8	Re-elect Ms. Margherita Della Valle	DAFÜR	DAFÜR	
9	Re-elect Mr. Nicandro Durante	DAFÜR	DAFÜR	
10	Re-elect Ms. Mary Harris	DAFÜR	DAFÜR	
11	Re-elect Mr. Mehmood Khan	DAFÜR	DAFÜR	
12	Re-elect Dr. Pamela Kirby	DAFÜR	DAFÜR	
13	Re-elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	
14	Re-elect Mr. Christopher A. Sinclair	DAFÜR	DAFÜR	
15	Re-elect Ms. Elane Stock	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
16	Elect Mr. Alan Stewart	DAFÜR	DAFÜR	
17	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	
18	Auditor's remuneration	DAFÜR	DAFÜR	
19	Political donations and political expenditure	DAFÜR	DAFÜR	
20	Directors' authority to allot shares	DAFÜR	DAFÜR	
21	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
22	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	
23	Purchase of own shares	DAFÜR	DAFÜR	
24	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos
1	Election of Directors		
1.1	Re-elect Mr. Masumi Minegishi	DAFÜR	DAFÜR
1.2	Re-elect Mr. Hisayuki Idekoba	DAFÜR	DAFÜR
1.3	Re-elect Ms. Ayano Senaha	DAFÜR	DAFÜR
1.4	Re-elect Mr. Rony Kahan	DAFÜR	DAFÜR
1.5	Re-elect Mr. Naoki Izumiya	DAFÜR	DAFÜR
1.6	Re-elect Mr. Hiroki Totoki	DAFÜR	DAFÜR
1.7	Elect Ms. Keiko Honda	DAFÜR	DAFÜR
2.1	Elect Mr. Takashi Nishimura as a Corporate Auditor	DAFÜR	DAFÜR
2.2	Elect Ms. Miho Tanaka as a Substitute Corporate Auditor	DAFÜR	DAFÜR
3.	Amend Articles of Association: Electronic documentation and change of headquarter location	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Bonnie Bassler	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Michael S. Brown	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Dr. Leonard S. Schleifer	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1d.	Re-elect Dr. George D. Yancopoulos	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR
2	Advisory vote on Directors' Remuneration report		<p>● DAGEGEN The pay-for-performance connection is not demonstrated.</p> <p>Excessive variable remuneration.</p>
3	Declare a final dividend	DAFÜR	DAFÜR
4	Re-appoint Ernst & Young as auditor	DAFÜR	DAFÜR
5	Auditor's remuneration	DAFÜR	DAFÜR
Elections to the Board of Directors			
6	Re-elect Mr. Paul Walker	DAFÜR	DAFÜR
7	Re-elect Ms. June Felix	DAFÜR	DAFÜR
8	Re-elect Mr. Erik Engstrom	DAFÜR	DAFÜR
9	Re-elect Dr. Wolfhart Hauser	DAFÜR	<p>● DAGEGEN Chairman of the remuneration committee. We have serious concerns over remuneration.</p>
10	Re-elect Ms. Charlotte Hogg	DAFÜR	DAFÜR
11	Re-elect Ms. Marike van Lier Lels	DAFÜR	DAFÜR
12	Re-elect Mr. Nick Luff	DAFÜR	DAFÜR
13	Re-elect Mr. Robert MacLeod	DAFÜR	DAFÜR
14	Re-elect Mr. Andrew Sukawaty	DAFÜR	DAFÜR
15	Re-elect Ms. Suzanne Wood	DAFÜR	<p>● DAGEGEN Concerns over the director's time commitments.</p>
16	Directors' authority to allot shares	DAFÜR	DAFÜR
17	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR
18	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR
19	Purchase of own shares	DAFÜR	<p>● DAGEGEN The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.</p>
20	Authority to call general meetings on short notice	DAFÜR	<p>● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.</p>



No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	
2	Advisory vote on Directors' Remuneration report (UK Law)	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Advisory vote on Directors' Remuneration report (Australian Law)	DAFÜR	● DAGEGEN	Excessive variable remuneration.
Elections to the Board of Directors				
4	Elect Mr. Dominic Barton	DAFÜR	DAFÜR	
5	Elect Mr. Peter Cunningham	DAFÜR	DAFÜR	
6	Elect Mr. Ben Wyatt	DAFÜR	DAFÜR	
7	Re-elect Dr. sc. Megan Clark	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company has made decisions that constitute major environmental and social risks.
8	Re-elect Mr. Simon Henry	DAFÜR	DAFÜR	
9	Re-elect Mr. Samuel William Laidlaw	DAFÜR	DAFÜR	
10	Re-elect Mr. Simon McKeon	DAFÜR	DAFÜR	
11	Re-elect Ms. Jennifer Nason	DAFÜR	DAFÜR	
12	Re-elect Mr. Jakob Stausholm	DAFÜR	DAFÜR	
13	Re-elect Prof. Dr. phil. Ngaire Woods CBE	DAFÜR	DAFÜR	
14	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	
15	Auditor's remuneration	DAFÜR	DAFÜR	
16	Political donations and political expenditure	DAFÜR	DAFÜR	
17	Say on climate	DAFÜR	● DAGEGEN	The report is not prepared in accordance with a recognised standard.
18	Directors' authority to allot shares	DAFÜR	DAFÜR	
19	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
20	Purchase of own shares	DAFÜR	DAFÜR	
21	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.
22	Resolution to hold a meeting for fresh election of directors (conditional item)	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Shellye L. Archambeau	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Amy Woods Brinkley	DAFÜR	DAFÜR	
1.3	Elect Ms. Irene M. Esteves	DAFÜR	DAFÜR	
1.4	Re-elect Mr. L. Neil Hunn	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Robert D. Johnson	DAFÜR	DAFÜR	
1.6	Elect Mr. Thomas P. Joyce Jr.	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Laura G. Thatcher	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Richard F. Wallman	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Christopher Wright	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.  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.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Andrew A. Chisholm	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Jacynthe Côté	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Toos N. Daruvala	DAFÜR	DAFÜR	
1.4	Re-elect Mr. David F. Denison	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Cynthia Devine	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.6	Elect Ms. Roberta L. Jamieson	DAFÜR	DAFÜR	
1.7	Re-elect Mr. David I. McKay	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Kathleen P. Taylor	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.9	Re-elect Ms. Maryann Turcke	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Bridget A. van Kralingen	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Thierry Vandal	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Frank Vettese	DAFÜR	DAFÜR	
1.13	Re-elect Mr. Jeffery Yabuki	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Update Sustainable Finance precluding fossil fuel activity and projects with opposition from Indigenous Peoples	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
5	Shareholder resolution: Assess and Mitigate the Human Rights and Reputational Risks Involved in the Financialization of Housing	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
6	Shareholder resolution: Avoid Bank Participation in Pollution-Intensive Asset Privatisations	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
7	Shareholder resolution: Amend Articles of Incorporation to become a Social Purpose Corporation	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's environmental and social responsibility.
8	Shareholder resolution: Advisory Vote on Environmental Policy	DAGEGEN	● DAFÜR	The proposal would demonstrate to shareholders how the company plans to address climate change.
9	Shareholder resolution: Adopt French as the Official Language of the Bank	DAGEGEN	DAGEGEN	
10	Shareholder resolution: Reporting Circular Economy Loans	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
11	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Re-elect Mr. Marco Alverà	DAFÜR	DAFÜR
1.2	Elect Mr. Jacques Esculier	DAFÜR	DAFÜR
1.3	Elect Ms. Gay Huey Evans	DAFÜR	DAFÜR
1.4	Re-elect Mr. William D. Green	DAFÜR	DAFÜR
1.5	Re-elect Ms. Stephanie C. Hill	DAFÜR	DAFÜR
1.6	Re-elect Ms. Rebecca Jacoby	DAFÜR	DAFÜR
1.7	Elect Mr. Robert P. Kelly	DAFÜR	DAFÜR
1.8	Re-elect Mr. Ian Paul Livingston	DAFÜR	DAFÜR
1.9	Elect Ms. Deborah D. McWhinney	DAFÜR	DAFÜR
1.10	Re-elect Ms. Maria R. Morris	DAFÜR	DAFÜR
1.11	Re-elect Mr. Douglas L. Peterson	DAFÜR	DAFÜR
1.12	Re-elect Mr. Edward B. Rust Jr.	DAFÜR	● DAGEGEN The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.13	Re-elect Mr. Richard E. Thornburgh	DAFÜR	DAFÜR
1.14	Elect Dr. Gregory Washington	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Marc Benioff	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Elect Mr. Bret Taylor	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1c.	Elect Ms. Laura Alber	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Craig Conway	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Parker Harris	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Alan G. Hassenfeld	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Neelie Kroes	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1h.	Elect Mr. Oscar Munoz	DAFÜR	● DAGEGEN	Non independent director (family connections). The board is not sufficiently independent.
1i.	Re-elect Mr. Sanford Robertson	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  Non independent lead director, which is not best practice.  The director is over 75 years old, which exceeds guidelines.
1j.	Re-elect Mr. John V. Roos	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Robin L. Washington	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Maynard G. Webb	DAFÜR	DAFÜR	
1m.	Re-elect Ms. Susan Wojcicki	DAFÜR	DAFÜR	
2.	To approve the amendment of the 2013 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
3.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
6.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
7.	Shareholder resolution: Racial Equity Audit	DAGEGEN	● DAFÜR	We support corporate policies to prevent discrimination.

No.	Traktanden	Board	Ethos	
1	1) To approve the parent company's financial statements; 2) To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR	
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	
	Board main features			
4	Re-election of Paul Hudson as a Director for 4 years	DAFÜR	DAFÜR	
5	Re-election of Christophe Babule as a Director for 4 years	DAFÜR	DAFÜR	
6	Re-election of Patrick Kron as a Director for 4 years	DAFÜR	DAFÜR	
7	Re-election of Gilles Schnepf as a Director for 4 years	DAFÜR	DAFÜR	
8	Election of Carole Ferrand as a Director for 3 years	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
9	Election of Emile Voest as a Director for 3 years	DAFÜR	DAFÜR	
10	Election of Antoine Yver as a Director for 3 years	DAFÜR	DAFÜR	
11	To approve the remuneration report	DAFÜR	DAFÜR	
12	Ex-post binding "Say on Pay" vote on the individual remuneration of Serge Weinberg, Chairman of the Board	DAFÜR	● DAGEGEN	Excessive board fees for the chairman of the board.
13	Ex-post binding "Say on Pay" vote on the individual remuneration of Paul Hudson, CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.
14	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	
15	To approve the new remuneration policy of the Chairman of the Board	DAFÜR	● DAGEGEN	Excessive fixed remuneration.
16	To approve the new remuneration policy of the CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
17	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
18	To approve statutory dividend reinvestment plan	DAFÜR	DAFÜR	
19	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	
5	Appoint the Auditors for the financial year 2022	DAFÜR	DAFÜR	
6	Appoint the Auditors for the financial year 2023	DAFÜR	DAFÜR	
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
	Board main features			
8a	Elections to the Supervisory Board: Prof. Hasso Plattner	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
8b	Elections to the Supervisory Board: Dr. Rouven Westphal	DAFÜR	DAFÜR	
8c	Elections to the Supervisory Board: Dr. Gunnar Wiedenfels	DAFÜR	DAFÜR	
8d	Elections to the Supervisory Board: Jennifer Xin-Zhe Li	DAFÜR	DAFÜR	
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive.

No.	Traktanden	Board	Ethos	
1	1) To approve the parent company's financial statements.; 2) To approve specific luxury or non-deductible expenses.	DAFÜR	DAFÜR	
2	To approve the consolidated financial statements.	DAFÜR	DAFÜR	
3	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR	
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties.	DAFÜR	DAFÜR	
5	To re-elect Mazars as auditor for 6 years.	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
6	To elect PriceWaterhouseCooper as auditor for 6 years.	DAFÜR	DAFÜR	
7	To approve the remuneration report.	DAFÜR	DAFÜR	
8	Ex-post binding "Say on Pay" vote on the executive individual remuneration.	DAFÜR	● DAGEGEN	Excessive variable remuneration.
9	To approve the CEO new remuneration policy.	DAFÜR	● DAGEGEN	Potential excessive awards.
10	To approve the non-executives new remuneration policy.	DAFÜR	● DAGEGEN	Excessive board fees not in line with market practice.
	Board main features			
11	Re-election of Linda Knoll as a Director for 4 years.	DAFÜR	DAFÜR	
12	Re-election of Anders Runevad as a Director for 4 years.	DAFÜR	DAFÜR	
13	Election of Nivedita Krishnamurthy (Nive) Bhagat as a Director for 4 years.	DAFÜR	DAFÜR	
14	To approve a treasury share buy-back and disposal programme.	DAFÜR	DAFÜR	
15	To authorise the Board to issue restricted shares for employees and/or executive directors.	DAFÜR	● DAGEGEN	Potential excessive awards.
16	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	DAFÜR	
17	To authorise capital increases related to an all-foreign-employee share ownership plan.	DAFÜR	DAFÜR	
18	To approve the merger with IGE +XAO	DAFÜR	DAFÜR	
19	Delegation of powers for the completion of formalities.	DAFÜR	DAFÜR	



No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Nora A. Aufreiter	DAFÜR	DAFÜR	
1.2	Re-elect Dr. oec. Guillermo E. Babatz	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Scott B. Bonham	DAFÜR	DAFÜR	
1.4	Elect Mr. Daniel (Don) H. Callahan	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Lynn K. Patterson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Michael D. Penner	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Brian J. Porter	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Una M Power	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Aaron W. Regent	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.10	Re-elect Mr. Calin Rovinescu	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Susan L. Segal	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Scott L Thomson	DAFÜR	DAFÜR	
1.13	Re-elect Ms. Benita M. Warmbold	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Amend Stock Option Plan Re: Number of Issuable Shares	DAFÜR	● DAGEGEN	Potential excessive awards.
5	Amend Stock Option Plan Re: Amending Provisions of the Plan	DAFÜR	DAFÜR	
6	Shareholder resolution: Amend Articles of Incorporation to become a Social Purpose Corporation	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's environmental and social responsibility.
7	Shareholder resolution: Annual Advisory Vote on Environmental and Climate Change Action Plan	DAGEGEN	● DAFÜR	A say on climate would improve the company's transparency and accountability on climate change.
8	Shareholder resolution: Set Up a Climate Change and Environment Committee	DAGEGEN	● DAFÜR	The proposal strengthens the monitoring of environmental and climate change risks by the board.
9	Shareholder resolution: Adopt French as the Official Language of the Bank	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Ms. Susan L. Bostrom	DAFÜR	DAFÜR
1b.	Re-elect Ms. Teresa Briggs	DAFÜR	DAFÜR
1c.	Re-elect Mr. Jonathan C. Chadwick	DAFÜR	DAFÜR
1d.	Re-elect Mr. Paul E. Chamberlain	DAFÜR	DAFÜR
1e.	Re-elect Mr. Lawrence J. Jackson Jr.	DAFÜR	DAFÜR
1f.	Re-elect Mr. Frederic B. Luddy	DAFÜR	DAFÜR
1g.	Re-elect Mr. Jeffrey A. Miller	DAFÜR	DAFÜR
1h.	Elect Mr. Joseph (Larry) Quinlan	DAFÜR	DAFÜR
1i.	Elect Dr. Sukumar Rathnam	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive total remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Kerrii B. Anderson	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Arthur F. Anton	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Jeff M. Fettig	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Richard J. Kramer	DAFÜR	DAFÜR	
1e.	Re-elect Mr. John G. Morikis	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f.	Re-elect Ms. Christine A. Poon	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Aaron M. Powell	DAFÜR	DAFÜR	
1h.	Elect Ms. Marta R. Stewart	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Michael H. Thaman	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Matthew Thornton III	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Steven H. Wunning	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Dividend Allocation	DAFÜR	DAFÜR	
2.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	
3.	Election of Directors			
3.1	Re-elect Mr. Chihiro Kanagawa	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent.  The director is 96 years old, which exceeds guidelines.
3.2	Re-elect Mr. Fumio Akiya	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.  The director is over 75 years old, which exceeds guidelines.
3.3	Re-elect Mr. Yasuhiko Saitoh	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
3.4	Re-elect Mr. Susumu Ueno	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.  The director is over 75 years old, which exceeds guidelines.
3.5	Re-elect Mr. Masahiko Todoroki	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
3.6	Re-elect Mr. Shunzo Mori	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
3.7	Re-elect Mr. Tsuyoshi Miyazaki	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
3.8	Re-elect Mr. Toshihiko Fukui	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
3.9	Re-elect Mr. Hiroshi Komiyama	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
3.10	Re-elect Mr. Kuniharu Nakamura	DAFÜR	DAFÜR	
3.11	Elect Mr. Michael H. McGarry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
4	Election of Mr. Yoshihito Kosaka as a Corporate Auditor	DAFÜR	DAFÜR	
5	Approve stock option plan for employees	DAFÜR	● DAGEGEN	No disclosure regarding the number of participants in the employee share plan.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1A.	Re-elect Mr. Tobias Lütke	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1B.	Re-elect Mr. Robert G. Ashe	DAFÜR	DAFÜR	
1C.	Re-elect Ms. Gail F. Goodman	DAFÜR	DAFÜR	
1D.	Re-elect Ms. Colleen Johnston	DAFÜR	DAFÜR	
1E.	Re-elect Mr. Jeremy Levine	DAFÜR	DAFÜR	
1F.	Re-elect Mr. John Phillips	DAFÜR	DAFÜR	
1G.	Elect Ms. Fidji Simo	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Approval of the Arrangement	DAFÜR	● DAGEGEN	Multiple share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity.
4.	Approve share split	DAFÜR	DAFÜR	
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.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Glyn F. Aeppel	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Larry C. Glasscock	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1c.	Re-elect Dr. Karen N. Horn	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  The director is over 75 years old, which exceeds guidelines.
1d.	Re-elect Mr. Allan B. Hubbard	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1e.	Re-elect Mr. Reuben S. Leibowitz	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1f.	Re-elect Mr. Gary M. Rodkin	DAFÜR	DAFÜR	
1g.	Elect Ms. Peggy Fang Roe	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Stefan M. Selig	DAFÜR	DAFÜR	
1i.	Re-elect Dr. Daniel C. Smith	DAFÜR	DAFÜR	
1j.	Re-elect Mr. J. Albert Smith Jr.	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.  The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1k.	Re-elect Ms. Marta R. Stewart	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Re-elect Ms. Kelly A. Kramer	DAFÜR	DAFÜR
1.b	Re-elect Mr. Frank Sloatman	DAFÜR	<ul style="list-style-type: none"> <li>● ZURÜCK-BEHALTEN</li> </ul> Combined chairman and CEO.
1.c	Re-elect Mr. Michael L. Speiser	DAFÜR	DAFÜR
2	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR
3	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Dividend Allocation	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the long-term interests of shareholders.
2	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	
3	Election of Directors			
3.1	Re-elect Mr. Masayoshi Son	DAFÜR	● DAGEGEN	Combined chairman and CEO.
3.2	Re-elect Mr. Yoshimitsu Goto	DAFÜR	DAFÜR	
3.3	Re-elect Mr. Ken Miyauchi	DAFÜR	DAFÜR	
3.4	Re-elect Mr. Kentaro Kawabe	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
3.5	Re-elect Mr. Masami Iijima	DAFÜR	DAFÜR	
3.6	Re-elect Prof. Dr. Yutaka Matsuo	DAFÜR	DAFÜR	
3.7	Re-elect Ms. Keiko Erikawa	DAFÜR	DAFÜR	
3.8	Re-elect Mr. Kenneth A. Siegel	DAFÜR	DAFÜR	
3.9	Elect Mr. David Chao	DAFÜR	DAFÜR	



No.	Traktanden	Board	Ethos
1.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR
2.	Election of Directors		
2.1	Re-elect Mr. Kenichiro Yoshida	DAFÜR	DAFÜR
2.2	Re-elect Mr. Hiroki Totoki	DAFÜR	DAFÜR
2.3	Re-elect Mr. Shuzo Sumi	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
2.4	Re-elect Mr. Tim Schaaff	DAFÜR	DAFÜR
2.5	Re-elect Prof. Toshiko Oka	DAFÜR	DAFÜR
2.6	Re-elect Ms. Sakie Akiyama	DAFÜR	DAFÜR
2.7	Re-elect Ms. Wendy Becker	DAFÜR	DAFÜR
2.8	Re-elect Mr. Yoshihiko Hatanaka	DAFÜR	DAFÜR
2.9	Re-elect Ms. Keiko Kishigami	DAFÜR	DAFÜR
2.10	Re-elect Mr. Joseph A. Kraft Jr.	DAFÜR	DAFÜR
3.	Approve Stock Option Plan	DAFÜR	● DAGEGEN Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Richard E. Allison	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Andrew Campion	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Mary N. Dillon	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Isabel Ge Mahe	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Mellody Hobson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Kevin R. Johnson	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Jorgen Vig Knudstorp	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Satya Nadella	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Joshua C. Ramo	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Clara Shih	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Javier G. Teruel	DAFÜR	DAFÜR	
2	To approve the adoption of the Omnibus Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Report on the prevention of harassment and discrimination in the workplace	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a)	Re-elect Ms. Mary K. Brainerd	DAFÜR	DAFÜR	
1b)	Re-elect Dr. Giovanni Caforio	DAFÜR	DAFÜR	
1c)	Re-elect Prof. Dr. oec. Srikant M. Datar	DAFÜR	DAFÜR	
1d)	Re-elect Mr. Allan C. Golston	DAFÜR	DAFÜR	
1e)	Re-elect Mr. Kevin A. Lobo	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f)	Re-elect Ms. Sherilyn S. McCoy	DAFÜR	DAFÜR	
1g)	Re-elect Mr. Andrew K. Silvernail	DAFÜR	DAFÜR	
1h)	Re-elect Ms. Lisa M. Skeete Tatum	DAFÜR	DAFÜR	
1i)	Re-elect Ms. Ronda E. Stryker	DAFÜR	DAFÜR	
1j)	Re-elect Mr. Rajeev Suri	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	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.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.

No.	Traktanden	Board	Ethos	
1	Dividend Allocation	DAFÜR	DAFÜR	
2	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	
3	Election of Directors			
3.1	Re-elect Mr. Takeshi Kunibe	DAFÜR	DAFÜR	
3.2	Re-elect Mr. Jun Ohta	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
3.3	Re-elect Mr. Makoto Takashima	DAFÜR	DAFÜR	
3.4	Re-elect Mr. Toru Nakashima	DAFÜR	DAFÜR	
3.5	Re-elect Ms. Teiko Kudo	DAFÜR	DAFÜR	
3.6	Re-elect Mr. Atsuhiko Inoue	DAFÜR	DAFÜR	
3.7	Re-elect Mr. Toshihiro Isshiki	DAFÜR	● DAGEGEN	Executive director and the board size is excessive.  Executive director sitting on the audit committee, which is not best practice.
3.8	Re-elect Mr. Yasuyuki Kawasaki	DAFÜR	● DAGEGEN	Executive director and the board size is excessive.
3.9	Re-elect Mr. Masayuki Matsumoto	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
3.10	Re-elect Mr. Arthur M. Mitchell	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines.
3.11	Re-elect Prof. Shozo Yamazaki	DAFÜR	DAFÜR	
3.12	Re-elect Mr. Masaharu Kohno	DAFÜR	DAFÜR	
3.13	Re-elect Mr. Yoshinobu Tsutsui	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
3.14	Re-elect Mr. Katsuyoshi Shinbo	DAFÜR	DAFÜR	
3.15	Re-elect Ms. Eriko Sakurai	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
4	Shareholder resolution: Disclose and set GHG emission reduction targets consistent with Goals of the Paris Agreement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
5	Shareholder resolution: Financing consistent with the International Energy Agency's Net Zero Emissions Scenario	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Dr. Aart J. de Geus	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.2	Re-elect Ms. Janice D. Chaffin	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Bruce R. Chizen	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.4	Re-elect Ms. Mercedes Johnson	DAFÜR	DAFÜR	
1.5	Re-elect Prof. Dr. Chrysostomos L. Max Nikias	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Jeannine P. Sargent	DAFÜR	DAFÜR	
1.7	Re-elect Mr. John G. Schwarz	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.8	Re-elect Mr. Roy Vallee	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
2	To approve the 2006 Employee Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
3	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
5	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
6	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	● DAFÜR	Concerns over the high special meeting consent threshold of 20%.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Elect Mr. Glenn R. August	DAFÜR	DAFÜR
1b.	Re-elect Mr. Mark S. Bartlett	DAFÜR	DAFÜR
1c.	Re-elect Ms. Mary K. Bush	DAFÜR	DAFÜR
1d.	Re-elect Ms. Dina Dublon	DAFÜR	DAFÜR
1e.	Re-elect Dr. Freeman A. Hrabowski III	DAFÜR	DAFÜR
1f.	Re-elect Mr. Robert F. MacLellan	DAFÜR	DAFÜR
1g.	Elect Ms. Eileen P. Rominger	DAFÜR	DAFÜR
1h.	Elect Mr. Robert W. Sharps	DAFÜR	DAFÜR
1i.	Re-elect Mr. Robert J. Stevens	DAFÜR	DAFÜR
1j.	Re-elect Mr. William J. Stromberg	DAFÜR	DAFÜR
1k.	Re-elect Dr. Richard R. Verma	DAFÜR	DAFÜR
1l.	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR
1m.	Re-elect Mr. Alan D. Wilson	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p>
3.	Re-election of the auditor	DAFÜR	<p>● DAGEGEN 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>

No.	Traktanden	Board	Ethos	
1.	Dividend Allocation	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the long-term interests of shareholders.
2.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	
3.	Election of Directors			
3.1	Re-elect Mr. Christophe Weber	DAFÜR	DAFÜR	
3.2	Re-elect Dr. Masato Iwasaki	DAFÜR	DAFÜR	
3.3	Re-elect Dr. Andrew Plump	DAFÜR	DAFÜR	
3.4	Re-elect Mr. Constantine Saroukos	DAFÜR	DAFÜR	
3.5	Re-elect Mr. Olivier Bohuon	DAFÜR	DAFÜR	
3.6	Re-elect Mr. Jean-Luc Butel	DAFÜR	DAFÜR	
3.7	Re-elect Mr. Ian Clark	DAFÜR	DAFÜR	
3.8	Re-elect Dr. Steven Gillis	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
3.9	Re-elect Mr. Masami Iijima	DAFÜR	● DAGEGEN	Excessive board size and director was opposed in 2021 as he was over 70 years old, which exceeds guidelines for new nominees.
3.10	Elect Mr. John Maraganore	DAFÜR	DAFÜR	
3.11	Re-elect Mr. Michel Orsinger	DAFÜR	DAFÜR	
4.	Election of directors to the audit and supervisory committee			
4.1	Re-elect Mr. Koji Hatsukawa	DAFÜR	DAFÜR	
4.2	Re-elect Ms. Emiko Higashi	DAFÜR	DAFÜR	
4.3	Re-elect Mr. Yoshiaki Fujimori	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
4.4	Elect Ms. Kimberly A. Reed	DAFÜR	DAFÜR	
5	Approve annual bonus payment for directors	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Elect Mr. David P. Abney	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Douglas M. Baker Jr.	DAFÜR	DAFÜR	
1c.	Re-elect Mr. George S. Barrett	DAFÜR	DAFÜR	
1d.	Elect Ms. Gail K. Boudreaux	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Brian C. Cornell	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f.	Re-elect Mr. Robert L. Edwards	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Donald (Don) R. Knauss	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Christine A. Leahy	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.



No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Ira Ehrenpreis	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.
1.2	Re-elect Ms. Kathleen Wilson-Thompson	DAFÜR	DAFÜR	
2.	Reduce the directors' terms of office from 3 to 2 years	DAFÜR	DAFÜR	
3.	Eliminate applicable supermajority voting requirements	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders.
4.	Increase the authorised share capital by 4 billion shares reflecting share split	DAFÜR	DAFÜR	
5.	Re-election of the auditor	DAFÜR	DAFÜR	
6.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.
7.	Shareholder resolution: Report on anti-harassment and discrimination efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on harassment and discrimination.
8.	Shareholder resolution: Board diversity	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
9.	Shareholder resolution: Report employee arbitration	DAGEGEN	● DAFÜR	Enhanced disclosure on harassment and discrimination.
10	Shareholder resolution: Disclose how lobbying activities align with the Paris Agreement	DAGEGEN	● DAFÜR	Enhanced disclosure on climate issues.
11.	Shareholder resolution: Adoption of a freedom of association and collective bargaining policy	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
12.	Shareholder resolution: Additional reporting on child labour	DAGEGEN	● DAFÜR	Enhanced disclosure on potential violation of child workers' human and labour rights.
13.	Shareholder resolution: Additional reporting on water risk	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Mark A. Blinn	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Todd M. Bluedorn	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Janet F. Clark	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Carrie S. Cox	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Martin S. Craighead	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Jean M. Hobby	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Michael D. Hsu	DAFÜR	DAFÜR	
1h.	Elect Mr. Haviv Ilan	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Ronald D. Kirk	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Pamela H. Patsley	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Robert E. Sanchez	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Richard K. Templeton	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Marc N. Casper	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. Nelson J. Chai	DAFÜR	DAFÜR	
1c.	Elect Ms. Ruby R. Chandy	DAFÜR	DAFÜR	
1d.	Re-elect Dr. C. Martin Harris	DAFÜR	DAFÜR	
1e.	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1f.	Re-elect Ms. R. Alexandra Keith	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Jim P. Manzi	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Mr. James C. Mullen	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1i.	Re-elect Mr. Lars Rebien Sørensen	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1j.	Re-elect Dr. Debora L. Spar	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Scott M. Sperling	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1l.	Re-elect Mr. Dion J. Weisler	DAFÜR	DAFÜR	
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.
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.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. José B. Alvarez	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Alan M. Bennett	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1c.	Re-elect Ms. Rosemary T. Berkery	DAFÜR	DAFÜR	
1d.	Re-elect Mr. David T. Ching	DAFÜR	DAFÜR	
1e.	Re-elect Ms. C. Kim Goodwin	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Ernie Herrman	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1g.	Re-elect Mr. Michael F. Hines	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1h.	Re-elect Ms. Amy B. Lane	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Carol Meyrowitz	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent.
1j.	Re-elect Ms. Jackwyn L. Nemerov	DAFÜR	DAFÜR	
1k.	Re-elect Mr. John F. O'Brien	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	To approve the Stock Incentive Plan (2022 Restatement)	DAFÜR	● DAGEGEN	Potential excessive awards.
4.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
5.	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.
6.	Shareholder resolution: Report on risk to TJX from supplier misclassification of supplier's employees	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights, particularly the misclassification of employees as independent contractors.
7.	Shareholder resolution: Report on risk due to restrictions on reproductive rights	DAGEGEN	● DAFÜR	Reproductive rights is a very important matter for employees and the company 's healthcare cover does not directly address this issue for part-time employees.
8.	Shareholder resolution: Adopt paid sick leave policy for all associates	DAGEGEN	● DAFÜR	Paid sick leave is one of the fundamental workplace rights of an employee.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Re-elect Mr. Marcelo Claire	DAFÜR	DAFÜR
1.2	Re-elect Dr. Srikant M. Datar	DAFÜR	DAFÜR
1.3	Re-elect Ms. Bavan M. Holloway	DAFÜR	DAFÜR
1.4	Re-elect Mr. Timotheus Höttges	DAFÜR	DAFÜR
1.5	Re-elect Mr. Christian P. Illek	DAFÜR	DAFÜR
1.6	Re-elect Dr. Raphael Kübler	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.</p>
1.7	Re-elect Mr. Thorsten Langheim	DAFÜR	DAFÜR
1.8	Re-elect Ms. Dominique Leroy	DAFÜR	DAFÜR
1.9	Elect Ms. Letitia A. Long	DAFÜR	DAFÜR
1.10	Re-elect Mr. G. Michael Sievert	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Executive director. The board is not sufficiently independent.</p>
1.11	Re-elect Ms. Teresa A. Taylor	DAFÜR	DAFÜR
1.12	Re-elect Mr. Omar Tazi	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.</p>
1.13	Re-elect Mr. Kelvin R. Westbrook	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p> <p>Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.</p>
2.	Election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	
2.	Election of Directors			
2.1	Re-elect Mr. Toshiki Kawai	DAFÜR	DAFÜR	
2.2	Re-elect Mr. Sadao Sasaki	DAFÜR	DAFÜR	
2.3	Re-elect Mr. Yoshikazu Nunokawa	DAFÜR	DAFÜR	
2.4	Re-elect Mr. Michio Sasaki	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.5	Re-elect Ms. Makiko Eda	DAFÜR	DAFÜR	
2.6	Re-elect Ms. Sachiko Ichikawa	DAFÜR	DAFÜR	
3.	Approve bonus payment for executive directors	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Issuance of Share Subscription Rights as Stock-Based Compensation to Corporate Directors	DAFÜR	● DAGEGEN	Excessive variable remuneration.
5.	Issuance of Share Subscription Rights as Stock-Based Compensation to Executives of the Company and its Subsidiaries	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Elect Ms. Cherie Brant	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Amy W. Brinkley	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Brian C. Ferguson	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Colleen A. Goggins	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Jean-René Halde	DAFÜR	DAFÜR	
1.6	Re-elect Mr. David E. Kepler	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Brian M. Levitt	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Alan N. MacGibbon	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Karen E. Maidment	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Bharat B. Masrani	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Nadir H. Mohamed	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Claude Mongeau	DAFÜR	DAFÜR	
1.13	Re-elect Ms. Jane S. Rowe	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Adopt a policy of not financing new fossil fuel supply	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
5	Shareholder resolution: Amend Articles of Incorporation to become a Social Purpose Corporation	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's environmental and social responsibility.
6	Shareholder resolution: Annual Advisory Vote on Environmental and Climate Change Action Plan	DAGEGEN	● DAFÜR	A say on climate would improve the company's transparency and accountability on climate change.
7	Shareholder resolution: Approve French as an Official Language	DAGEGEN	DAGEGEN	
8	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos
1	Election of Directors		
1.1	Re-elect Mr. Takeshi Uchiyamada	DAFÜR	<p>● DAGEGEN The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.2	Re-elect Mr. Shigeru Hayakawa	DAFÜR	DAFÜR
1.3	Re-elect Mr. Akio Toyoda	DAFÜR	DAFÜR
1.4	Re-elect Mr. James Kuffner	DAFÜR	DAFÜR
1.5	Re-elect Mr. Kenta Kon	DAFÜR	DAFÜR
1.6	Elect Mr. Masahiko Maeda	DAFÜR	DAFÜR
1.7	Re-elect Mr. Ikuro Sugawara	DAFÜR	DAFÜR
1.8	Re-elect Mr. Philip Craven	DAFÜR	DAFÜR
1.9	Re-elect Ms. Teiko Kudo	DAFÜR	DAFÜR
2	Election of 2 Corporate Auditors		
2.1	Re-election of Mr. Masahide Yasuda as Corporate Auditor	DAFÜR	DAFÜR
2.2	Election of Mr. George Olcott as Corporate Auditor	DAFÜR	DAFÜR
3.	Elect Mr. Ryuji Sakai as a Substitute Corporate Auditor	DAFÜR	DAFÜR
4.	Approve revision of the restricted share plan for the board of directors	DAFÜR	<p>● DAGEGEN Excessive total remuneration.</p>
5.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR



No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Kirk E. Arnold	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Ann C. Berzin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Ms. April Miller Boise	DAFÜR	DAFÜR	
1d.	Re-elect Mr. John Bruton	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1e.	Re-elect Dr. Jared L. Cohon	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1f.	Re-elect Mr. Gary D. Forsee	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  Non independent lead director, which is not best practice.
1g.	Re-elect Ms. Linda P. Hudson	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Myles P. Lee	DAFÜR	DAFÜR	
1i.	Elect Mr. David S. Regnery	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1j.	Re-elect Mr. John P. Surma	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Tony L. White	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.  The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.
4.	Renew the Directors' existing authority to issue shares	DAFÜR	DAFÜR	
5.	Renew Directors' Authority to Issue Shares for Cash	DAFÜR	DAFÜR	
6.	Determine the price range at which the Company can reissue shares	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Jennifer S. Banner	DAFÜR	● DAGEGEN	Board size is excessive.
1b.	Re-elect Mr. K. David Boyer Jr.	DAFÜR	● DAGEGEN	Board size is excessive.
1c.	Re-elect Ms. Agnes Bundy Scanlan	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Anna R. Cablik	DAFÜR	● DAGEGEN	Board size is excessive.
1e.	Re-elect Mr. Dallas S. Clement	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Paul D. Donahue	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Patrick C. Graney III	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Kelly S. King	DAFÜR	● DAGEGEN	The board size is excessive.
1j.	Re-elect Ms. Easter A. Maynard	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Donna S. Morea	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Charles A. Patton	DAFÜR	DAFÜR	
1m.	Re-elect Dr. Nido R. Qubein	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1n.	Re-elect Mr. David M. Ratcliffe	DAFÜR	DAFÜR	
1o.	Re-elect Mr. William H. Rogers, Jr.	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1p.	Re-elect Mr. Frank P. Scruggs, Jr.	DAFÜR	DAFÜR	
1q.	Re-elect Ms. Christine Sears	DAFÜR	DAFÜR	
1r.	Re-elect Mr. Thomas E. Skains	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1s.	Re-elect Mr. Bruce L. Tanner	DAFÜR	DAFÜR	
1t.	Re-elect Mr. Thomas N. Thompson	DAFÜR	● DAGEGEN	Board size is excessive.
1u.	Re-elect Mr. Steven C. Voorhees	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Approval of the Truist Financial Corporation 2022 Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
5.	Approval of the Truist Financial Corporation 2022 Employee Stock Purchase Plan	DAFÜR	DAFÜR	
6.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Ms. Donna L. Dubinsky	DAFÜR	DAFÜR
1.2	Re-elect Mr. Deval Patrick	DAFÜR	DAFÜR
2	Re-election of the auditor	DAFÜR	DAFÜR
3	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p> <p>The variable remuneration is based on continued employment only.</p>

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a.	Re-elect Mr. Warner L. Baxter	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Dorothy J. Bridges	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Elizabeth L. Buse	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Andrew Cecere	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1e.	Re-elect Ms. Kimberly N. Ellison-Taylor	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Kimberly J. Harris	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Roland A. Hernandez	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Olivia F. Kirtley	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1i.	Re-elect Mr. Richard P. McKenney	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Yusuf I. Mehdi	DAFÜR	DAFÜR	
1k.	Re-elect Mr. John P. Wiehoff	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Scott W. Wine	DAFÜR	DAFÜR	
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.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Ronald D. Sugar	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Revathi Advaiti	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Ursula M. Burns	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Amanda Ginsberg	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Dara Khosrowshahi	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Wan Ling Martello	DAFÜR	DAFÜR	
1h.	Re-elect Mr. H.E. Yasir Al-Rumayyan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1i.	Re-elect Mr. John Thain	DAFÜR	DAFÜR	
1j.	Re-elect Mr. David I. Trujillo	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Alexander Wynaendts	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive total remuneration.
	Elections to the Board of Directors		
3	Re-elect Mr. Nils Andersen	DAFÜR	DAFÜR
4	Re-elect Dr. Judith Hartmann	DAFÜR	DAFÜR
5	Re-elect Mr. Alan Jope	DAFÜR	DAFÜR
6	Re-elect Ms. Andrea Jung	DAFÜR	DAFÜR
7	Re-elect Ms. Susan Kilsby	DAFÜR	DAFÜR
8	Re-elect Mr. Strive T. Masiyiwa	DAFÜR	DAFÜR
9	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR
10	Re-elect Mr. Graeme Pitkethly	DAFÜR	DAFÜR
11	Re-elect Mr. Feike Sijbesma	DAFÜR	DAFÜR
12	Elect Mr. Adrian Hennah	DAFÜR	DAFÜR
13	Elect Ms. Ruby Lu	DAFÜR	DAFÜR
14	Re-appoint KPMG as auditor	DAFÜR	DAFÜR
15	Auditor's remuneration	DAFÜR	DAFÜR
16	Political donations and political expenditure	DAFÜR	DAFÜR
17	Directors' authority to allot shares	DAFÜR	DAFÜR
18	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR
19	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR
20	Purchase of own shares	DAFÜR	DAFÜR
21	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. William J. DeLaney	DAFÜR	DAFÜR	
1b.	Re-elect Mr. David B. Dillon	DAFÜR	DAFÜR	
1c.	Elect Ms. Sheri H. Edison	DAFÜR	DAFÜR	
1d.	Elect Ms. Teresa M. Finley	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Lance M. Fritz	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f.	Re-elect Ms. Deborah C. Hopkins	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Jane H. Lute	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Michael R. McCarthy	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1i.	Re-elect Mr. Jose H. Villarreal	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Christopher J. Williams	DAFÜR	DAFÜR	
2.	R-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a)	Re-elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	
1b)	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR	
1c)	Re-elect Ms. Eva C. Boratto	DAFÜR	DAFÜR	
1d)	Re-elect Mr. Michael J. Burns	DAFÜR	DAFÜR	
1e)	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	
1f)	Re-elect Ms. Angela Hwang	DAFÜR	DAFÜR	
1g)	Re-elect Ms. Kate E. Johnson	DAFÜR	DAFÜR	
1h)	Re-elect Mr. William R. Johnson	DAFÜR	DAFÜR	
1i)	Re-elect Ms. Ann M. Livermore	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1j)	Re-elect Mr. Franck J. Moison	DAFÜR	DAFÜR	
1k)	Re-elect Ms. Christiana Smith Shi	DAFÜR	DAFÜR	
1l)	Re-elect Mr. Russell Stokes	DAFÜR	DAFÜR	
1m)	Re-elect Mr. Kevin M. Warsh	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Disclose lobbying activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
5.	Shareholder resolution: Report on the Alignment of Lobbying Activities with the Paris Climate Agreement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
6.	Shareholder resolution: Reduce the Voting Power of Class A Stock from 10 Votes Per Share to 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.
7.	Shareholder resolution: Adoption of Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
8.	Shareholder resolution: Report on Balancing Climate Measures and Financial Returns	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
9.	Shareholder resolution: Annual Report on Diversity and Inclusion	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.



No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Timothy P. Flynn	DAFÜR	DAFÜR	
1b.	Elect Mr. Paul R. Garcia	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Stephen J. Hemsley	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1d.	Re-elect Ms. Michele J. Hooper	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR	
1f.	Re-elect Dr. Valerie C. Montgomery Rice	DAFÜR	DAFÜR	
1g.	Re-elect Dr. John H. Noseworthy	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Andrew Witty	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.
4.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
5.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Shellye L. Archambeau	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Roxanne S. Austin	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Mark T. Bertolini	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR	
1.5	Elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Clarence Otis Jr.	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.7	Re-elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Rodney E. Slater	DAFÜR	DAFÜR	
1.9	Elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Hans Vestberg	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.11	Re-elect Mr. Gregory G. Weaver	DAFÜR	DAFÜR	
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.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Report on charitable contributions	DAGEGEN	DAGEGEN	
5.	Shareholder resolution: Clawback Policy Amendment	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
6.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
7.	Shareholder resolution: Report on Operations in Communist China	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Dr. Sangeeta N. Bhatia	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Lloyd A. Carney	DAFÜR	DAFÜR	
1.3	Re-elect Dr. Alan Garber	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Terrence C. Kearney	DAFÜR	DAFÜR	
1.5	Re-elect Dr. med. Reshma Kewalramani	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Yuchun Lee	DAFÜR	DAFÜR	
1.7	Re-elect Dr. Jeffrey M. Leiden	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Margaret G. McGlynn	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Diana McKenzie	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Bruce I. Sachs	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.11	Elect Mr. Suketu Upadhyay	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
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.	To approve an amendment to the 2013 Stock and Option Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.  The non-executive directors receive options.

No.	Traktanden	Board	Ethos	
1	To approve the consolidated financial statements	DAFÜR	DAFÜR	
2	1)To approve the parent company's financial statements; 2)To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR	
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	
	Board main features			
4	Re-election of Xavier Huillard as a Director for 4 years	DAFÜR	● DAGEGEN	Combined chairman and CEO.
5	Re-election of Marie-Christine Lombard as a Director for 4 years	DAFÜR	DAFÜR	
6	Re-election of René Médori as a Director for 4 years	DAFÜR	DAFÜR	
7	Re-election of Qatar Holding LLC as a Director for 4 years	DAFÜR	DAFÜR	
8	Election of Claude Laruelle as a Director for 4 years	DAFÜR	DAFÜR	
9	To ratify act of the Board : Relocate Corporate Headquarters	DAFÜR	DAFÜR	
10	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
11	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	
12	To approve the Chairman and CEO new remuneration policy	DAFÜR	● DAGEGEN	Excessive total remuneration.
13	To approve the remuneration report	DAFÜR	DAFÜR	
14	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Xavier Huillard, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.
15	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	
16	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	
17	To authorise capital increases related to an all-foreign-employee share ownership plan	DAFÜR	DAFÜR	
18	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Re-elect Mr. Lloyd A. Carney	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1.b	Re-elect Ms. Mary B. Cranston	DAFÜR	DAFÜR
1.c	Re-elect Mr. Francisco J. Fernández-Carbajal	DAFÜR	DAFÜR
1.d	Re-elect Mr. Alfred F. Kelly, Jr.	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.e	Re-elect Mr. Ramon Laguarta	DAFÜR	DAFÜR
1.f	Re-elect Mr. John F. Lundgren	DAFÜR	DAFÜR
1.g	Re-elect Mr. Robert W. Matschullat	DAFÜR	● DAGEGEN The director is 75 years old, which exceeds guidelines.
1.h	Re-elect Ms. Denise M. Morrison	DAFÜR	DAFÜR
1.i	Re-elect Ms. Linda J. Rendle	DAFÜR	DAFÜR
1.j	Re-elect Mr. Maynard G. Webb, Jr.	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive total remuneration.
3	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Cesar Conde	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1b.	Re-elect Mr. Timothy P. Flynn	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Sarah J. Friar	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1d.	Re-elect Ms. Carla Harris	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1e.	Re-elect Mr. Thomas W. Horton	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Marissa A. Mayer	DAFÜR	DAFÜR	
1g.	Re-elect Mr. C. Douglas McMillon	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1h.	Re-elect Mr. Gregory B. Penner	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Randall L. Stephenson	DAFÜR	DAFÜR	
1j.	Re-elect Mr. S. Robson Walton	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Steuart L. Walton	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  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.
4.	Shareholder resolution: Report on Animal Welfare Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on animal welfare risks in the company's food supply chain.
5.	Shareholder resolution: Create a Pandemic Workforce Advisory Council	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
6.	Shareholder resolution: Report on Risks of State Policies Restricting Reproductive Health Care	DAGEGEN	● DAFÜR	Reproductive rights is a very important matter for employees and the company 's healthcare coverage plans and company-paid benefits do not directly address this issue.
7.	Shareholder resolution: Alignment of Racial Justice Goals and Starting Wages	DAGEGEN	● DAFÜR	Enhanced disclosure on racial justice commitments.
8.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	
9.	Shareholder resolution: Charitable Contributions	DAGEGEN	DAGEGEN	
10.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Susan E. Arnold	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Mary T. Barra	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Safra A. Catz	DAFÜR	DAFÜR	
1.4	Elect Ms. Amy L. Chang	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Robert A. Chapek	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Francis deSouza	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Michael Froman	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Maria Elena Lagomasino	DAFÜR	DAFÜR	
1.9	Elect Mr. Calvin McDonald	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Mark G. Parker	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Disclose lobbying policies and activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6	Shareholder resolution: Evaluate Human Rights Impacts	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
7	Shareholder resolution: Pay Gaps across Race and Gender	DAGEGEN	● DAFÜR	We support corporate policies to prevent discrimination.
8	Shareholder resolution: Workplace non-discrimination audit and report	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. James C. Fish Jr.	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Andrés R. Gluski	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Victoria M. Holt	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Kathleen M. Mazzarella	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Sean E. Menke	DAFÜR	DAFÜR	
1f.	Re-elect Mr. William B. Plummer	DAFÜR	DAFÜR	
1g.	Re-elect Mr. John C. Pope	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Ms. Maryrose T. Sylvester	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Thomas H. Weidemeyer	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Report on Civil Rights Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on racial equality.



No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a)	Re-elect Mr. Steven D. Black	DAFÜR	DAFÜR	
1b)	Re-elect Mr. Mark A. Chancy	DAFÜR	DAFÜR	
1c)	Re-elect Dr. Celeste A. Clark	DAFÜR	DAFÜR	
1d)	Re-elect Mr. Theodore Jr. F. Craver	DAFÜR	DAFÜR	
1e)	Elect Mr. Richard K. Davis	DAFÜR	DAFÜR	
1f)	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	
1g)	Elect Ms. Cecelia G. Morken	DAFÜR	DAFÜR	
1h)	Re-elect Ms. Maria R. Morris	DAFÜR	DAFÜR	
1i)	Elect Dr. iur. Felicia F. Norwood	DAFÜR	DAFÜR	
1j)	Re-elect Mr. Richard B. Payne Jr.	DAFÜR	DAFÜR	
1k)	Re-elect Mr. Juan A. Pujadas	DAFÜR	DAFÜR	
1l)	Re-elect Mr. Ronald L. Sargent	DAFÜR	DAFÜR	
1m)	Re-elect Mr. Charles W. Scharf	DAFÜR	DAFÜR	
1n)	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Approve the 2022 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Management Pay Clawback Authorisation	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Report on Incentive-Based Compensation and Risks of Material Losses	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
7	Shareholder resolution: Gender and Racial Diversity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
8	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
9	Shareholder resolution: Climate Change Policy	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
10	Shareholder resolution: Conduct a Racial Equity Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity.
11	Shareholder resolution: Charitable Donations Disclosure	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Ms. Lynne M. Doughtie	DAFÜR	DAFÜR
1.2	Re-elect Mr. Carl M. Eschenbach	DAFÜR	● ZURÜCK-BEHALTEN Concerns over the director's time commitments.
1.3	Re-elect Mr. Michael M. McNamara	DAFÜR	DAFÜR
1.4	Re-elect Mr. Jerry Yang	DAFÜR	DAFÜR
2	Re-election of the auditor	DAFÜR	DAFÜR
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  The variable remuneration is based on continued employment only.
4	To approve the amendment of the Equity Incentive Plan	DAFÜR	● DAGEGEN Potential excessive awards.
5	To approve the amendment of the Employee Stock Purchase Plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. iur. Paul M. Bisaro	DAFÜR	DAFÜR
1b.	Re-elect Mr. Frank A. D'Amelio	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1c.	Re-elect Mr. Michael B. McCallister	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	To approve the 2013 Equity and Incentive Plan	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines. The non-executive directors receive options.
4.	Re-election of the auditor	DAFÜR	DAFÜR
5.	Eliminate Supermajority Vote Requirement	DAFÜR	DAFÜR
6.	Declassify the board	DAFÜR	DAFÜR

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