

2023

Pensionskasse Basel-Stadt Ausübung der Stimmrechte (internationale Unternehmen)

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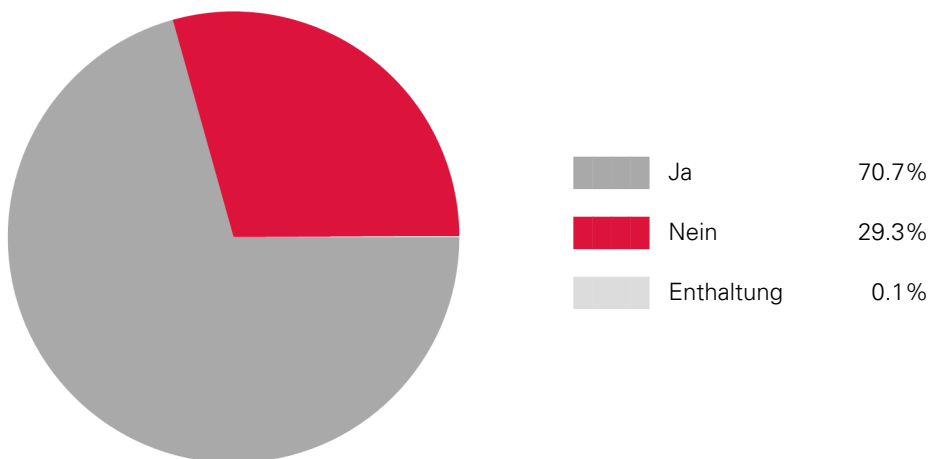
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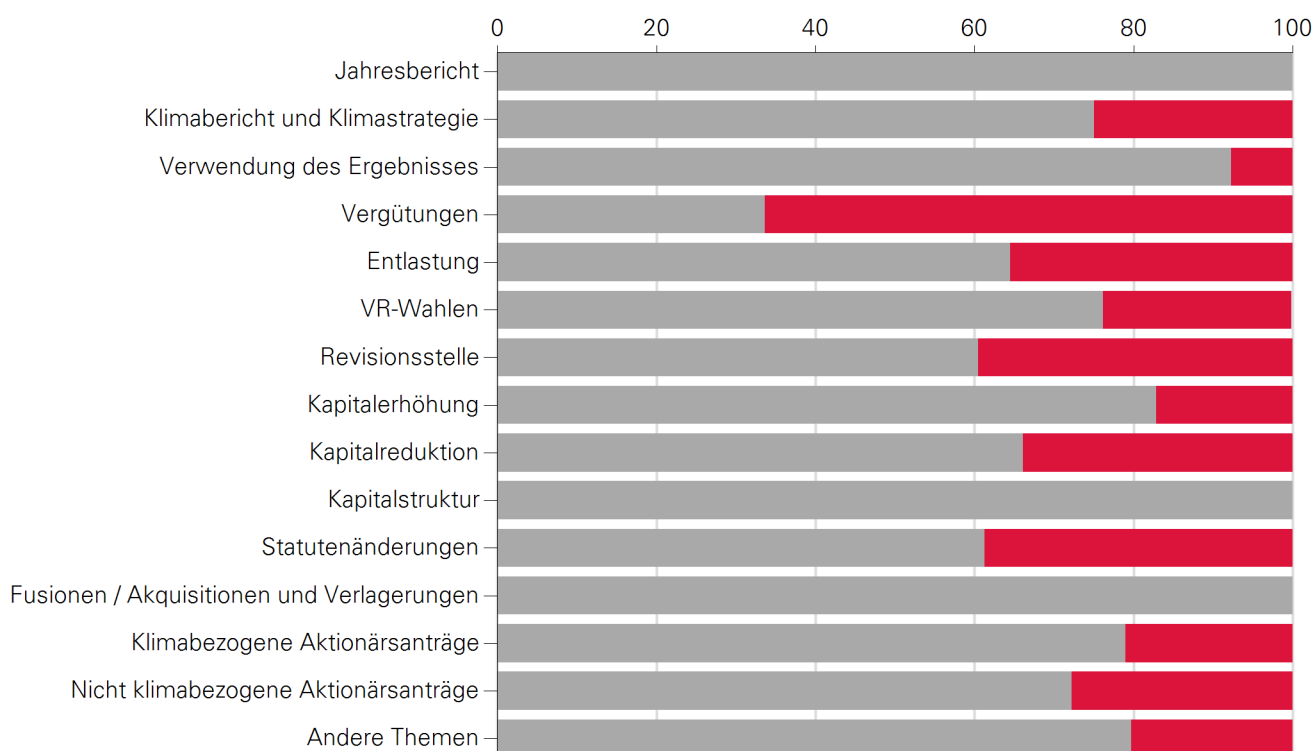
1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	212	3359	2362	994	3
Ausserordentliche Generalversammlungen	6	17	15	2	0
Ordentliche und ausserordentliche Generalversammlungen	18	366	267	99	0
Total	236	3742	2644	1095	3

1.1 Zusammenfassung der Ethos Stimmempfehlungen



1.2 Ethos Stimmempfehlungen nach Themenkategorien



	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
	Anzahl	Prozent	Anzahl	Prozent	Anzahl	Prozent	
Jahresbericht	92	100.0%	0	0.0%	0	0.0%	92
Klimabericht und Klimastrategie	3	75.0%	1	25.0%	0	0.0%	4
Verwendung des Ergebnisses	95	92.2%	8	7.8%	0	0.0%	103
Vergütungen	140	33.7%	276	66.3%	0	0.0%	416
Entlastung	147	64.5%	81	35.5%	0	0.0%	228
VR-Wahlen	1440	76.2%	448	23.7%	3	0.2%	1891
Revisionsstelle	133	60.5%	87	39.5%	0	0.0%	220
Kapitalerhöhung	193	82.8%	40	17.2%	0	0.0%	233
Kapitalreduktion	76	66.1%	39	33.9%	0	0.0%	115
Kapitalstruktur	2	100.0%	0	0.0%	0	0.0%	2
Statutenänderungen	49	61.3%	31	38.8%	0	0.0%	80
Fusionen / Akquisitionen und Verlagerungen	1	100.0%	0	0.0%	0	0.0%	1
Klimabezogene Aktionärsanträge	15	78.9%	4	21.1%	0	0.0%	19
Nicht klimabezogene Aktionärsanträge	109	72.2%	42	27.8%	0	0.0%	151
Andere Themen	149	79.7%	38	20.3%	0	0.0%	187

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	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Abbott Laboratories	28.04.2023	OGV				✗		◐	✓								✓
Abbvie	05.05.2023	OGV				✗		✓	✓				✓				✓
Adidas	11.05.2023	OGV			✓	✗	✓				✓		✗				
Adobe	20.04.2023	OGV				✗		◐	✗								✓
Aeon	26.05.2023	OGV						◐					✗				
AFLAC	01.05.2023	OGV				✗		◐	✗								
Agilent Technologies	15.03.2023	OGV				✗		◐	✗				✓				
Ahold Delhaize	05.07.2023	AGV															✓
AIA Group	18.05.2023	OGV	✓		✓	✗		✗	✓	✓	✗						
Air Liquide	03.05.2023	MIX	✓		✓	◐		◐		✓	✓						✓
AkzoNobel	21.04.2023	OGV	✓		✓	✓	✓	✓		✓	✗						
Alfa Laval	25.04.2023	OGV	✓		✓	◐	✗	◐	✓		✓						✓
Allianz	04.05.2023	OGV			✓	✗	✓		✓				◐				
Alphabet	02.06.2023	OGV				✗		◐	✗						✓	◐	
American Express Company	02.05.2023	OGV				✗		◐	✓								✓
American International Group	10.05.2023	OGV				✗		◐	✗								✓
American Tower	24.05.2023	OGV				✗		◐	✗								
Amgen	19.05.2023	OGV				✗		◐	✗								
Apple	10.03.2023	OGV				✗		◐	✓								◐
Applied Materials	09.03.2023	OGV				✗		◐	✓								✓

Unternehmen	Datum	Typ	Jahresbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Arthur J. Gallagher & Co.	09.05.2023	OGV				✗		🟡	✗								✓
Ashtead Group	06.09.2023	OGV	✓		✓	✗		🟡	✓	✓	✓						✗
ASML	26.04.2023	OGV	✓		✓	🟡	✓	✓	✓	✓	✓						
Assa Abloy	26.04.2023	OGV	✓		✓	🟡	✗	🟡	✓		✓						🟡
Astellas Pharma	22.06.2023	OGV						✓									
AstraZeneca	27.04.2023	OGV	✓		✗	✗		🟡	✓	✓	✗		✗				✗
Atlas Copco	27.04.2023	OGV	✓		✓	🟡	✗	🟡	✓		🟡		✓				✓
Autodesk	21.06.2023	OGV				✗		🟡	✗								
Automatic Data Processing	08.11.2023	OGV				✗		🟡	✗								
Autozone	20.12.2023	OGV				✗		🟡	✗								
AXA	27.04.2023	MIX	✓		✓	🟡				✓	✓						✓
Bank of Montréal	18.04.2023	OGV				✗		🟡	✗						✗	✓	
Bank of Nova Scotia	04.04.2023	OGV				✗		🟡	✗						✓	✓	
Beiersdorf	13.04.2023	OGV			✗	✓	✓	✓	✗				✗				
Biogen	14.06.2023	OGV				✗		🟡	✗								
BlackRock	24.05.2023	OGV				✗		🟡	✗						✓	✗	
BMW	11.05.2023	OGV			✓	✗	🟡	✓	✓				🟡				
BOC Hong Kong (Holdings)	29.06.2023	OGV	✓		✓			🟡	✓	✓	✓						✓
Boliden	25.04.2023	OGV	✓		✓	✓	✗	✓	✓	✓		✓					✓
Booking Holdings	06.06.2023	OGV				✗		✓	✗							✓	
Brenntag	15.06.2023	OGV			✓	🟡	✓	✓	✓				🟡			✗	
BT Group	13.07.2023	OGV	✓		✓	✗		🟡	✓	✓	✓						🟡
Bunzl	26.04.2023	OGV	✓		✓	✗		🟡	✓	✓	✓						✗
Burberry	12.07.2023	OGV	✓		✓	✗		🟡	✓	✓	✗						🟡
Cadence Design Systems	04.05.2023	OGV				✗		🟡	✓							✗	
Canadian National Railway	25.04.2023	OGV		✗		✗		✓	✗								
Carrefour	26.05.2023	MIX	✓	✓	✓	🟡		🟡	✓	🟡	🟡						✓
Caterpillar	14.06.2023	OGV				✗		🟡	✗						✓	🟡	
Centene	10.05.2023	OGV				✗		🟡	✓							✓	

Unternehmen	Datum	Typ	Jahresbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Charles Schwab Corp.	18.05.2023	OGV				✗		🟡	✗							🟡	
Cintas	24.10.2023	OGV				✗		🟡	✗						✓	✓	
Cisco Systems	06.12.2023	OGV				✗		🟡	✗							✓	
CME Group	04.05.2023	OGV				✗		🟡	✗								
CNH Industrial	14.04.2023	OGV	✓		✓	✗	✓	🟡	✓	🟡	✓						
Coca-Cola	25.04.2023	OGV				✗		🟡	✗							🟡	
Colgate-Palmolive	12.05.2023	OGV				✗		🟡	✗							🟡	
Compass Group	09.02.2023	OGV	✓		✓	✗		🟡	✓	✓	✓						🟡
CRH	27.04.2023	OGV	✓		✓	✗		🟡	✓	✓	✓						
	08.06.2023	AGV									✓	✓					✓
Croda International	26.04.2023	OGV	✓		✓	🟡		✓	✓	✓	✓						🟡
Crown Castle International	17.05.2023	OGV				✗		🟡	✓				✓				
CSX Corp	10.05.2023	OGV				✗		🟡	✗								
Dai-ichi Life Holdings	26.06.2023	OGV			✓			🟡									
Daiichi Sankyo	19.06.2023	OGV			✓	✗		🟡									✓
Daikin Industries	29.06.2023	OGV			✓			🟡					✓				✓
Daiwa House Industry	29.06.2023	OGV			✓	✗		🟡									✗
Danaher	09.05.2023	OGV				✗		🟡	✗							✓	
Danone	27.04.2023	OGV	✓		✓	🟡		✓		🟡	✓						✓
DBS Group Holdings	31.03.2023	OGV	✓		✓	✗		🟡	✓	🟡	✓						
Deere & Co.	22.02.2023	OGV				✗		🟡	✗							✓	
Delivery Hero	14.06.2023	OGV				✗	✓		✓	🟡	✗		🟡				✓
Deutsche Börse	16.05.2023	OGV			✓	✗	✓		✓				🟡				
DexCom	18.05.2023	OGV				✗		✓	✗							✓	
DNB	25.04.2023	OGV	✓		✓			✓	✗	✓	🟡		✓				🟡
E.ON	17.05.2023	OGV			✓	✗	✓	🟡	✓				🟡				
Eaton	26.04.2023	OGV				✗		🟡	✗	✓	✗						
Ecolab	04.05.2023	OGV				🟡		🟡	✗							✓	
Edwards Lifesciences	11.05.2023	OGV				✗		🟡	✗				✓			✗	
Eisai	21.06.2023	OGV						🟡									
Elevance Health	10.05.2023	OGV				✗		✓	✗							✓	

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Eli Lilly	01.05.2023	OGV				✗		●	✗				✓			●	
Emerson Electric	07.02.2023	OGV				✗		✓	✗								
Enel	10.05.2023	OGV	✓		✗	●		●			✓						
ENGIE	26.04.2023	MIX	✓		✓	✓		✓		✓	●				✓	✓	✓
Epiroc	23.05.2023	OGV	✓		✓	●	✗	✓	✓		●						✓
Equinix	25.05.2023	OGV				✗		●	✗							✓	
EssilorLuxottica	17.05.2023	MIX	✓		✗	●		✓		●	✓						●
Fanuc	29.06.2023	OGV			✓			●									
Fast Retailing	30.11.2023	OGV						●									✓
Fujifilm Holdings	29.06.2023	OGV			✓			✓					✓				✓
Fujitsu	26.06.2023	OGV				✓		✓									✓
General Mills	26.09.2023	OGV				✗		●	✗				✓			✓	
Gilead Sciences	03.05.2023	OGV				●		●	✗							●	
Hang Seng Bank	04.05.2023	OGV						●	✓	✓	✓		✗				✓
HCA Healthcare	19.04.2023	OGV				●		●	✗							✓	
HeidelbergCement	11.05.2023	OGV			✓	●	✓		✓	✓	✓		●				✓
Henkel AG & Co. KGaA	24.04.2023	OGV	✓		✓	✗	✓	✓	✓		✓		✗				✓
Hermes International	20.04.2023	MIX	✓		✓	●	✓	●	●	●	✓						✓
Hilton Worldwide	18.05.2023	OGV				✗		●	✗								
Home Depot	18.05.2023	OGV				✗		●	✗							●	
Hoya	23.06.2023	OGV						●									
HSBC	05.05.2023	OGV	✓			✗		●	✓	●	●					✗	✗
Humana Inc.	20.04.2023	OGV				✗		●	✗								
Illinois Tool Works	05.05.2023	OGV				✗		●	✗							✓	
IMCD	26.04.2023	OGV	✓		✓	✓	✓		✓	✓	✓						✓
ING Groep	24.04.2023	OGV	✓		✓	✓	✗	●	✓	●	●						✓
Intercontinental Hotels Group	05.05.2023	OGV	✓		✓	✗		●	✓	✓	✓						●
IntercontinentalExchange	19.05.2023	OGV				✗		●	✗							✗	
Intesa Sanpaolo	28.04.2023	OGV	✓		✓	●					✓						
Intuit	19.01.2023	OGV				●		✓	✗								

Unternehmen	Datum	Typ	Jahresbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
IQVIA Holdings	18.04.2023	OGV				✗		✓	✗				✓			✓	
Itochu	23.06.2023	OGV			✓			○									✓
Johnson Controls	08.03.2023	OGV				✗		○	○	✓	✓						✓
KBC Group	04.05.2023	OGV	✓			✗	✓	○	✓	○			✓				✓
KDDI Corp	21.06.2023	OGV			✓			○					✓				
Kerry Group	27.04.2023	OGV	✓		✓	○		○	✓	✓	✓						✗
Kimberly Clark	20.04.2023	OGV				✗		○	✗								
Kingspan Group	28.04.2023	OGV	✓		✗	○		○	✓	✓	✗						✗
	20.07.2023	AGV											✓				
Komatsu	21.06.2023	OGV			✓			○									✓
Koninklijke KPN	31.05.2023	AGV						✓									
L3Harris Technologies	21.04.2023	OGV				✗		○	✗							✓	
Lam Research	07.11.2023	OGV				✗		○	✗								
Legal & General	18.05.2023	OGV	✓	✓	✓	○		✓	✓	○	✗						✗
Legrand	31.05.2023	MIX	✓		✓	○		○	✓		○						✓
Linde Plc	18.01.2023	AGV											✓				✓
	24.07.2023	OGV				✗		○	○				✓				
Lloyds Banking Group	18.05.2023	OGV	✓		✓	✗		○	✓	○	○						✗
L'Oréal	21.04.2023	MIX	✓		✓	○		○		✓	✓						✓
Lowe's Companies	26.05.2023	OGV				✗		○	✗							✓	
Lululemon Athletica	07.06.2023	OGV				✗		○	✓								
LVMH	20.04.2023	MIX	✓		✓	○		○		○	✓						✗
Macquarie Group	27.07.2023	OGV				○		✓									
Marsh & McLennan	18.05.2023	OGV				✗		○	✗								
Marubeni	23.06.2023	OGV				○		○					✓				✓
McDonald's	25.05.2023	OGV				✗		○	✗							○	
MercadoLibre	07.06.2023	OGV				✗		○	✓								
Merck KGaA	28.04.2023	OGV	✓		✓	✗	✓			✓			✗				
Michelin	12.05.2023	MIX	✓		✓	✓		✓		✗	○						✓
Microsoft	07.12.2023	OGV				✗		○	✗						✓	○	
Mitsubishi Estate	29.06.2023	OGV			✓			○									

Unternehmen	Datum	Typ	Jahresbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Mitsui & Co	21.06.2023	OGV			✓			●									✓
Moncler	18.04.2023	OGV	✓		✓	✗					✓						✓
Mondi	04.05.2023	OGV	✓		✓	✗		✓	✓	✓	✓						✗
Moodys	18.04.2023	OGV				✗		✓	✓								
Motorola Solutions	16.05.2023	OGV				✗		●	✓								
MS&AD Insurance Group Holdings	26.06.2023	OGV			✓			●									✓
MTU Aero Engines	11.05.2023	OGV			✓	✓	✓	✓	✓				✗				
Munich Re	05.05.2023	OGV			✓	✗	✓		✗				●				
Murata Manufacturing	29.06.2023	OGV			✓			✓									
National Grid	10.07.2023	OGV	✓		✓	✗		✓	✓	✓	✗						✗
Newmont Corporation	26.04.2023	OGV				✗		●	✓								
	11.10.2023	AGV								✗				✓			✗
Next	18.05.2023	OGV	✓		✓	✗		●	✓	✓	✗						✗
Nibe Industrier	16.05.2023	OGV	✓		✓	✓	✗	●	●	✓							✓
Nintendo	23.06.2023	OGV			✓			●									
NN Group	02.06.2023	OGV	✓		✓	✓	✓			✓	●						
Norfolk Southern	11.05.2023	OGV				✗		●	✗							✓	
Novo Nordisk	23.03.2023	OGV	✓		✓	●		●	✓	✓	✓					✗	
Nutrien	10.05.2023	OGV				✗		●	✓								
Nvidia	22.06.2023	OGV				✗		●	✓								
NXP Semiconductors	24.05.2023	OGV	✓			✗	✓	●	✓	✓	●						
OCBC Bank	25.04.2023	OGV	✓		✓	●		●	✓	●	✓						
Orange	23.05.2023	MIX	✓		✓	●		●		●	●					✓	✓
Orix	22.06.2023	OGV						●								✗	
Panasonic	26.06.2023	OGV				✓		●									✓
Paychex	12.10.2023	OGV				✗		●	✓								
PepsiCo	03.05.2023	OGV				✗		●	✗						✗	●	
PNC Financial Services Group	26.04.2023	OGV				✗		●	✓								
Procter & Gamble	10.10.2023	OGV				✗		●	✗							●	
Progressive Corp	12.05.2023	OGV				✗		●	✗								

Unternehmen	Datum	Typ	Jahresbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Prologis	04.05.2023	OGV				✗		🟡	✗								
Prosus	23.08.2023	OGV	✔		✗	✗	✗	🟡	✔	✔	✗						✔
Prudential Financial	09.05.2023	OGV				✗		🟡	✗							✔	
Prudential Plc	25.05.2023	OGV	✔			🟡		✔	✔	✔	✗		✔				🟡
Prysmian	19.04.2023	MIX	✔		✔	🟡				✔	✔						
Publicis Groupe	31.05.2023	MIX	✔		✔	🟡		✔	✔	✔	✔						✔
Reckitt Benckiser	03.05.2023	OGV	✔		✗	✗		✔	✔	✔	✗						🟡
Recruit Holdings	26.06.2023	OGV				✗		🟡									✔
Regeneron Pharmaceutical	09.06.2023	OGV				✗		🟡	✗							✔	
RELX	20.04.2023	OGV	✔		✔	🟡		✔	✔	✔	✔						✗
Rentokil Initial	10.05.2023	OGV	✔		✔	🟡		✔	✔	✔	✗		✗				🟡
Ross Stores	17.05.2023	OGV				✗		🟡	✗								
S&P Global	03.05.2023	OGV				✗		✔	✗								
Salesforce.com	08.06.2023	OGV				✗		🟡	✗							✗	
Sampo	17.05.2023	OGV	✔		✔	🟡	✔	✔	✔		✔	✔	🟡				✔
Sandvik	27.04.2023	OGV	✔		✔	🟡	✗	🟡	✗		✔						✔
SAP	11.05.2023	OGV			✔	✗	✔	✔			✔		🟡				
Segro	20.04.2023	OGV	✔		✔	✗		🟡	✔	✔	✔						🟡
Sempra	12.05.2023	OGV				✗		🟡	✗	✗			✔			✔	
ServiceNow	01.06.2023	OGV				✗		🟡	✔								
Severn Trent	06.07.2023	OGV	✔		✗	✔		✔	✔	✔	✗						✗
Sherwin-Williams	19.04.2023	OGV				✗		🟡	✗								
Shin-Etsu Chemical	29.06.2023	OGV			✔	✗		🟡									✔
Shionogi	21.06.2023	OGV			✔			🟡									🟡
Shopify	27.06.2023	OGV				✗		✔	✔								
Smurfit Kappa	28.04.2023	OGV	✔		✔	✔		🟡	✔	✔	✔						✗
Société Générale	23.05.2023	MIX	✔		✔	🟡		🟡		✔	✗		✔				✔
Softbank Corp	20.06.2023	OGV						🟡					✗				✔
Sompo Holdings	26.06.2023	OGV			✔			🟡									
Sony	20.06.2023	OGV				✗		🟡									

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Spirax Sarco Engineering	10.05.2023	OGV	✓		✓	⦿		⦿	✓	✓	✗						
SSE	20.07.2023	OGV	✓	✓	✓	✗		⦿	✓	✓	✗						✗
Starbucks	23.03.2023	OGV				✗		⦿	✗						✗	⦿	
Symrise	10.05.2023	OGV			✓	✓	✓	✓	✗								
TDK	22.06.2023	OGV			✓			⦿									✓
Teleperformance	13.04.2023	MIX	✓		✓	⦿		⦿	⦿	✓	⦿						✓
Terumo	27.06.2023	OGV			✓			✓					✓				✓
Tesla	16.05.2023	OGV				✗		⦿	✓								✓
Texas Instruments	27.04.2023	OGV				⦿		⦿	✗								✓
Thermo Fisher Scientific	24.05.2023	OGV				⦿		⦿	✗								
TJX	06.06.2023	OGV				✗		⦿	✗								✓
Tokyo Electron	20.06.2023	OGV				✗		⦿									✓
Toronto-Dominion Bank	20.04.2023	OGV				✗		⦿	✓						⦿	✓	
Toyota Motor	14.06.2023	OGV						⦿							✓		✓
Trane Technologies	01.06.2023	OGV				✗		⦿	✗	⦿							✓
Transurban Group	19.10.2023	OGV				⦿	✓										
Travelers Companies	24.05.2023	OGV				✗		⦿	✗						✓	✓	
Truist Financial Corp	25.04.2023	OGV				✗		⦿	✗								✓
U.S. Bancorp	18.04.2023	OGV				✗		⦿	✗								
UCB	27.04.2023	OGV	✓			✓	✓	✓	✓								✓
United Overseas Bank	21.04.2023	OGV	✓		✓	✗		✓	✓	⦿	✓						
United Parcel Service	04.05.2023	OGV				✗		⦿	✗						✓	⦿	
UPM Kymmene	12.04.2023	OGV	✓		✓	⦿	✓	✓	⦿	✓	✓		✗				✓
Verizon Communications	11.05.2023	OGV				✗		⦿	✗								⦿
Vertex Pharmaceuticals	17.05.2023	OGV				✗		⦿	✗								
Vodafone	25.07.2023	OGV	✓		✓	✗		✓	✓	✓	✓						⦿
Waste Management	09.05.2023	OGV				✗		⦿	✓								
Wolters Kluwer	10.05.2023	OGV	✓		✓	✗	✓	✓	✓	✓	✗						
Woolworths	26.10.2023	OGV				✓		✓									
Worldline	08.06.2023	MIX	✓		✓	⦿		⦿		⦿	✓		✗				✓

Unternehmen	Datum	Typ	Jahresbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Zalando	24.05.2023	OGV			✓	⦿	⦿	⦿	⦿				⦿				
Zoetis	18.05.2023	OGV				✗		✓	✓				✓			✓	

3 Stimmberichte pro Unternehmen

Abbott Laboratories

28.04.2023

OGV

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Dr. med. Robert J. Alpern	DAFÜR	DAFÜR	
1.2	Elect Ms. Claire Babineaux-Fontenot	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Dr. Sally E. Blount	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Robert B. Ford	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.5	Re-elect Ms. Paola Gonzalez	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Michelle A. Kumbier	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Darren W. McDew	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Nancy McKinstry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.9	Elect Mr. Michael G. O'Grady	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Michael F. Roman	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Daniel J. Starks	DAFÜR	DAFÜR	
1.12	Re-elect Mr. John G. Stratton	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
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	The separation of functions allows an effective supervision of the management by the board.
7.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
8.	Shareholder resolution: Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1	Elections of Class II directors			
1.1	Re-elect Dr. med. Robert J. Alpern	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Melody Meyer	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Frederick H. Waddell	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Eliminate Supermajority Vote Requirement	DAFÜR	DAFÜR	
5	Shareholder resolution: Simple Majority Vote	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights.
6	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
7	Shareholder resolution: Disclose Lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	DAGEGEN	● DAFÜR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.

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	Approve Remuneration Report	DAFÜR	● DAGEGEN	The base salary and pension benefits of the CEO are excessive.
6	Amend Articles: Virtual general meetings (§ 19 (4))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
7	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (§ 20 (5))	DAFÜR	● DAGEGEN	The amendment allows the supervisory board members to attend virtual general meeting without any adequate justification.
8	Authorise Share Repurchase	DAFÜR	DAFÜR	
9	Authorise Share Repurchase via Multilateral Trading Facilities or by use of Equity Derivatives	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Dr. iur. Amy L. Banse	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Brett Biggs	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Melanie Boulden	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Frank A. Calderoni	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Laura B. Desmond	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.f	Re-elect Mr. Shantanu Narayen	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.g	Re-elect Mr. Spencer Neumann	DAFÜR	DAFÜR	
1.h	Re-elect Ms. Kathleen Oberg	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Dheeraj Pandey	DAFÜR	DAFÜR	
1.j	Re-elect Mr. David A. Ricks	DAFÜR	DAFÜR	
1.k	Re-elect Mr. Daniel L. Rosensweig	DAFÜR	DAFÜR	
1.l	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 16 years, which exceeds guidelines.
2	To approve the amendment of the 2019 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. 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	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
5	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
6	Shareholder resolution: Eliminating discrimination through inclusive hiring	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.

No.	Traktanden	Board	Ethos	
1	Amend Articles of Association: Foundational Ideals and Virtual general meeting	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
2	Election of Directors			
2.1	Re-elect Mr. Motoya Okada	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.2	Re-elect Mr. Akio Yoshida	DAFÜR	DAFÜR	
2.3	Re-elect Ms. Yuki Habu	DAFÜR	DAFÜR	
2.4	Re-elect Mr. Takashi Tsukamoto	DAFÜR	DAFÜR	
2.5	Re-elect Mr. Peter Child	DAFÜR	DAFÜR	
2.6	Re-elect Ms. Carrie Yu	DAFÜR	DAFÜR	
2.7	Elect Mr. Makoto Hayashi	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Daniel P. Amos	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.b	Re-elect Mr. W. Paul Bowers	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Arthur R. Collins	DAFÜR	DAFÜR	
1.d	Elect Prof. Miwako Hosoda	DAFÜR	DAFÜR	
1.e	Re-elect Mr. Thomas J. Kenny	DAFÜR	DAFÜR	
1.f	Re-elect Ms. Georgette D. Kiser	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.g	Re-elect Ms. Karole F. Lloyd	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Nobuchika Mori	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Joseph L. Moskowitz	DAFÜR	DAFÜR	
1.j	Re-elect Prof. Dr. Barbara K. Rimer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Prof. Katherine T. Rohrer	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Ms. Heidi Kunz	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.2	Re-elect Ms. Sue H. Rataj	DAFÜR	DAFÜR
1.3	Re-elect Dr. George A. Scangos	DAFÜR	● DAGEGEN The director is 75 years old, which exceeds guidelines.
1.4	Re-elect Mr. Dow Wilson	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	Approve amendments to bylaws: Call Special Shareholder Meetings	DAFÜR	DAFÜR
5.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR

No.	Traktanden	Board	Ethos
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2.	Elect Ms. Jolanda Poots-Bijl as member of the executive board	DAFÜR	DAFÜR
3.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

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	Re-elect Mr. Edmund Sze-Wing Tse	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the board and the nomination committee is unsatisfactory. The director is 85 years old, which exceeds guidelines.
4	Re-elect Mr. Jack Chak-Kwong So	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
5	Re-elect Prof. Lawrence Juen-Yee Lau	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
6	Re-election of the auditor and fix their remuneration	DAFÜR	DAFÜR	
7.a	Mandate to issue shares	DAFÜR	DAFÜR	
7.b	Mandate to buyback shares	DAFÜR	● DAGEGEN	The dividend is not covered by earnings, therefore we do not approve that the company uses its funds to buyback shares instead of investing in its business or paying dividends to its shareholders.
8	Approve the annual limit for board fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive and not justified.
9	To approve and adopt the proposed amendments to the share option scheme	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
10	To approve and adopt the restricted share unit scheme	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
11	To approve and adopt the employee share purchase plan	DAFÜR	● DAGEGEN	Individual cap is egregious.
12	To approve and adopt the agency share purchase plan	DAFÜR	● DAGEGEN	Individual cap is egregious.

No.	Traktanden	Board	Ethos	
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	
4	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
	Elections to the board			
5	Elect Ms. Catherine Guillouard	DAFÜR	DAFÜR	
6	Elect Ms. Choi Lai (Christina) Law	DAFÜR	DAFÜR	
7	Elect Mr. Alexis Perakis-Valat	DAFÜR	DAFÜR	
8	Elect Mr. Michael H. Thaman	DAFÜR	DAFÜR	
9	Approve the appointment by cooptation of Ms. Monica de Virgiliis	DAFÜR	● DAGEGEN	The board size is excessive and Ethos has concerns over the director's time commitments.
10	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	
11	Approve the 2022 remuneration of Mr. Benoît Potier, Chairman and CEO (until 31 May 2022)	DAFÜR	● DAGEGEN	Excessive total remuneration.
12	Approve the 2022 remuneration of Mr. François Jackow, Chairman and CEO (as of 1 June 2022)	DAFÜR	DAFÜR	
13	Approve the 2022 remuneration of Mr. Benoît Potier, chairman of the board of directors (as of 1 June 2022)	DAFÜR	DAFÜR	
14	Approve the remuneration report	DAFÜR	DAFÜR	
15	Approve the remuneration policy of the CEO	DAFÜR	DAFÜR	
16	Approve the remuneration policy of the Chairman	DAFÜR	DAFÜR	
17	Approve directors' fees	DAFÜR	DAFÜR	
18	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
19	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR	
20	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	DAFÜR	
21	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	
22	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
23	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR

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.	Adoption of the financial statements	DAFÜR	DAFÜR
3b.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
3c.	Approve allocation of income	DAFÜR	DAFÜR
3d.	Approve remuneration report	DAFÜR	DAFÜR
4a.	Discharge of executive board	DAFÜR	DAFÜR
4b.	Discharge of supervisory board	DAFÜR	DAFÜR
5.	Composition of the supervisory board		
5a.	Elect Mr. Ben J. Noteboom	DAFÜR	DAFÜR
5b.	Re-elect Ms. Jolanda Bijl Poots	DAFÜR	DAFÜR
5c.	Re-elect Mr. Dick M. Sluimers	DAFÜR	DAFÜR
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	● DAGEGEN The amount of the repurchase is excessive given the financial situation and perspectives of the company.
8.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN We have concerns over the share buyback under ITEM 7 we therefore oppose the proposed share cancellation.
9.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

No.	Traktanden	Board	Ethos	
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR	
4.	Approval of the agenda	DAFÜR	DAFÜR	
5.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	
7.	Address by the company CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9a.	Adoption of the financial statements	DAFÜR	DAFÜR	
9b.	Approve allocation of income and dividend	DAFÜR	DAFÜR	
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
9c (i).	Discharge of the company CEO (Tom Erixon)	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (ii).	Discharge of Dennis Jönsson	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (iii).	Discharge of Finn Rausing	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (iv).	Discharge of Henrik Lange	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (v).	Discharge of Jörn Rausing	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (vi).	Discharge of Lilian Fossum Biner	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (vii).	Discharge of Maria Moræus Hanssen	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (viii).	Discharge of Ray Mauritsson	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (ix).	Discharge of Ulf Wiinberg	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (x).	Discharge of Heléne Mellquist	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (xi).	Discharge of Bror García Lantz	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (xii).	Discharge of Henrik Nielsen	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (xiii).	Discharge of Johan Ranhög	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (xiv).	Discharge of Johnny Hulthén	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (xv).	Discharge of Leif Norkvist	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
9c (xvi).	Discharge of Stefan Sandell	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
10.	Approve remuneration report	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.

No.	Traktanden	Board	Ethos	
11.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	
11.2.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	
12.1.	Approve directors' fees: base fees	DAFÜR	DAFÜR	
12.2.	Approve directors' fees: additional fees for board committee membership	DAFÜR	DAFÜR	
12.3.	Approve auditors' fees	DAFÜR	DAFÜR	
13.	Composition of the board of directors			
13.1.	Re-elect Mr. Dennis Jönsson	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The representation of women on the board is insufficient.
13.2.	Re-elect Mr. Finn Rausing	DAFÜR	DAFÜR	
13.3.	Re-elect Mr. Henrik Lange	DAFÜR	DAFÜR	
13.4.	Re-elect Mr. Jörn Rausing	DAFÜR	DAFÜR	
13.5.	Re-elect Ms. Lilian Fossum Biner	DAFÜR	DAFÜR	
13.6.	Re-elect Ray Mauritsson	DAFÜR	DAFÜR	
13.7.	Re-elect Mr. Ulf Wiinberg	DAFÜR	DAFÜR	
13.8.	Elect Ms. Anna Müller	DAFÜR	DAFÜR	
13.9.	Elect Ms. Nadine Crauwels	DAFÜR	DAFÜR	
13.10.	Re-elect the chairman of the board of directors Election of auditor	DAFÜR	● DAGEGEN	The representation of women on the board is insufficient.
13.11.	Re-elect Ms. Karoline Tedevall as external auditor	DAFÜR	DAFÜR	
13.12.	Elect Mr. Andreas Troberg as new external auditor	DAFÜR	DAFÜR	
13.13.	Re-elect Mr. Henrik Jonzén as deputy external auditor	DAFÜR	DAFÜR	
13.14.	Re-elect Mr. Andreas Mast as deputy external auditor	DAFÜR	DAFÜR	
14.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
15.	Approve executive remuneration policy	DAFÜR	● DAGEGEN	Concerns over the pension allowance which exceeds guidelines.
16.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2	Approve the Dividend	DAFÜR	DAFÜR
3a	Approve Discharge of Management Board member Oliver Bäte (CEO)	DAFÜR	DAFÜR
3b	Approve Discharge of Management Board member Sergio Balbinot	DAFÜR	DAFÜR
3c	Approve Discharge of Management Board member Sirma Boshnakova	DAFÜR	DAFÜR
3d	Approve Discharge of Management Board member Dr. Barbara Karuth-Zelle	DAFÜR	DAFÜR
3e	Approve Discharge of Management Board member Dr. Klaus-Peter Röhler	DAFÜR	DAFÜR
3f	Approve Discharge of Management Board member Ivan de la Sota	DAFÜR	DAFÜR
3g	Approve Discharge of Management Board member Giulio Terzariol	DAFÜR	DAFÜR
3h	Approve Discharge of Management Board member Dr. Günther Thallinger	DAFÜR	DAFÜR
3i	Approve Discharge of Management Board member Christopher Townsend	DAFÜR	DAFÜR
3j	Approve Discharge of Management Board member Renate Wagner	DAFÜR	DAFÜR
3k	Approve Discharge of Management Board member Dr. Andreas Wimmer	DAFÜR	DAFÜR
4a	Approve Discharge of Supervisory Board member Michael Diekmann (Chairman)	DAFÜR	DAFÜR
4b	Approve Discharge of Supervisory Board member Gabriele Burkhardt-Berg	DAFÜR	DAFÜR
4c	Approve Discharge of Supervisory Board member Herbert Hainer	DAFÜR	DAFÜR
4d	Approve Discharge of Supervisory Board member Sophie Boissard	DAFÜR	DAFÜR
4e	Approve Discharge of Supervisory Board member Christine Bosse	DAFÜR	DAFÜR
4f	Approve Discharge of Supervisory Board member Rashmy Chatterjee (since 4 May 2022)	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
4g	Approve Discharge of Supervisory Board member Dr. Friedrich Eichiner	DAFÜR	DAFÜR	
4h	Approve Discharge of Supervisory Board member Jean-Claude Le Goaër	DAFÜR	DAFÜR	
4i	Approve Discharge of Supervisory Board member Martina Grundler	DAFÜR	DAFÜR	
4j	Approve Discharge of Supervisory Board member Godfrey Hayward (until 4 May 2022)	DAFÜR	DAFÜR	
4k	Approve Discharge of Supervisory Board member Frank Kirsch	DAFÜR	DAFÜR	
4l	Approve Discharge of Supervisory Board member Jürgen Lawrenz	DAFÜR	DAFÜR	
4m	Approve Discharge of Supervisory Board member Primiano Di Paolo (since 4 May 2022)	DAFÜR	DAFÜR	
4n	Approve Discharge of Supervisory Board member Jim Hagemann Snabe (until 4 May 2022)	DAFÜR	DAFÜR	
5	Appoint the Auditors	DAFÜR	DAFÜR	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration.
7	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	The chairman's remuneration as excessive.
8	Amend Articles: Virtual general meetings (Article 12 (8))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
9	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 12 (9))	DAFÜR	DAFÜR	
10	Amend Articles: Place of general meetings (Article 12 (2))	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Larry Page	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Sergey Brin	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Sundar Pichai	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1.d	Re-elect Dr. John L. Hennessy	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Dr. Frances H. Arnold	DAFÜR	DAFÜR	
1.f	Elect Mr. R. Martin Chavez	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.g	Re-elect Mr. L. John Doerr	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.h	Re-elect Mr. Roger W. Ferguson Jr.	DAFÜR	DAFÜR	
1.i	Re-elect Ms. Ann Mather	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.j	Re-elect Mr. K. Ram Shriram	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	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	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
5	Advisory vote on say on pay frequency	DREI JAHRE	● EIN JAHR	Ethos strongly support the right of shareholders to address pay-related concerns on an annual basis.
6	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
7	Shareholder resolution: Congruency Report of Partnerships with Globalist Organizations	DAGEGEN	DAGEGEN	
8	Shareholder resolution: Climate Lobbying Report	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying practices if aligned with the Paris Agreement.
9	Shareholder resolution: Report on reproductive rights and data privacy	DAGEGEN	● DAFÜR	Protecting customer privacy is crucial for maintaining a good reputation and building trust with customers.
10	Shareholder resolution: Report Regarding a Human Rights Assessment of Data Center Siting	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.

No.	Traktanden	Board	Ethos	
11	Shareholder resolution: Publish Independent Human Rights Impact Assessment of Targeted Ad Technology and Practices	DAGEGEN	● DAFÜR	Transparent assessment is essential to enable the company to better address and prevent adverse human rights impacts linked to targeted ads.
12	Shareholder resolution: Disclose More Quantitative and Qualitative Information on Algorithmic Systems	DAGEGEN	● DAFÜR	Enhanced disclosure to understand how algorithmic systems can lead to discriminatory and other harmful outcomes.
13	Shareholder resolution: Report on Alignment of YouTube Policies With Online Safety Regulations	DAGEGEN	● DAFÜR	Online safety is extremely important.
14	Shareholder resolution: Report on Content Governance and Censorship	DAGEGEN	DAGEGEN	
15	Shareholder resolution: Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	DAGEGEN	● DAFÜR	The proposal improves risk oversight by the board.
16	Shareholder resolution: Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights.
17	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	DAGEGEN	
18	Shareholder resolution: Approve Recapitalisation Plan for all Stock to Have One-vote per Share	DAGEGEN	● DAFÜR	Multiple share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity.

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 Mr. John J. Brennan	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Peter Chernin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1d.	Elect Dr. iur. Walter J. Clayton III	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Ralph de la Vega	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Theodore J. Leonsis	DAFÜR	DAFÜR	
1g.	Elect Ms. Deborah P. Majoras	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. Excessive total remuneration.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
6.	Shareholder resolution: Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalising Abortion Access	DAGEGEN	● DAFÜR	Protecting customer privacy is crucial for maintaining a good reputation and building trust with customers.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a	Elect Ms. Paola Bergamaschi	DAFÜR	DAFÜR	
1b	Re-elect Mr. James Cole Jr.	DAFÜR	DAFÜR	
1c	Re-elect Mr. W. Don Cornwell	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1d	Re-elect Ms. Linda A. Mills	DAFÜR	DAFÜR	
1e	Elect Ms. Diana M. Murphy	DAFÜR	DAFÜR	
1f	Re-elect Mr. Peter R. Porrino	DAFÜR	DAFÜR	
1g	Re-elect Mr. John G. Rice	DAFÜR	DAFÜR	
1h	Re-elect Ms. Therese M. Vaughan	DAFÜR	DAFÜR	
1i	Elect Ms. Vanessa A. Wittman	DAFÜR	DAFÜR	
1j	Re-elect Mr. Peter Zaffino	DAFÜR	● DAGEGEN	Combined chairman and CEO.
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: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas A. Bartlett	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Kelly C. Chambliss	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Teresa H. Clarke	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Raymond P. Dolan	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
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	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1j.	Re-elect Ms. Pamela D.A. Reeve	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k.	Re-elect Mr. Bruce L. Tanner	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Samme L. Thompson	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	

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.	Elect Mr. Dr. med. Michael V. Drake	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent. The director is over 70 years old, which exceeds guidelines for new nominees.
1d.	Re-elect Dr. Brian J. Druker	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Greg C. Garland	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Charles M. Holley Jr.	DAFÜR	DAFÜR	
1h.	Re-elect Dr. S. Omar Ishrak	DAFÜR	DAFÜR	
1i.	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Ellen J. Kullman	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Amy E. Miles	DAFÜR	DAFÜR	
1l.	Re-elect Dr. Ronald D. Sugar	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. The director is over 75 years old, which exceeds guidelines.
1m.	Re-elect Prof. Dr. R. Sanders Williams	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent. The director is over 75 years old, which exceeds guidelines.
2.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
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.	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 Mr. James A. Bell	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.b	Re-elect Mr. Timothy D. Cook	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Al Gore	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.d	Re-elect Mr. Alex Gorsky	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Andrea Jung	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Chairman of the remuneration committee. We have serious concerns over remuneration and there is no say-on-pay.
1.f	Re-elect Dr. Arthur D. Levinson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.g	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	
1.h	Re-elect Dr. Ronald D. Sugar	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.i	Re-elect Ms. Susan L. Wagner	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the board is unsatisfactory.
2	Re-election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Civil Rights and Non-Discrimination Audit Proposal	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Communist China Audit	DAGEGEN	DAGEGEN	
7	Shareholder resolution: Board Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	DAGEGEN	● DAFÜR	The proposal aims at improving the dialogue between the company and its external shareholders.
8	Shareholder resolution: Report on Racial and Gender Pay Gaps	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
9	Shareholder resolution: Proxy Access Amendments	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 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	● DAGEGEN	The director has been sitting on the board for 16 years, which exceeds guidelines.
1.5	Re-elect Mr. Gary E. Dickerson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Thomas J. Iannotti	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.7	Re-elect Mr. Alexander A. Karsner	DAFÜR	DAFÜR	
1.8	Elect Mr. Kevin P. March	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4	Re-election of the auditor	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: Executive Compensation Program and Policy	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Sherry S. Barrat	DAFÜR	DAFÜR	
1.b	Re-elect Mr. William L. Bax	DAFÜR	● DAGEGEN	<p>Non-independent chairman of the risk committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.c	Re-elect Ms. Teresa H. Clarke	DAFÜR	DAFÜR	
1.d	Re-elect Mr. D. John Coldman	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.e	Re-elect Mr. Patrick J. Gallagher	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.f	Re-elect Mr. David S. Johnson	DAFÜR	● DAGEGEN	<p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.g	Re-elect Mr. Christopher C. Miskel	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Ralph J. Nicoletti	DAFÜR	DAFÜR	
1.i	Re-elect Dr. Norman L. Rosenthal	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Report and accounts	DAFÜR	DAFÜR	
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Final dividend	DAFÜR	DAFÜR	
	Elections to the board of directors			
4	Re-elect Mr. Paul Walker	DAFÜR	DAFÜR	
5	Re-elect Mr. Brendan Horgan	DAFÜR	DAFÜR	
6	Re-elect Mr. Michael Pratt	DAFÜR	DAFÜR	
7	Re-elect Mr. Angus Cockburn	DAFÜR	DAFÜR	
8	Re-elect Ms. Lucinda Riches	DAFÜR	● DAGEGEN	Chairman of the remuneration committee and the company has failed to adequately amend the remuneration practices following a highly contested vote on the remuneration report.
9	Re-elect Ms. Tanya Fratto	DAFÜR	DAFÜR	
10	Re-elect Mr. John Lindsley Ruth	DAFÜR	DAFÜR	
11	Re-elect Ms. Jillian Easterbrook	DAFÜR	DAFÜR	
12	Re-elect Ms. Renata Ribeiro	DAFÜR	DAFÜR	
13	Election of auditor	DAFÜR	DAFÜR	
14	Auditor's remuneration	DAFÜR	DAFÜR	
15	Authority to allot shares	DAFÜR	DAFÜR	
16	Disapplication of pre-emption rights	DAFÜR	DAFÜR	
17	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	
18	Purchase of own shares	DAFÜR	DAFÜR	
19	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.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3a.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in adjusting the performance criteria after the performance period has passed.
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 pay-for-performance connection is not demonstrated.
6a.	Approve remuneration of the supervisory board	DAFÜR	● DAGEGEN	The proposed special fee payment for additional work excessive.
6b.	Approve supervisory directors' fees	DAFÜR	DAFÜR	
7.	Elect Mr. Wayne Allan to the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Composition of the supervisory board			
8a.	Elect Mr. Nils Andersen	DAFÜR	DAFÜR	
8b.	Elect Mr. Jack de Kreij	DAFÜR	DAFÜR	
8c.	Announcement concerning vacancies in the supervisory board arising in 2024	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9.	Election of auditor	DAFÜR	DAFÜR	
10a.	Authorisation to issue shares	DAFÜR	DAFÜR	
10b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	
11.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	
12.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
13.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
14.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	
3.	Preparation and approval of the voting register	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4.	Approval of the agenda	DAFÜR	DAFÜR	
5.	Election of persons to verify the minutes of the Meeting	DAFÜR	DAFÜR	
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	
7.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8a.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8b.	Presentation of the auditor's statement regarding whether the guidelines for remuneration to senior executives adopted on the previous AGM have been complied with	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8c.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9a.	Adoption of the financial statements	DAFÜR	DAFÜR	
9b.	Approve allocation of income and dividend	DAFÜR	DAFÜR	
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	● DAGEGEN	Contrary to best practice, the 2022 AGM results were not disclosed.
10.	Resolution on the number of shareholder-elected members of the board of directors and auditors to be appointed	DAFÜR	DAFÜR	
11a.	Approve directors' fees	DAFÜR	DAFÜR	
11b.	Approve auditors' fees	DAFÜR	DAFÜR	
12.	Election of the board of directors	DAFÜR	● DAGEGEN	The proposed slate would improve the level of independence of the board. While Swedish law allows for individual elections of directors, the company maintains bundled elections.
13.	Election of auditor	DAFÜR	DAFÜR	
14.	Resolution on the nomination committee	DAFÜR	● DAGEGEN	Contrary to best practice, the nomination committee maintains bundled elections.

No.	Traktanden	Board	Ethos
15.	Approve remuneration report	DAFÜR	● DAGEGEN Excessive total remuneration.
16.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
17.	Approve share-related incentive plan	DAFÜR	DAFÜR
18.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

No.	Traktanden	Board	Ethos
1	Election of Directors with an Audit & Supervisory Committee		
1.1	Re-elect Mr. Kenji Yasukawa	DAFÜR	DAFÜR
1.2	Re-elect Mr. Naoki Okamura	DAFÜR	DAFÜR
1.3	Elect Mr. Katsuyoshi Sugita	DAFÜR	DAFÜR
1.4	Re-elect Mr. Takashi Tanaka	DAFÜR	DAFÜR
1.5	Re-elect Ms. Eriko Sakurai	DAFÜR	DAFÜR
1.6	Elect Mr. Masahiro Miyazaki	DAFÜR	DAFÜR
1.7	Elect Mr. Yoichi Ohno	DAFÜR	DAFÜR
2	Elect Ms. Rie Akiyama as Audit & Supervisory committee member	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	DAFÜR	DAFÜR	
2	Final dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.
3	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	
4	Auditor's remuneration	DAFÜR	DAFÜR	
	Elections to the board of directors			
5a	Re-elect Mr. Michel Demaré	DAFÜR	DAFÜR	
5b	Re-elect Mr. Pascal Soriot	DAFÜR	DAFÜR	
5c	Re-elect Ms. Dr Aradhana Sarin	DAFÜR	DAFÜR	
5d	Re-elect Mr. Philip Broadley	DAFÜR	DAFÜR	
5e	Re-elect Mr. Euan Ashley	DAFÜR	DAFÜR	
5f	Re-elect Ms. Deborah DiSanzo	DAFÜR	DAFÜR	
5g	Re-elect Ms. Diana Layfield	DAFÜR	DAFÜR	
5h	Re-elect Ms. Sherilyn McCoy	DAFÜR	DAFÜR	
5i	Re-elect Mr. Tony Mok	DAFÜR	DAFÜR	
5j	Re-elect Ms. Nazneen Rahman	DAFÜR	DAFÜR	
5k	Re-elect Dr. pharm. Andreas Rummelt	DAFÜR	DAFÜR	
5l	Re-elect Mr. Marcus Wallenberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
6	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration.
7	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
8	Authority to allot shares	DAFÜR	DAFÜR	
9	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
10	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
11	Authority to purchase 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	Adoption of new articles of association	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.	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.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8b (i).	Discharge of Staffan Bohman	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (ii).	Discharge of Johan Forssell	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (iii).	Discharge of Heléne Mellquist	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (iv).	Discharge of Anna Ohlsson-Leijon	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (v).	Discharge of Mats Rahmström	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (vi).	Discharge of Gordon Riske	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (vii).	Discharge of Hans Stråberg	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (viii).	Discharge of Peter Wallenberg Jr.	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (ix).	Discharge of Mikael Bergstedt	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (x).	Discharge of Benny Larsson	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
8b (xi).	Discharge of the company CEO (Mats Rahmström)	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
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).	Re-elect Mr. Johan Forssell	DAFÜR	DAFÜR	
10a (ii).	Re-elect Ms. Heléne Mellquist	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.

No.	Traktanden	Board	Ethos	
10a (iii).	Re-elect Ms. Anna Ohlsson-Leijon	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
10a (iv).	Re-elect Mr. Mats Rahmström	DAFÜR	DAFÜR	
10a (v).	Re-elect Mr. Gordon Riske	DAFÜR	DAFÜR	
10a (vi).	Re-elect Mr. Hans Stråberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
10a (vii).	Re-elect Mr. Peter Wallenberg Jr.	DAFÜR	DAFÜR	
10b.	Elect Ms. Jumana Al-Sibai	DAFÜR	DAFÜR	
10c.	Re-elect the chairman of the board of directors	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
10d.	Election of auditor	DAFÜR	DAFÜR	
11a.	Approve directors' fees	DAFÜR	DAFÜR	
11b.	Approve auditors' fees	DAFÜR	DAFÜR	
12a.	Approve remuneration report	DAFÜR	● DAGEGEN	The information provided is insufficient.
12b.	Approve share-related incentive plan	DAFÜR	● DAGEGEN	The performance period for the long-term incentive plan is not long enough.
13a.	Authorisation to repurchase own shares in connection with share-related incentive plans 2022 and 2023	DAFÜR	● DAGEGEN	The performance period for the long-term incentive plan is not 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 2023	DAFÜR	● DAGEGEN	The performance period for the long-term incentive plan is not 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 2017, 2018, 2019 and 2020	DAFÜR	DAFÜR	
14.	Amendment of Article 10 of the Articles of Association	DAFÜR	DAFÜR	
15.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Re-elect Dr. Andrew Anagnost	DAFÜR	DAFÜR
1.b	Re-elect Ms. Karen Blasing	DAFÜR	DAFÜR
1.c	Re-elect Mr. Reid French	DAFÜR	DAFÜR
1.d	Re-elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR
1.e	Re-elect Mr. Blake J. Irving	DAFÜR	DAFÜR
1.f	Re-elect Ms. Mary T. McDowell	DAFÜR	DAFÜR
1.g	Re-elect Mr. Stephen Milligan	DAFÜR	DAFÜR
1.h	Re-elect Ms. Lorrie M. Norrington	DAFÜR	● DAGEGEN Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1.i	Re-elect Ms. Betsy Rafael	DAFÜR	DAFÜR
1.j	Elect Mr. Rami Rahim	DAFÜR	DAFÜR
1.k	Re-elect Mr. Stacy J. Smith	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.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.a	Re-elect Mr. Peter Bisson	DAFÜR	DAFÜR
1.b	Elect Ms. Maria Black	DAFÜR	DAFÜR
1.c	Re-elect Mr. David V. Goeckeler	DAFÜR	DAFÜR
1.d	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR
1.e	Re-elect Mr. John P. Jones	DAFÜR	<p>● DAGEGEN Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.f	Re-elect Ms. Francine S. Katsoudas	DAFÜR	DAFÜR
1.g	Re-elect Ms. Nazzic S. Keene	DAFÜR	DAFÜR
1.h	Re-elect Mr. Thomas J. Lynch	DAFÜR	DAFÜR
1.i	Re-elect Mr. Scott F. Powers	DAFÜR	DAFÜR
1.j	Re-elect Mr. William J. Ready	DAFÜR	<p>● DAGEGEN Concerns over the director's time commitments.</p>
1.k	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR
1.l	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR
4.	Re-election of the auditor	DAFÜR	<p>● DAGEGEN The auditor's long tenure raises independence concerns.</p>

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Michael A. George	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Linda A. Goodspeed	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Earl J. Graves Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.4	Re-elect Mr. Enderson Guimaraes	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Brian Hannasch	DAFÜR	DAFÜR	
1.6	Re-elect Mr. D. Bryan Jordan	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Gale V. King	DAFÜR	DAFÜR	
1.8	Re-elect Mr. George R. Mrkonic Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Re-elect Mr. William C. Rhodes III	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Jill A. Soltau	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	

No.	Traktanden	Board	Ethos
1	Approval of the statutory financial statements	DAFÜR	DAFÜR
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR
3	Approve allocation of income and dividend	DAFÜR	DAFÜR
4	Approve the remuneration report	DAFÜR	DAFÜR
5	Approve the 2022 remuneration of Mr. Denis Duverne, chairman until 2022 AGM	DAFÜR	● DAGEGEN Excessive total remuneration.
6	Approve the 2022 remuneration of Mr. Antoine Grosset-Grainville, chairman since 2022 AGM	DAFÜR	DAFÜR
7	Approve the 2022 remuneration of Mr. Thomas Buberl, CEO	DAFÜR	DAFÜR
8	Approve the remuneration policy of Mr. Thomas Buberl, CEO	DAFÜR	DAFÜR
9	Approve the remuneration policy of Mr. Antoine Grosset-Grainville, chairman	DAFÜR	DAFÜR
10	Approve directors' fees	DAFÜR	DAFÜR
11	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR
12	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR
13	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR
14	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR
15	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR
16	Authorisation to increase capital by issuing shares without pre-emptive rights via a private placement	DAFÜR	DAFÜR
17	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights (up to 10% of share capital)	DAFÜR	DAFÜR
18	Delegation to issue shares and capital securities by exchange of shares	DAFÜR	DAFÜR
19	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
20	Delegation to issue ordinary shares resulting from the issue by the subsidiaries of the Company of securities up to a maximum of EUR 500'000'000 nominal	DAFÜR	DAFÜR
21	Delegation to issue ordinary shares resulting from the issue by the subsidiaries of the Company of securities up to a maximum of EUR 2'000'000'000 nominal	DAFÜR	DAFÜR
22	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR
23	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR
24	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR

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	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.5	Re-elect Mr. Stephen Dent	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Christine A. Edwards	DAFÜR	DAFÜR	
1.7	Re-elect Prof. Dr. oec. 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.
A	Shareholder resolution: Advisory Vote on Environmental Policies	DAGEGEN	● DAFÜR	A vote on environmental policies would improve the company's transparency and accountability on climate change and environmental objectives.
B	Shareholder resolution: Continue to Invest in and Finance the Canadian Oil and Gas Sector	DAGEGEN	DAGEGEN	
C	Shareholder resolution: Publish a Third-Party Racial Equity Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights to prevent discrimination.

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	Re-elect Mr. Daniel (Don) H. Callahan	DAFÜR	DAFÜR	
1.5	Elect Mr. Dave. W. Dowrich	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Lynn K. Patterson	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Michael D. Penner	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 Mr. Scott L Thomson	DAFÜR	DAFÜR	
1.12	Re-elect Ms. Benita M. Warmbold	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: Advisory Vote on Environmental Policies	DAGEGEN	● DAFÜR	A vote on environmental policies would improve the company's transparency and accountability on climate change and environmental objectives.
5	Shareholder resolution: Report on Client Net-Zero Transition Plans in Relation to Bank's 2030 Emissions Reduction and Net-Zero Goals	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.

No.	Traktanden	Board	Ethos	
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	
5	Appoint the Auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
6	Approve Remuneration Report	DAFÜR	DAFÜR	
	Board main features			
7a	Elections to the Supervisory Board: Uta Kemmerich-Keil	DAFÜR	DAFÜR	
7b	Elections to the Supervisory Board (as alternate member): Beatrice Dreyfus	DAFÜR	DAFÜR	
8a	Amend Articles: Virtual general meetings (Article 17 para. 3)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
8b	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 17 para. 4)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual attendance of supervisory board members at general meetings without any adequate justification.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. Alexander J. Denner	DAFÜR	● DAGEGEN Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1b.	Re-elect Ms. Caroline D. Dorsa	DAFÜR	● DAGEGEN Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1c.	Re-elect Ms. Maria C. Freire	DAFÜR	DAFÜR
1d.	Re-elect Mr. William A. Hawkins	DAFÜR	DAFÜR
1e.	Re-elect Mr. William D. Jones	DAFÜR	DAFÜR
1f.	Re-elect Mr. Jesus B. Mantas	DAFÜR	DAFÜR
1g.	Re-elect Dr. Richard C. Mulligan	DAFÜR	DAFÜR
1h.	Re-elect Dr. Eric K. Rowinsky	DAFÜR	DAFÜR
1i.	Re-elect Dr. Stephen A. Sherwin	DAFÜR	DAFÜR
1j.	Elect Mr. Christopher Viehbacher	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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a.	Re-elect Mr. Bader M. Al Saad	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Pamela Daley	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Laurence D. Fink	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1d.	Re-elect Mr. William E. Ford	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Fabrizio Freda	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Murry S. Gerber	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1g.	Re-elect Ms. Margaret (Peggy) L. Johnson	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Robert S. Kapito	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i.	Re-elect Ms. Cheryl D. Mills	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Gordon M. Nixon	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Kristin C. Peck	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Charles H. Robbins	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Marco Antonio Slim Domit	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1n.	Re-elect Mr. Hans Vestberg	DAFÜR	DAFÜR	
1o.	Re-elect Ms. Susan L. Wagner	DAFÜR	DAFÜR	
1p.	Re-elect Mr. Mark Wilson	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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: Civil rights, non-discrimination and returns to merit audit	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Production of a report on Blackrock's ability to "engineer decarbonization in the real economy"	DAGEGEN	● DAFÜR	We strongly support enhanced transparency and action towards climate change mitigation to protect future retirees pensions.
7.	Shareholder resolution: Impact report for climate-related human risks of iShares U.S. Aerospace and Defense Exchange-Traded Fund	DAGEGEN	● DAFÜR	The resolution is in line with the long-term interests of the majority of the company's stakeholders.

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	
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chairman)	DAFÜR	● DAGEGEN	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
4.2	Approve Discharge of Supervisory Board member Manfred Schoch (Vice Chairman)	DAFÜR	DAFÜR	
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chairman)	DAFÜR	DAFÜR	
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chairman)	DAFÜR	DAFÜR	
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chairman)	DAFÜR	DAFÜR	
4.6	Approve Discharge of Supervisory Board member Christiane Benner	DAFÜR	DAFÜR	
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer	DAFÜR	DAFÜR	
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner	DAFÜR	DAFÜR	
4.9	Approve Discharge of Supervisory Board member Rachel Empey	DAFÜR	DAFÜR	
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	DAFÜR	DAFÜR	
4.11	Approve Discharge of Supervisory Board member Johann Horn	DAFÜR	DAFÜR	
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	DAFÜR	DAFÜR	
4.13	Approve Discharge of Supervisory Board member Jens Köhler	DAFÜR	DAFÜR	
4.14	Approve Discharge of Supervisory Board member Gerhard Kurz (member since 11 July 2022)	DAFÜR	DAFÜR	
4.15	Approve Discharge of Supervisory Board member André Mandl (member since 4 April 2022)	DAFÜR	DAFÜR	
4.16	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	DAFÜR	DAFÜR	
4.17	Approve Discharge of Supervisory Board member Anke Schäferkordt	DAFÜR	DAFÜR	

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

No.	Traktanden	Board	Ethos
1	To receive the audited financial statements of the company and the auditor's reports	DAFÜR	DAFÜR
2	Approve the payment of the final dividend	DAFÜR	DAFÜR
3	Elections of directors		
3.a	Elect Mr. Haijiao Ge	DAFÜR	DAFÜR
3.b	Re-elect Mr. Yu Sun	DAFÜR	● DAGEGEN Executive director. The board is not sufficiently independent.
3.c	Re-elect Ms. Eva Cheng	DAFÜR	● DAGEGEN Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
3.d	Elect Mr. Sunny Wai Kwong Lee	DAFÜR	DAFÜR
4	Re-election of the auditor and fix their remuneration	DAFÜR	DAFÜR
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	DAFÜR	DAFÜR
6	Approve Share repurchase	DAFÜR	DAFÜR
7	Approve Continuing Connected Transactions and the New Caps	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR	
4.	Approval of the agenda	DAFÜR	DAFÜR	
5.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Report on the work of the board of directors and its committees	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
10.	Report on the audit work	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
11.	Adoption of the financial statements	DAFÜR	DAFÜR	
12.	Approve allocation of income and dividend	DAFÜR	DAFÜR	
13.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
13.1.	Discharge of Karl-Henrik Sundström	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.2.	Discharge of Helene Biström	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.3.	Discharge of Michael G:son Löw	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.4.	Discharge of Tomas Eliasson	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.5.	Discharge of Per Lindberg	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.6.	Discharge of Perttu Louhiluoto	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.7.	Discharge of Elisabeth Nilsson	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.8.	Discharge of Pia Rudengren	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.9.	Discharge of Anders Ullberg	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.10.	Discharge of the company CEO (Mikael Staffas)	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.11.	Discharge of Marie Holmberg	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.12.	Discharge of Kenneth Ståhl	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.13.	Discharge of Jonny Johansson	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.

No.	Traktanden	Board	Ethos	
13.14.	Discharge of Andreas Mårtensson	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.15.	Discharge of Johan Vidmark	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.16.	Discharge of Ola Holmström	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.17.	Discharge of Magnus Filipsson	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.18.	Discharge of Gard Folkvord	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.19.	Discharge of Timo Pöppönen	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
13.20.	Discharge of Elin Söderlund	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed.
14.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	
14.2.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	
15.	Approve directors' fees	DAFÜR	DAFÜR	
	Composition of the board of directors			
16a.	Re-elect Ms. Helene Biström	DAFÜR	DAFÜR	
16b.	Re-elect Mr. Tomas Eliasson	DAFÜR	DAFÜR	
16c.	Re-elect Mr. Per Lindberg	DAFÜR	DAFÜR	
16d.	Re-elect Mr. Perttu Louhiluoto	DAFÜR	DAFÜR	
16e.	Re-elect Ms. Elisabeth Nilsson	DAFÜR	DAFÜR	
16f.	Re-elect Ms. Pia Rudengren	DAFÜR	DAFÜR	
16g.	Re-elect Mr. Karl-Henrik Sundström	DAFÜR	DAFÜR	
16h.	Re-elect the chairman of the board of directors	DAFÜR	DAFÜR	
17.	Approve auditors' fees	DAFÜR	DAFÜR	
18.	Election of auditor	DAFÜR	DAFÜR	
19.	Approve remuneration report	DAFÜR	DAFÜR	
20.	Resolution on the nomination committee			
20.1.	Re-elect Mr. Lennart Francke to the nomination committee	DAFÜR	DAFÜR	
20.2.	Re-elect Ms. Karin Eliasson to the nomination committee	DAFÜR	DAFÜR	
20.3.	Re-elect Mr. Patrik Jönsson to the nomination committee	DAFÜR	DAFÜR	
21.	Approve share split, mandatory share redemption and bonus issue	DAFÜR	DAFÜR	
22a.	Approve share-related incentive plan	DAFÜR	DAFÜR	
22b (i).	Authorisation to repurchase and transfer own shares in connection with share-related incentive plan 2023	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
22b (ii).	Approve equity swap agreement to secure the delivery of shares to participants in connection with share-related incentive plan 2023	DAFÜR	DAFÜR
23.	Approve executive remuneration policy	DAFÜR	DAFÜR
24.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Glenn D. Fogel	DAFÜR	DAFÜR	
1.2	Re-elect Dr. Mirian M. Graddick-Weir	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Wei Hopeman	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Robert J. Mylod Jr.	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Charles H. Noski	DAFÜR	DAFÜR	
1.6	Elect Mr. Joseph (Larry) Quinlan	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Nicholas J. Read	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Thomas E. Rothman	DAFÜR	DAFÜR	
1.9	Re-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. 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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

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 System for the Management Board members	DAFÜR	● DAGEGEN	Certain elements of the remuneration structure are not in line with best practice.
7	Approve Remuneration of the Supervisory Board members	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive.
8	Approve Remuneration Report	DAFÜR	DAFÜR	
	Board main features			
9.1	Elections to the Supervisory Board: Richard Ridinger	DAFÜR	DAFÜR	
9.2	Elections to the Supervisory Board: Sujatha Chandrasekaran	DAFÜR	DAFÜR	
10.1	Amend Articles: Virtual general meetings (Section 16 (3))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
10.2	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Section 17 (4))	DAFÜR	DAFÜR	
	Unannounced shareholder proposal made during the AGM: special audit relating to the Univar projects	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1	Report and accounts	DAFÜR	DAFÜR	
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive total remuneration.
3	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
4	Final dividend	DAFÜR	DAFÜR	
	Elections to the board of directors			
5	Re-elect Mr. Adam Crozier	DAFÜR	DAFÜR	
6	Re-elect Mr. Philip Jansen	DAFÜR	DAFÜR	
7	Re-elect Mr. Simon Lowth	DAFÜR	DAFÜR	
8	Re-elect Mr. Adel Al-Saleh	DAFÜR	DAFÜR	
9	Re-elect Ms. Isabel Hudson	DAFÜR	● DAGEGEN	Non independent member of the remuneration committee which is not best UK market practice.
10	Re-elect Mr. Matthew Key	DAFÜR	DAFÜR	
11	Re-elect Ms. Allison Kirkby	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
12	Re-elect Ms. Sara Weller	DAFÜR	DAFÜR	
13	Elect Ms. Ruth Cairnie	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.
14	Elect Ms. Maggie Chan Jones	DAFÜR	DAFÜR	
15	Elect Mr. Steven Guggenheimer	DAFÜR	DAFÜR	
16	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	
17	Auditor's remuneration	DAFÜR	DAFÜR	
18	Authority to allot shares	DAFÜR	DAFÜR	
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	
21	Purchase of own shares	DAFÜR	DAFÜR	
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.
23	Political donations	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	2022 Annual Report and Accounts	DAFÜR	DAFÜR	
2	Final dividend	DAFÜR	DAFÜR	
	Elections to the Board of Directors			
3	Re-elect Mr. Peter Ventress	DAFÜR	DAFÜR	
4	Re-elect Mr. Frank van Zanten	DAFÜR	DAFÜR	
5	Re-elect Mr. Richard Howes	DAFÜR	DAFÜR	
6	Re-elect Ms. Vanda Murray OBE	DAFÜR	DAFÜR	
7	Re-elect Mr. Lloyd Pitchford	DAFÜR	DAFÜR	
8	Re-elect Ms. Vinodka Murria OBE	DAFÜR	DAFÜR	
9	Re-elect Mr. Stephan Nanninga	DAFÜR	DAFÜR	
10	Elect Dr. Pamela J. Kirby	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.
11	Elect Ms. Jacqueline Simmonds	DAFÜR	DAFÜR	
12	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	
13	Auditor's remuneration	DAFÜR	DAFÜR	
14	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Executive directors received restricted share awards in 2022. Their remuneration is rather short-term oriented.
15	Authority to allot shares	DAFÜR	DAFÜR	
16	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
17	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
18	Authority to purchase own shares	DAFÜR	DAFÜR	
19	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	Report and accounts	DAFÜR	DAFÜR	
2	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Final dividend	DAFÜR	DAFÜR	
	Elections to the board of directors			
5	Re-elect Dr. Gerard Murphy	DAFÜR	DAFÜR	
6	Re-elect Mr. Jonathan Akeroyd	DAFÜR	DAFÜR	
7	Re-elect Ms. Orna Ni-Chionna	DAFÜR	DAFÜR	
8	Re-elect Ms. Fabiola Arredondo	DAFÜR	DAFÜR	
9	Re-elect Mr. Sam Fischer	DAFÜR	DAFÜR	
10	Re-elect Mr. Ronald Frasch	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
11	Re-elect Ms. Danuta Gray	DAFÜR	DAFÜR	
12	Re-elect Ms. Debra Lee	DAFÜR	DAFÜR	
13	Re-elect Mr. Antoine de Saint-Affrique	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
14	Elect Mr. Alan Stewart	DAFÜR	DAFÜR	
15	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	
16	Auditor's remuneration	DAFÜR	DAFÜR	
17	Political donations	DAFÜR	DAFÜR	
18	Authority to allot shares	DAFÜR	DAFÜR	
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	
20	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.
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		
1.1	Re-elect Mr. Mark W. Adams	DAFÜR	DAFÜR
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	Re-elect Dr. Anirudh Devgan	DAFÜR	DAFÜR
1.5	Re-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 16 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 16 years, which exceeds guidelines.
1.10	Re-elect Mr. Young Sohn	DAFÜR	DAFÜR
2	To approve the amendment of the Omnibus Equity 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 say on pay frequency	EIN JAHR	EIN JAHR
5	Re-election of the auditor	DAFÜR	DAFÜR
6	Shareholder resolution: Remove One-Year Holding Period Requirement to Call Special Meeting	DAGEGEN	DAGEGEN

No.	Traktanden	Board	Ethos
1	Elections of directors		
1a	Re-elect Ms. Shauneen Bruder	DAFÜR	DAFÜR
1b	Re-elect Ms. Jo-ann dePass Olsovsky	DAFÜR	DAFÜR
1c	Re-elect Mr. David Freeman	DAFÜR	DAFÜR
1d	Re-elect Ms. Denise Gray	DAFÜR	DAFÜR
1e	Re-elect Mr. Justin Marshall Howell	DAFÜR	DAFÜR
1f	Re-elect Ms. Susan C. Jones	DAFÜR	DAFÜR
1g	Re-elect Mr. Robert Knight	DAFÜR	DAFÜR
1h	Elect Mr. Michel Letellier	DAFÜR	DAFÜR
1i	Re-elect Ms. Margaret A. McKenzie	DAFÜR	DAFÜR
1j	Elect Mr. Al Monaco	DAFÜR	DAFÜR
1k	Re-elect Ms. Tracy Robinson	DAFÜR	DAFÜR
2	Re-election of the auditor	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>The auditor's long tenure raises independence concerns.</p>
3	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive variable remuneration.</p>
4	Advisory vote on Climate Action Report	DAFÜR	<p>● DAGEGEN</p> <p>The company has not set CO2e emission reduction targets consistent with limiting the global temperature increase to 1.5°.</p>

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

No.	Traktanden	Board	Ethos
22	Approve distribution of performance shares	DAFÜR	<ul style="list-style-type: none"> ● DAGEGEN <p>The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.</p>
23	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR
24	Approve Opinion on Quantification of the Company's various scope 3 action levers	DAFÜR	DAFÜR
25	Shareholder proposal: question on the environmental information provided by the company	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Kelly A. Ayotte	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.
1.2	Re-elect Mr. David L. Calhoun	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Daniel M. Dickinson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.4	Elect Mr. James C. Fish Jr.	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Gerald Johnson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. David W. MacLennan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.7	Elect Ms. Judith F. Marks	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Debra L. Reed-Klages	DAFÜR	DAFÜR	
1.9	Re-elect Prof. Susan C. Schwab	DAFÜR	DAFÜR	
1.10	Re-elect Mr. D. James Umpleby III	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.11	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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5.	To approve the 2023 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
6.	Shareholder resolution: Report on Corporate Climate Lobbying in Line with Paris Agreement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
7.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
8.	Shareholder resolution: Report on Activities in Conflict-Affected Areas	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
9.	Shareholder resolution: Civil Rights, Non-Discrimination and Returns to Merit Audit	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Jessica L. Blume	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Kenneth A. Burdick	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Christopher J. Coughlin	DAFÜR	DAFÜR	
1d.	Re-elect Mr. James H. Dallas	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Wayne S. DeVeydt	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Frederick H. Eppinger	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1g.	Elect Mr. Monte E. Ford	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Sarah M. London	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Lori J. Robinson	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4.	Re-election of the auditor	DAFÜR	DAFÜR	
5.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
6.	Shareholder resolution: Report on Maternal Morbidity Reduction Metrics in Executive Remuneration	DAGEGEN	● DAFÜR	Including maternal morbidity metrics in executive bonuses aligns company success with improved health outcomes.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Marianne C. Brown	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Frank C. Herringer	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Re-elect Ms. Gerri Martin-Flickinger	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Todd M. Ricketts	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.
1.e	Elect Ms. Carolyn Schwab-Pomerantz	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	The proposal aims at promoting gender equality, ethnic diversity and at preventing discrimination.
6	Shareholder resolution: Report on Risks Related to Discrimination Against Individuals Including Political Views	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.a	Re-elect Mr. Gerald S. Adolph	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.b	Re-elect Mr. John F. Barrett	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Melanie W. Barstad	DAFÜR	DAFÜR	
1.d	Re-elect Ms. Karen L. Carnahan	DAFÜR	DAFÜR	
1.e	Re-elect Mr. Robert E. Coletti	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board.
1.f	Re-elect Mr. Scott D. Farmer	DAFÜR	DAFÜR	
1.g	Elect Mr. Martin Mucci	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Joseph Scaminace	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.i	Re-elect Mr. Todd M. Schneider	DAFÜR	DAFÜR	
1.j	Re-elect Mr. Ronald W. Tysoe	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: Report on effectiveness of diversity, equity, and inclusion efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
6.	Shareholder resolution: Adopt near and long-term science-based GHG emissions reduction targets aligned with Paris Agreement goal	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			
1a	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	
1b	Re-elect Mr. Michael D. Capellas	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1c	Re-elect Mr. Mark S. Garrett	DAFÜR	DAFÜR	
1d	Re-elect Mr. John D. Harris II	DAFÜR	DAFÜR	
1e	Re-elect Dr. Kristina M. Johnson	DAFÜR	DAFÜR	
1f	Re-elect Ms. Sarah Rae Murphy	DAFÜR	DAFÜR	
1g	Re-elect Mr. Charles H. Robbins	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1h	Elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	
1i	Re-elect Ms. Marianna Tessel	DAFÜR	DAFÜR	
2.	To approve the amendment of the Stock Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
6.	Shareholder resolution: Report on tax transparency set forth in the Global Reporting Initiative's tax standard	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Terrence A. Duffy	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Elect Ms. Kathryn Benesh	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Timothy S. Bitsberger	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Charles P. Carey	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1e.	Re-elect Mr. Bryan T. Durkin	DAFÜR	DAFÜR	
1f.	Elect Mr. Harold Ford Jr.	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Martin J. Gepsman	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h.	Re-elect Mr. Larry G. Gerdes	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i.	Re-elect Mr. Daniel R. Glickman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. The director is over 75 years old, which exceeds guidelines.
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. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
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. The director has been sitting on the board for over 16 years, which exceeds guidelines.
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 16 years, which exceeds guidelines.
1p.	Re-elect Mr. Howard J. Siegel	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.

No.	Traktanden	Board	Ethos
1q.	Re-elect Mr. Dennis A. Suskind	DAFÜR	<p>● DAGEGEN</p> <p>Non-independent chairman of the risk committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
2.	Re-election of the auditor	DAFÜR	<p>● DAGEGEN</p> <p>The auditor's long tenure raises independence concerns.</p>
3.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR

No.	Traktanden	Board	Ethos	
1	Opening	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.a	Policy on additions to reserves and on dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.b	Adoption of the Annual Accounts 2022	DAFÜR	DAFÜR	
2.c	Approval of 2022 dividend	DAFÜR	DAFÜR	
2.d	Granting of discharge to the Directors in respect of the performance of their duties during the financial year 2022	DAFÜR	DAFÜR	
3.a	Advisory vote on the Remuneration Report 2022	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.b	Approval of an equity incentive plan for executive Directors	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Appointment of the members of the Board of Directors: composition of the Board			
4.a	Re-appointment of Ms. Suzanne Heywood as executive Director	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.
4.b	Re-appointment of Mr. Scott W. Wine as executive Director	DAFÜR	DAFÜR	
4.c	Re-appointment of Mr. Howard W. Buffett as non-executive Director	DAFÜR	DAFÜR	
4.d	Re-appointment of Ms. Karen Linehan as non-executive Director	DAFÜR	DAFÜR	
4.e	Re-appointment of Mr. Alessandro Nasi as non-executive Director	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.
4.f	Re-appointment of Mr. Vagn Sørensen as non-executive Director	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
4.g	Re-appointment of Ms. Åsa Tamsons as non-executive Director	DAFÜR	DAFÜR	
4.h	Appointment of Ms. Elizabeth Bastoni as non-executive Director	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
4.i	Appointment of Mr. Richard J. Kramer as non-executive Director	DAFÜR	DAFÜR	
5.a	Authorization to issue shares and/or grant rights to subscribe for shares	DAFÜR	DAFÜR	
5.b	Authorization to limit or exclude pre-emptive rights	DAFÜR	DAFÜR	
5.c	Authorization to issue special voting shares	DAFÜR	● DAGEGEN	The amendment contravenes the "one share = one vote" principle.

No.	Traktanden	Board	Ethos
5.d	Authorization to repurchase own shares	DAFÜR	DAFÜR
6	Re-appointment of Deloitte as independent auditor for FY 2024	DAFÜR	DAFÜR
7	Closing	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Herb A. Allen III	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Marc Bolland	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Ana Patricia Botín-Sanz de Sautuola y O'Shea	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Christopher C. Davis	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Barry Diller	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. The director is over 75 years old and has been sitting on the board for over 16 years, which both exceed guidelines.
1.6	Elect Ms. Carolyn N. Everson	DAFÜR	DAFÜR	
1.7	Re-elect Dr. Helene D. Gayle	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Alexis M. Herman	DAFÜR	● DAGEGEN	The director is over 75 years old and has been sitting on the board for over 16 years, which both exceed guidelines. Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1.9	Re-elect Ms. Maria Elena Lagomasino	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.
1.10	Elect Ms. Amity Millhiser	DAFÜR	DAFÜR	
1.11	Re-elect Mr. James Quincey	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.12	Re-elect Ms. Caroline J. Tsay	DAFÜR	DAFÜR	
1.13	Re-elect Mr. David B. Weinberg	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: Audit of the Company's Impact on Nonwhite Stakeholders	DAGEGEN	● DAFÜR	Enhanced disclosure to improve racial equity.
6	Shareholder resolution: Global Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
7	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
8	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos
9	Shareholder resolution: Report on Risks from State Policies Restricting Reproductive Rights	DAGEGEN	<ul style="list-style-type: none"> ● DAFÜR <p>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.</p>

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. John P. Bilbrey	DAFÜR	DAFÜR	
1.b	Re-elect Mr. John T. Cahill	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Elect Mr. Steve Cahillane	DAFÜR	DAFÜR	
1.d	Re-elect Ms. Lisa M. Edwards	DAFÜR	DAFÜR	
1.e	Re-elect Dr. C. Martin Harris	DAFÜR	DAFÜR	
1.f	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Kimberly A. Nelson	DAFÜR	DAFÜR	
1.h	Re-elect Ms. Lorrie M. Norrington	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.i	Re-elect Mr. Michael B. Polk	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.j	Re-elect Mr. Stephen I. Sadove	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	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. An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 30 September 2022	DAFÜR	DAFÜR	
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Declare a final dividend	DAFÜR	DAFÜR	
	Elections to the Board of Directors			
4	Re-elect Mr. Ian Meakins	DAFÜR	DAFÜR	
5	Re-elect Mr. Dominic Blakemore	DAFÜR	DAFÜR	
6	Re-elect Mr. Palmer Brown	DAFÜR	DAFÜR	
7	Re-elect Mr. Gary Green	DAFÜR	DAFÜR	
8	Re-elect Ms. Carol Arrowsmith	DAFÜR	● DAGEGEN	Chairman of the remuneration committee. We have serious concerns over remuneration.
9	Re-elect Mr. Stefan Bomhard	DAFÜR	DAFÜR	
10	Re-elect Mr. John Bryant	DAFÜR	DAFÜR	
11	Re-elect Ms. Arlene Isaacs-Lowe	DAFÜR	DAFÜR	
12	Re-elect Ms. Anne-Francoise Nesmes	DAFÜR	DAFÜR	
13	Re-elect Mr. Sundar Raman	DAFÜR	DAFÜR	
14	Re-elect Mr. Nelson Silva	DAFÜR	DAFÜR	
15	Re-elect Ms. Ireena Vittal	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
16	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	
17	Auditor's remuneration	DAFÜR	DAFÜR	
18	Political donations and political expenditure	DAFÜR	DAFÜR	
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	Purchase of own shares	DAFÜR	DAFÜR	
23	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	2022 annual report and accounts	DAFÜR	DAFÜR
2	Final dividend	DAFÜR	DAFÜR
3	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN Excessive total remuneration.
	Elections to the board of directors		
4(a)	Re-elect Mr. Richard Boucher	DAFÜR	DAFÜR
4(b)	Re-elect Ms. Caroline Dowling	DAFÜR	DAFÜR
4(c)	Re-elect Mr. Richard H. Fearon	DAFÜR	DAFÜR
4(d)	Re-elect Mr. Johan Karlström	DAFÜR	DAFÜR
4(e)	Re-elect Mr. Shaun Kelly	DAFÜR	DAFÜR
4(f)	Re-elect Mr. Badar Khan	DAFÜR	DAFÜR
4(g)	Re-elect Mr. Lamar McKay	DAFÜR	DAFÜR
4(h)	Re-elect Mr. Albert Manifold	DAFÜR	DAFÜR
4(i)	Re-elect Mr. Jim Mintern	DAFÜR	DAFÜR
4(j)	Re-elect Ms. Gillian L. Platt	DAFÜR	DAFÜR
4(k)	Re-elect Ms. Mary K. Rhinehart	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.
4(l)	Re-elect Ms. Siobhán Talbot	DAFÜR	DAFÜR
4(m)	Elect Ms. Christina Verchere	DAFÜR	DAFÜR
5	Auditor's remuneration	DAFÜR	DAFÜR
6	Continuation of Deloitte as auditors	DAFÜR	DAFÜR
7	Authority to allot shares	DAFÜR	DAFÜR
8	General authority to disapply pre-emption rights	DAFÜR	DAFÜR
9	Authority to purchase own shares	DAFÜR	DAFÜR
10	Directors' authority to reissue treasury shares	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
	Scheme Meeting		
1	To approve the Scheme of Arrangement	DAFÜR	DAFÜR
	Extraordinary General Meeting		
1	To approve the Scheme of Arrangement	DAFÜR	DAFÜR
2	To approve the LSE Listing Change	DAFÜR	DAFÜR
3	To adopt new Articles of Association of the Company	DAFÜR	DAFÜR
4	To authorise the Company to make Market Purchases and Overseas Market Purchases of Ordinary Shares	DAFÜR	DAFÜR
5	To authorise the Company to reissue Treasury Shares	DAFÜR	DAFÜR
6	To adopt new Article 4A	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1	2022 annual report and accounts	DAFÜR	DAFÜR
2	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN Excessive variable remuneration.
3	Advisory vote on directors' remuneration report	DAFÜR	DAFÜR
4	Final dividend	DAFÜR	DAFÜR
	Elections to the board of directors		
5	Elect Ms. Louisa Burdett	DAFÜR	DAFÜR
6	Re-elect Mr. Roberto Cirillo	DAFÜR	DAFÜR
7	Re-elect Ms. Jacqui Ferguson	DAFÜR	DAFÜR
8	Re-elect Mr. Steve Foots	DAFÜR	DAFÜR
9	Re-elect Dame Anita Frew DBE	DAFÜR	DAFÜR
10	Re-elect Ms. Julie Kim	DAFÜR	DAFÜR
11	Re-elect Mr. Keith Layden	DAFÜR	DAFÜR
12	Re-elect Ms. Nawal Ouzren	DAFÜR	DAFÜR
13	Re-elect Mr. John Ramsay	DAFÜR	DAFÜR
14	Re-appoint KPMG as auditors	DAFÜR	DAFÜR
15	Auditor's remuneration	DAFÜR	DAFÜR
16	Political donations and political expenditure	DAFÜR	DAFÜR
17	Authority to allot shares	DAFÜR	DAFÜR
18	General authority to disapply pre-emption rights	DAFÜR	DAFÜR
19	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR
20	Authority to purchase 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	Adopt the Croda International Plc Sharesave Scheme (2023)	DAFÜR	DAFÜR
23	Non-executive directors' fees	DAFÜR	● DAGEGEN The proposed increase relative to the previous year is not justified.

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	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1d.	Re-elect Mr. Ari Q. Fitzgerald	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 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	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
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.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4.	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1	Elections of directors		
1a	Re-elect Ms. Donna M. Alvarado	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines.
1b	Re-elect Mr. Thomas P. Bostick	DAFÜR	DAFÜR
1c	Re-elect Mr. Steven T. Halverson	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines.
1d	Re-elect Mr. Paul C. Hilal	DAFÜR	DAFÜR
1e	Elect Mr. Joseph R. Hinrichs	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.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR

No.	Traktanden	Board	Ethos
1	Dividend Allocation	DAFÜR	DAFÜR
2	Election of Directors with an Audit & Supervisory Committee		
2.1	Re-elect Mr. Seiji Inagaki	DAFÜR	DAFÜR
2.2	Re-elect Mr. Tetsuya Kikuta	DAFÜR	DAFÜR
2.3	Re-elect Mr. Hiroshi Shoji	DAFÜR	DAFÜR
2.4	Re-elect Mr. Toshiaki Sumino	DAFÜR	DAFÜR
2.5	Elect Mr. Hidehiko Sogano	DAFÜR	● DAGEGEN Executive director and the board size is excessive.
2.6	Elect Mr. Hitoshi Yamaguchi	DAFÜR	● DAGEGEN Executive director and the board size is excessive.
2.7	Re-elect Mr. Koichi Maeda	DAFÜR	DAFÜR
2.8	Re-elect Prof. Yuriko Inoue	DAFÜR	DAFÜR
2.9	Re-elect Mr. Yasushi Shingai	DAFÜR	DAFÜR
2.10	Re-elect Mr. Bruce Miller	DAFÜR	DAFÜR

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

No.	Traktanden	Board	Ethos
1.	Dividend Allocation	DAFÜR	DAFÜR
2.	Amend articles of incorporation: Increase number of corporate auditors	DAFÜR	DAFÜR
3.	Neuwahl vonion of Directors on a Kansayaku board		
3.1	Wiederwahl von Herrn Noriyuki Inoue	DAFÜR	<p>● DAGEGEN</p> <p>The director is over 75 years old and board member for 21 years, which both exceed guidelines.</p> <p>Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p>
3.2	Wiederwahl von Herrn Masanori Togawa	DAFÜR	<p>● DAGEGEN</p> <p>Executive director sitting on the remuneration committee, which is not best practice.</p>
3.3	Wiederwahl von Herrn Tatsuo Kawada	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>
3.4	Wiederwahl von Herrn Akiji Makino	DAFÜR	<p>● DAGEGEN</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
3.5	Wiederwahl von Herrn Shingo Torii	DAFÜR	<p>● DAGEGEN</p> <p>Concerns over the director's time commitments.</p>
3.6	Wiederwahl von Frau Yuko Arai	DAFÜR	DAFÜR
3.7	Wiederwahl von Herrn Ken Tayano	DAFÜR	<p>● DAGEGEN</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
3.8	Wiederwahl von Herrn Masatsugu Minaka	DAFÜR	DAFÜR
3.9	Wiederwahl von Herrn Takashi Matsuzaki	DAFÜR	DAFÜR
3.10	Wiederwahl von Herrn Kanwal Jeet Jawa	DAFÜR	DAFÜR
4.	Neuwahl vonion of three Corporate Auditors		
4.1	Neuwahl von Kaeko Kitamoto as a Corporate Auditor	DAFÜR	DAFÜR
4.2	Wiederwahl von Kosei Uematsu as a Corporate Auditor	DAFÜR	DAFÜR
4.3	Wiederwahl von Hisao Tamori as a Corporate Auditor	DAFÜR	DAFÜR
5.	Neuwahl von Ichiro Ono as a Substitute Corporate Auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Dividend Allocation	DAFÜR	DAFÜR	
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Keiichi Yoshii	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.2	Re-elect Mr. Takeshi Kosokabe	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
2.3	Re-elect Mr. Yoshiyuki Murata	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
2.4	Re-elect Mr. Keisuke Shimonishi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
2.5	Re-elect Mr. Hirotsugu Otomo	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
2.6	Re-elect Mr. Kazuhito Dekura	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
2.7	Re-elect Mr. Yoshinori Ariyoshi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
2.8	Re-elect Mr. Toshiya Nagase	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
2.9	Re-elect Ms. Yukiko Yabu	DAFÜR	DAFÜR	
2.10	Re-elect Mr. Yukinori Kuwano	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.11	Re-elect Prof. Miwa Seki	DAFÜR	DAFÜR	
2.12	Re-elect Mr. Kazuhiro Yoshizawa	DAFÜR	DAFÜR	
2.13	Re-elect Mr. Yujiro Ito	DAFÜR	DAFÜR	
3	Elect Mr. Takashi Maruyama as a Corporate Auditor	DAFÜR	● DAGEGEN	The corporate auditor is over 75 years old, which exceeds guidelines.
4	Approve bonus payment for executive directors	DAFÜR	● DAGEGEN	The information provided is insufficient.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Rainer M. Blair	DAFÜR	DAFÜR	
1.b	Elect Mr. Feroz Dewan	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Linda Filler	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.d	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	
1.e	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 16 years, which exceeds guidelines.
1.f	Re-elect Dr. Jessica L. Mega	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Mitchell P. Rales	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Steven M. Rales	DAFÜR	DAFÜR	
1.i	Re-elect Dr. Pardis C. Sabeti	DAFÜR	DAFÜR	
1.j	Re-elect Mr. A. Shane Sanders	DAFÜR	DAFÜR	
1.k	Re-elect Mr. John T. Schwieters	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.l	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 16 years, which exceeds guidelines.
1.m	Re-elect Prof. Dr. Raymond C. Stevens	DAFÜR	DAFÜR	
1.n	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6	Shareholder resolution: report on Effectiveness of the company's diversity, equity and inclusion efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.

No.	Traktanden	Board	Ethos	
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	
	Elections to the board of directors			
4	Re-elect Ms. Valérie Chapoulaud-Floquet	DAFÜR	DAFÜR	
5	Re-elect Mr. Gilles Schnepf	DAFÜR	DAFÜR	
6	Elect Mr. Gilbert Ghostine	DAFÜR	DAFÜR	
7	Elect Ms. Lise Kingo	DAFÜR	DAFÜR	
8	Approve the remuneration report	DAFÜR	DAFÜR	
9	Approve the 2022 remuneration of Mr. Antoine de Saint-Affrique, CEO	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.
10	Approve the 2022 remuneration of Mr. Gilles Schnepf, Chairman	DAFÜR	DAFÜR	
11	Approve the remuneration policy of the members of the executive management	DAFÜR	DAFÜR	
12	Approve the remuneration policy of Mr. Gilles Schnepf, Chairman	DAFÜR	DAFÜR	
13	Approve the remuneration policy of directors	DAFÜR	DAFÜR	
14	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
15	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	
16	Authorise the Board to issue shares or other securities giving access to shares without pre-emptive rights	DAFÜR	DAFÜR	
17	"Green shoe" authorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.
18	Delegation to issue shares and capital securities as consideration for public exchange offer initiated by the company	DAFÜR	DAFÜR	
19	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	
20	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
21	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR
22	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR
23	Approve distribution of performance shares	DAFÜR	DAFÜR
24	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR
26	Elect. Mr. Sanjiv MEHTA	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	To receive the audited consolidated financial statements of the company	DAFÜR	DAFÜR	
2	Approve the final and special 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	Re-election of the auditor and fix their remuneration Elections of directors	DAFÜR	DAFÜR	
5	Re-elect Mr. Peter Seah Lim Huat	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
6	Re-elect Ms. Punita Lal	DAFÜR	DAFÜR	
7	Re-elect Mr. Anthony Lim	DAFÜR	DAFÜR	
8	Approve the revision of the DBSH share plan	DAFÜR	● DAGEGEN	Potential excessive awards.
9	Approve the revision of the California sub-plan	DAFÜR	● DAGEGEN	No individual caps are disclosed.
10	To grant a mandate to issue shares	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.
11	Authority to issue shares pursuant to the DBSH Scrip Dividend Scheme	DAFÜR	DAFÜR	
12	Approval of the proposed renewal of the Share Purchase Mandate	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Leanne G. Caret	DAFÜR	DAFÜR	
1.b	Re-elect Ms. Tamra A. Erwin	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Alan C. Heuberger	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Charles O. Holliday, Jr	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines.
1.e	Re-elect Mr. Michael O. Johanns	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Clayton M. 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 16 years, which exceeds guidelines.
1.g	Re-elect Mr. John C. May	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.h	Re-elect Mr. Gregory R. Page	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.
1.i	Re-elect Ms. Sherry M. Smith	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1.j	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR	
1.k	Re-elect Ms. Sheila G. Talton	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve Discharge of Management Board	DAFÜR	DAFÜR	
3.1	Approve Discharge of Supervisory Board member Dr. Martin Enderle (Chairman)	DAFÜR	DAFÜR	
3.2	Approve Discharge of Supervisory Board member Patrick Kolek (Vice Chairman)	DAFÜR	DAFÜR	
3.3	Approve Discharge of Supervisory Board member Jeanette L. Gorgas	DAFÜR	DAFÜR	
3.4	Approve Discharge of Supervisory Board member Nils Engvall	DAFÜR	DAFÜR	
3.5	Approve Discharge of Supervisory Board member Gabriella Ardbo	DAFÜR	DAFÜR	
3.6	Approve Discharge of Supervisory Board member Dimitrios Tsaousis	DAFÜR	DAFÜR	
4	Appoint the Auditors	DAFÜR	DAFÜR	
5	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
6	Amend Articles: Virtual general meetings (Article 16)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
7	Amend Articles: Virtual participation of Supervisory Board members at general meetings (Article 19)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual attendance of supervisory board members at general meetings without any adequate justification.
8	Amend Articles: Due date for Supervisory Board remuneration (Article 15)	DAFÜR	DAFÜR	
9	Approve the creation of a new Authorised Capital 2023/I, the reduction of the existing Authorised Capital 2022/I and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Excessive potential capital increase without preemptive rights.
10	Approve the creation of a new Authorised Capital 2023/II, the cancellation of the existing Authorised Capital 2022/II and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Excessive potential capital increase without preemptive rights.
11	Approve the creation of a new Authorised Capital 2023/III and related amendments to the Articles of Association	DAFÜR	DAFÜR	
12	Authorisation to issue convertible bonds and bonds with warrants, creation of new Conditional Capital 2023/I as well as related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Excessive potential capital increase without preemptive rights.

No.	Traktanden	Board	Ethos	
13	Authorisation to issue convertible bonds and bonds with warrants, creation of new Conditional Capital 2023/II as well as related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.
14	Authorise Share Repurchase	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash.
15	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash.
16	Approve an inter-company agreement	DAFÜR	DAFÜR	
17	Approve an inter-company agreement	DAFÜR	DAFÜR	
18	Approve amendments to the authorisations to grant subscription rights (Stock Option Programme 2019 and Stock Option Programme 2021, respectively) and to the Conditional Capital 2019/II and 2021/II	DAFÜR	● DAGEGEN	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.
19	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.

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	Amend Articles: Virtual general meetings (Article 15)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
5b	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 16)	DAFÜR	● DAGEGEN	The amendment allows the board members to participate in a virtual general meeting without any adequate justification.
5c	Amend Articles: Calling of the general meeting (Article 15)	DAFÜR	DAFÜR	
6	Amend Articles: Entries in the share register (Article 4)	DAFÜR	DAFÜR	
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
8	Appoint the Auditors	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Steven R. Altman	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Richard A. Collins	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Karen Dahut	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Mark G. Foletta	DAFÜR	DAFÜR	
1.5	Re-elect Prof. Dr. Barbara E. Kahn	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Kyle Malady	DAFÜR	DAFÜR	
1.7	Re-elect Dr. med. Eric J. Topol	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	The proposal aims at promoting gender equality, ethnic diversity and at preventing discrimination.

No.	Traktanden	Board	Ethos	
1.	Opening of the Meeting and election of the Chairman	DAFÜR	DAFÜR	
2.	Approval of the notice and the agenda	DAFÜR	DAFÜR	
3.	Election of (a) person(s) to verify the minutes of the Meeting	DAFÜR	DAFÜR	
4.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	
5.	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.
6a.	Authorisation to repurchase own shares for cancellation	DAFÜR	● DAGEGEN	The company proposes to cancel shares despite its deteriorated performance.
6b.	Authorisation to repurchase own shares for hedging purposes	DAFÜR	DAFÜR	
7.	Authorisation to raise debt capital	DAFÜR	DAFÜR	
8.	Amendment of Article 2-3 of the Articles of Association	DAFÜR	DAFÜR	
9.	Amendment of Article 3-2 of the Articles of Association	DAFÜR	DAFÜR	
10.	Approve remuneration report	DAFÜR	DAFÜR	
11.	Report on corporate governance	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the report on corporate governance.
12.	Election of the board of directors	DAFÜR	DAFÜR	
13.	Approval of non-executive remuneration rates	DAFÜR	DAFÜR	
14.	Approve auditors' fees	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

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	DAFÜR	
5b	Appoint the Auditors for a review of short financial statements and interim management reports for financial year 2023	DAFÜR	DAFÜR	
5c	Appoint the Auditors for a review of the short financial statements and the interim management report for the first quarter of financial year 2024	DAFÜR	DAFÜR	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive fixed remuneration. Performance targets are not sufficiently challenging.
7	Amend Articles: Composition of the Supervisory Board (Section 8a) Board main features	DAFÜR	DAFÜR	
8a	Elections to the Supervisory Board: Erich Clementi	DAFÜR	DAFÜR	
8b	Elections to the Supervisory Board: Andreas Schmitz	DAFÜR	DAFÜR	
8c	Elections to the Supervisory Board: Nadège Petit	DAFÜR	DAFÜR	
8d	Elections to the Supervisory Board: Ulrich Grillo	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
8e	Elections to the Supervisory Board: Deborah Wilkens	DAFÜR	DAFÜR	
8f	Elections to the Supervisory Board: Rolf Martin Schmitz	DAFÜR	DAFÜR	
8g	Elections to the Supervisory Board: Klaus Fröhlich	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
8h	Elections to the Supervisory Board: Anke Groth	DAFÜR	DAFÜR	
9	Amend Articles: Virtual general meetings (Section 21a (1) and (2))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
10	Amend Articles: Virtual attendance of Supervisory Board member at virtual general meetings (Section 21a (3))	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
Elections to the board of directors				
1a	Re-elect Mr. Craig Arnold	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b	Re-elect Mr. Olivier Leonetti	DAFÜR	DAFÜR	
1c	Re-elect Mr. Silvio Napoli	DAFÜR	DAFÜR	
1d	Re-elect Mr. Gregory R. Page	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1e	Re-elect Ms. Sandra Pianalto	DAFÜR	● DAGEGEN	Non-independent member of the audit committee, the composition of the audit committee is unsatisfactory.
1f	Re-elect Mr. Robert V. Pragada	DAFÜR	DAFÜR	
1g	Re-elect Ms. Lori J. Ryerkerk	DAFÜR	DAFÜR	
1h	Re-elect Mr. Gerald B. Smith	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee, the composition of the audit committee is unsatisfactory.
1i	Re-elect Ms. Dorothy C. Thompson CBE	DAFÜR	DAFÜR	
1j	Re-elect Mr. Darryl L. Wilson	DAFÜR	DAFÜR	
2	Re-appoint Ernst & Young as auditors and authorise the auditor's remuneration	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on the company's executive compensation	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Advisory vote on the frequency of an advisory vote on compensation	EIN JAHR	EIN JAHR	
5	Authority to allot shares	DAFÜR	DAFÜR	
6	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
7	Authority to make overseas market purchases of company shares	DAFÜR	● DAGEGEN	The repurchase price is too high.

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	DAFÜR	
1c.	Re-elect Mr. Christophe Beck	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1d.	Re-elect Mr. Jeffrey M. Ettinger	DAFÜR	DAFÜR	
1e.	Elect Mr. Eric M. Green	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Arthur J. Higgins	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Michael Larson	DAFÜR	DAFÜR	
1h.	Re-elect Mr. David W. MacLennan	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Tracy B. McKibben	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Lionel L. Nowell III	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Victoria J. Reich	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR	
1m.	Re-elect Mr. John J. Zillmer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	To approve the amendment of the Ecolab 2023 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
4	To approve the Ecolab Stock Purchase Plan	DAFÜR	DAFÜR	
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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
7.	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 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	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.6	Re-elect Mr. Michael A. Mussallem	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.7	Re-elect Ms. Ramona Sequeira	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Nicholas J. Valeriani	DAFÜR	DAFÜR	
1.9	Elect Mr. Bernard J. Zovighian	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	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	DAFÜR	DAFÜR	
6	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos
1	Election of Directors (with 3-committees)		
1.1	Re-elect Mr. Haruo Naito	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1.2	Re-elect Mr. Hideyo Uchiyama	DAFÜR	DAFÜR
1.3	Re-elect Mr. Hideki Hayashi	DAFÜR	DAFÜR
1.4	Re-elect Prof. Yumiko Miwa	DAFÜR	DAFÜR
1.5	Re-elect Mr. Fumihiko Ike	DAFÜR	DAFÜR
1.6	Re-elect Mr. Yoshiteru Kato	DAFÜR	DAFÜR
1.7	Re-elect Mr. Ryota Miura	DAFÜR	DAFÜR
1.8	Re-elect Mr. Hiroyuki Kato	DAFÜR	DAFÜR
1.9	Re-elect Mr. Richard Thornley	DAFÜR	DAFÜR
1.10	Elect Mr. Toru Moriyama	DAFÜR	DAFÜR
1.11	Elect Ms. Yuko Yasuda	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Gail K. Boudreaux	DAFÜR	DAFÜR	
1.2	Re-elect Mr. R. Kerry Clark	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Robert L. Dixon Jr.	DAFÜR	DAFÜR	
1.4	Elect Ms. Deanna D. Strable	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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.
6	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. med. William G. Kaelin, Jr.	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1b.	Re-elect Mr. David A. Ricks	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1c.	Re-elect Dr. med. Marschall S. Runge	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1d.	Re-elect Ms. Karen Walker	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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.	Amend the Company's Articles of Incorporation to Eliminate the Classified Board Structure	DAFÜR	DAFÜR	
6.	Amend the Company's Articles of Incorporation to Eliminate Supermajority Voting Provisions	DAFÜR	DAFÜR	
7.	Shareholder resolution: Publish an Annual Report Disclosing Lobbying Activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
8.	Shareholder resolution: Eliminate Supermajority Voting Requirements	DAGEGEN	DAGEGEN	
9.	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	DAGEGEN	● DAFÜR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.
10.	Shareholder resolution: Report on Risks of Supporting Abortion	DAGEGEN	DAGEGEN	
11.	Shareholder resolution: Disclose Lobbying Activities and Alignment with Public Policy Positions and Statements	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
12.	Shareholder resolution: Report on Effectiveness of the Company's Diversity, Equity, and Inclusion Efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
13.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Martin S. Craighead	DAFÜR	DAFÜR	
1.b	Re-elect Ms. Gloria Flach	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Matthew S. Levatich	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	

No.	Traktanden	Board	Ethos	
1	Approval of the 2022 financial statements	DAFÜR	DAFÜR	
2	Allocation of net result and distribution of dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.
3	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	
4	Determination of the number of members of the Board of Directors	DAFÜR	DAFÜR	
5	Determination of the Directors' term of office	DAFÜR	DAFÜR	
6	Election of the members of the Board of Directors			
6.1	Slate of nominees submitted by the Ministry of Economy	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	The alternative slates proposed under include a higher level of independent representation.
6.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	The alternative slates proposed under include a higher level of independent representation.
6.3	Slate of nominees submitted by Covalis Capital LLP	KEINE EMPFEHLUNG	● DAFÜR	The proposed slate would improve the level of independence of the board.
7	Appointment of the Chairman of the Board of Directors			
7.1	Appointment of Mr. Paolo Scaroni, proposed by the Ministry of Economy	KEINE EMPFEHLUNG	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
7.2	Appointment of Mr. Marco Mazzucchelli, proposed by Covalis Capital	ZURÜCK-GEZOGEN	● DAFÜR	The chairman is independent from the company and its shareholders.
8	Determination of the remuneration of the members of the Board of Directors	DAFÜR	DAFÜR	
9	Long-term incentive Plan 2023	DAFÜR	DAFÜR	
10.1	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
10.2	Advisory vote on the remuneration paid in 2022	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1	Approval of the statutory financial statements	DAFÜR	DAFÜR
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR
3	Approve allocation of income and dividend	DAFÜR	DAFÜR
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR
5	Approve authorisation to repurchase the company's own shares	DAFÜR	● DAGEGEN The repurchase price is too high.
	Election to the board		
6	Re-elect Ms. Marie-José Nadeau	DAFÜR	DAFÜR
7	Re-elect Mr. Patrice Durand	DAFÜR	DAFÜR
8	Approve the remuneration report	DAFÜR	DAFÜR
9	Approve the 2022 remuneration of Mr. Clamadieu, Non-Executive Chairman	DAFÜR	DAFÜR
10	Approve the 2022 remuneration of Ms Mac Gregor, CEO	DAFÜR	DAFÜR
11	Approve directors' fees	DAFÜR	DAFÜR
12	Approve the remuneration policy of Mr. Clamadieu, Non-Executive Chairman	DAFÜR	DAFÜR
13	Approve the remuneration policy of Ms Mac Gregor, CEO	DAFÜR	DAFÜR
14	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR
15	Authorise capital increases related to an all-employee share ownership plan for non-french employees	DAFÜR	DAFÜR
16	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR
17	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR
A	External shareholder resolution from the French State: Elect Ms. Lucie Muniesa	DAFÜR	DAFÜR
B	External shareholder resolution: Amendment to articles 21 and 24 of the bylaws to introduce a "say on climate" vote	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.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	
2.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.	Preparation and approval of the voting register	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4.	Approval of the agenda	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.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8b (i).	Discharge of Anthea Bath	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (ii).	Discharge of Lennart Evrell	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (iii).	Discharge of Johan Forssell	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (iv).	Discharge of Helena Hedblom	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (v).	Discharge of Jeane Hull	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (vi).	Discharge of Ronnie Leten	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (vii).	Discharge of Ulla Litzén	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (viii).	Discharge of Sigurd Mareels	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (ix).	Discharge of Astrid Skarheim Onsum	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (x).	Discharge of Anders Ullberg	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (xi).	Discharge of Kristina Kanestad	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (xii).	Discharge of Daniel Rundgren	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8b (xiii).	Discharge of the company CEO (Helena Hedblom)	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
8c.	Approve allocation of income and dividend	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
8d.	Approve remuneration report	DAFÜR	● DAGEGEN	The information provided is insufficient and lack of any long-term incentive plan.
9a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	
9b.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	
10.	Composition of the board of directors			
10a (i).	Re-elect Ms. Anthea Bath	DAFÜR	DAFÜR	
10a (ii).	Re-elect Mr. Lennart Evrell	DAFÜR	DAFÜR	
10a (iii).	Re-elect Mr. Johan Forssell	DAFÜR	DAFÜR	
10a (iv).	Re-elect Ms. Helena Hedblom	DAFÜR	DAFÜR	
10a (v).	Re-elect Ms. Jeane Hull	DAFÜR	DAFÜR	
10a (vi).	Re-elect Mr. Ronnie Leten	DAFÜR	DAFÜR	
10a (vii).	Re-elect Ms. Ulla Litzén	DAFÜR	DAFÜR	
10a (viii).	Re-elect Mr. Sigurd Mareels	DAFÜR	DAFÜR	
10a (ix).	Re-elect Ms. Astrid Onsum Skarheim	DAFÜR	DAFÜR	
10b.	Re-elect the chairman of the board of directors	DAFÜR	DAFÜR	
10c.	Election of auditor	DAFÜR	DAFÜR	
11a.	Approve directors' fees	DAFÜR	DAFÜR	
11b.	Approve auditors' fees	DAFÜR	DAFÜR	
12.	Approve share-related incentive plan 2023	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 2023	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. 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 2023	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	

No.	Traktanden	Board	Ethos
13e.	Authorisation to transfer own shares in connection with share-related incentive plans 2017, 2018, 2019 and 2020	DAFÜR	DAFÜR
14.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Nanci E. Caldwell	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Adaire Fox-Martin	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Ron Guerrier	ZURÜCK-GEZOGEN	● DAFÜR	Mr. Guerrier announced a few days prior to the AGM that he would not stand to re-election.
1d.	Re-elect Mr. Gary Hromadko	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1e.	Re-elect Mr. Charles Meyers	DAFÜR	DAFÜR	
1f.	Elect Mr. Thomas Olinger	DAFÜR	DAFÜR	
1g.	Re-elect Prof. Christopher Paisley	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h.	Elect Mr. Jeetu Patel	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1i.	Re-elect Ms. Sandra Rivera	DAFÜR	DAFÜR	
1j.	Elect Ms. Fidelma Russo	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1k.	Re-elect Mr. Peter Van Camp	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
3	Approve allocation of income and dividend	DAFÜR	● DAGEGEN	Scrip dividend issued with a 10% discount.
4	Approve co-optation of Mr. Mario Notari as board member to replace Mr. Leonardo Del Vecchio	DAFÜR	DAFÜR	
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	The board of directors cannot waive the non-compete clause of the chairman/CEO.
6	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
7	Approve the 2022 remuneration of Mr. Del Vecchio, chairman of the board of directors	DAFÜR	DAFÜR	
8	Approve the 2022 remuneration of Mr. Francesco Milleri, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.
9	Approve the 2022 remuneration of Mr. Paul du Saillant, Deputy CEO	DAFÜR	● DAGEGEN	Excessive variable and total remuneration.
10	Approve the remuneration policy of directors	DAFÜR	DAFÜR	
11	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.
12	Approve the remuneration policy of the Deputy CEO	DAFÜR	● DAGEGEN	Excessive total remuneration.
13	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
14	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
15	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	
16	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR	
17	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	● DAGEGEN	The discount is excessive.
18	Authorise capital increases related to an all-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.	Election of Directors with an Audit & Supervisory Committee		
2.1	Re-elect Mr. Yoshiharu Inaba	DAFÜR	<p>● DAGEGEN</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
2.2	Re-elect Mr. Kenji Yamaguchi	DAFÜR	DAFÜR
2.3	Elect Mr. Ryuji Sasuga	DAFÜR	DAFÜR
2.4	Re-elect Mr. Michael J. Cicco	DAFÜR	DAFÜR
2.5	Re-elect Ms. Naoko Yamazaki	DAFÜR	DAFÜR
2.6	Re-elect Mr. Hiroto Uozumi	DAFÜR	DAFÜR
2.7	Elect Ms. Yoko Takeda	DAFÜR	DAFÜR
3.1	Re-elect Mr. Toshiya Okada	DAFÜR	DAFÜR
3.2	Re-elect Prof. Hidetoshi Yokoi	DAFÜR	DAFÜR
3.3	Re-elect Ms. Mieko Tomita	DAFÜR	DAFÜR
3.4	Elect Mr. Shigeo Igashima	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1	Election of Directors on a Kansayaku board		
1.1	Re-elect Mr. Tadashi Yanai	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.2	Re-elect Mr. Nobumichi Hattori	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.3	Re-elect Mr. Masaaki Shintaku	DAFÜR	DAFÜR
1.4	Re-elect Mr. Naotake Ono	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1.5	Re-elect Ms. Kathy Matsui	DAFÜR	DAFÜR
1.6	Re-elect Mr. Joji Kurumado	DAFÜR	DAFÜR
1.7	Re-elect Mr. Yutaka Kyoya	DAFÜR	DAFÜR
1.8	Re-elect Mr. Takeshi Okazaki	DAFÜR	DAFÜR
1.9	Re-elect Mr. Kazumi Yanai	DAFÜR	DAFÜR
1.10	Re-elect Mr. Koji Yanai	DAFÜR	DAFÜR
2	Election of corporate auditors		
2.1	Re-elect Ms. Masumi Mizusawa as a Corporate Statutory Auditor	DAFÜR	DAFÜR
2.2	Elect Mr. Tomohiro Tanaka as a Corporate Statutory Auditor	DAFÜR	DAFÜR

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

No.	Traktanden	Board	Ethos
1	Election of Directors on a Kansayaku board		
1.1	Re-elect Mr. Takahito Tokita	DAFÜR	DAFÜR
1.2	Re-elect Mr. Hidenori Furuta	DAFÜR	DAFÜR
1.3	Re-elect Mr. Takeshi Isobe	DAFÜR	DAFÜR
1.4	Re-elect Mr. Masami Yamamoto	DAFÜR	DAFÜR
1.5	Re-elect Prof. Dr. Chiaki Mukai	DAFÜR	DAFÜR
1.6	Re-elect Mr. Atsushi Abe	DAFÜR	DAFÜR
1.7	Re-elect Prof. Yoshiko Kojo	DAFÜR	DAFÜR
1.8	Re-elect Mr. Kenichiro Sasae	DAFÜR	DAFÜR
1.9	Elect Mr. Brian Gill	DAFÜR	DAFÜR
2	Election of Mr. Koji Hatsukawa as a Corporate Auditor	DAFÜR	DAFÜR
3	Approve introduction of a new RSU plan for independent directors	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. R. Kerry Clark	DAFÜR	DAFÜR
1b.	Re-elect Ms. C. Kim Goodwin	DAFÜR	DAFÜR
1c.	Re-elect Mr. Jeffrey L. Harmening	DAFÜR	● DAGEGEN Combined chairman and CEO.
1d.	Re-elect Ms. Maria G. Henry	DAFÜR	DAFÜR
1e.	Re-elect Ms. Jo Ann Jenkins	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1f.	Re-elect Ms. Elizabeth C. Lempres	DAFÜR	DAFÜR
1g.	Re-elect Ms. Diane L. Neal	DAFÜR	DAFÜR
1h.	Re-elect Mr. Steve Odland	DAFÜR	● DAGEGEN The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i.	Re-elect Ms. Maria A. Sastre	DAFÜR	DAFÜR
1j.	Re-elect Mr. Eric D. Sprunk	DAFÜR	DAFÜR
1k.	Re-elect Mr. Jorge A. Uribe	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.	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.	Advisory vote on right to call a special meeting at a 25% ownership threshold	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.	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	● DAGEGEN	The director is 75 years old, which exceeds guidelines.
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. An important part of the variable remuneration is based on continued employment only.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
6.	Shareholder resolution: Require More Director Nominations Than Open Seats	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	DAGEGEN	
8.	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	DAGEGEN	● DAFÜR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.

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

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Thomas F. Frist III	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Samuel N. Hazen	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Meg G. Crofton	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Robert J. Dennis	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR	
1.f	Re-elect Mr. William R. Frist	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.h	Re-elect Mr. Michael W. Michelson	DAFÜR	DAFÜR	
1.i	Re-elect Dr. med. Wayne J. Riley	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Andrea B. Smith	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	To approve the 2023 Employee Stock Purchase Plan	DAFÜR	DAFÜR	
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: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
6	Shareholder resolution: Amend patient safety and quality of care committee charter	DAGEGEN	● DAFÜR	We support corporate policies aiming to deliver safe patient care with adequate staffing levels.

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. Dominik von Achten (CEO)	DAFÜR	DAFÜR
3.2	Approve Discharge of Management Board member René Aldach	DAFÜR	DAFÜR
3.3	Approve Discharge of Management Board member Kevin Gluskie	DAFÜR	DAFÜR
3.4	Approve Discharge of Management Board member Hakan Gurdal	DAFÜR	DAFÜR
3.5	Approve Discharge of Management Board member Ernest Jelito	DAFÜR	DAFÜR
3.6	Approve Discharge of Management Board member Dr. Nicola Kimm	DAFÜR	DAFÜR
3.7	Approve Discharge of Management Board member Dennis Lentz	DAFÜR	DAFÜR
3.8	Approve Discharge of Management Board member Jon Morrish	DAFÜR	DAFÜR
3.9	Approve Discharge of Management Board member Chris Ward	DAFÜR	DAFÜR
4.1	Approve Discharge of Supervisory Board member Fritz-Jürgen Heckmann (Chairman and member until 12 May 2022)	DAFÜR	DAFÜR
4.2	Approve Discharge of Supervisory Board member Dr. Bernd Scheifele (member and Chairman since 12 May 2022)	DAFÜR	DAFÜR
4.3	Approve Discharge of Supervisory Board member Heinz Schmitt (Vice Chairman)	DAFÜR	DAFÜR
4.4	Approve Discharge of Supervisory Board member Barbara Breuninger	DAFÜR	DAFÜR
4.5	Approve Discharge of Supervisory Board member Birgit Jochens	DAFÜR	DAFÜR
4.6	Approve Discharge of Supervisory Board member Ludwig Merckle	DAFÜR	DAFÜR
4.7	Approve Discharge of Supervisory Board member Tobias Merckle (member until 12 May 2022)	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
4.8	Approve Discharge of Supervisory Board member Luka Mucic	DAFÜR	DAFÜR	
4.9	Approve Discharge of Supervisory Board member Dr. Ines Ploss	DAFÜR	DAFÜR	
4.10	Approve Discharge of Supervisory Board member Peter Riedel	DAFÜR	DAFÜR	
4.11	Approve Discharge of Supervisory Board member Werner Schraeder	DAFÜR	DAFÜR	
4.12	Approve Discharge of Supervisory Board member Margret Suckale	DAFÜR	DAFÜR	
4.13	Approve Discharge of Supervisory Board member Dr. Sopna Sury (member since 12 May 2022)	DAFÜR	DAFÜR	
4.14	Approve Discharge of Supervisory Board member Univ.-Prof. Dr. Marion Weissenberger-Eibl	DAFÜR	DAFÜR	
5	Appoint the Auditors	DAFÜR	DAFÜR	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.
7	Approve an inter-company agreement	DAFÜR	DAFÜR	
8	Amend Articles: Company name (Article 1)	DAFÜR	DAFÜR	
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	
10	Amend Articles: Virtual general meetings (Article 16)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
11	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 16)	DAFÜR	DAFÜR	
12	Authorise Share Repurchase	DAFÜR	DAFÜR	
13	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	
14	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2023 as well as related amendments to the Articles of Association	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Receive the Annual Report and Approve the Annual Financial Statements	DAFÜR	DAFÜR	
2	Approve the Dividend	DAFÜR	DAFÜR	
3	Approve Discharge of Personally Liable Partner	DAFÜR	DAFÜR	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	
5	Approve Discharge of Shareholders' Committee	DAFÜR	DAFÜR	
6	Appoint the Auditors	DAFÜR	DAFÜR	
	Supervisory Board main features			
7	Elections to the Supervisory Board: Laurent Martinez	DAFÜR	DAFÜR	
8	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. Concerns over the severance payments which are considered excessive.
9	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. Concerns over the severance payments which are considered excessive.
10	Amend Articles: Virtual general meetings (Article 19 (4))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
11	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 23 (7))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual attendance of supervisory board members at general meetings without any adequate justification.
12	Authorise Share Repurchase	DAFÜR	DAFÜR	
13	Authorise Share Repurchase by use of Equity Derivatives and via Multilateral Trading Facilities	DAFÜR	DAFÜR	
14	Approve an inter-company agreement	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
3	Executive management discharge	DAFÜR	DAFÜR	
4	Approve allocation of income and dividend	DAFÜR	DAFÜR	
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	
6	Approve a treasury share buy-back and disposal programm	DAFÜR	DAFÜR	
7	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive fixed remuneration.
8	Approve the 2022 remuneration of Mr. Alex Dumas, CEO	DAFÜR	● DAGEGEN	Excessive fixed remuneration.
9	Approve the 2022 remuneration of the company Émile Hermès SAS, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration.
10	Approve the 2022 remuneration of Mr. Éric de Seynes, Chairman	DAFÜR	DAFÜR	
11	Approve the remuneration policy of the CEOs	DAFÜR	● DAGEGEN	Excessive total remuneration.
12	Approve directors' fees Elections to the board of directors	DAFÜR	DAFÜR	
13	Re-elect Ms. Dorothee Altmayer	DAFÜR	DAFÜR	
14	Re-elect Ms. Monique Cohen	DAFÜR	DAFÜR	
15	Re-elect Mr. Renaud Momméja	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.
16	Re-elect Mr. Eric de Seynes	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.
17	Re-elect PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	
18	Re-elect Grant Thornton Audit as auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
19	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
20	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	
21	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.
22	Delegation to issue shares and capital securities by public offering	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.
23	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	
24	Delegation to issue shares and capital securities by private placement	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	● DAGEGEN	Proposal does not expressly prohibit its use during a public takeover period.
26	Delegation to decide of operations involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.
27	Delegation to issue shares and capital for operations involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.
28	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The information provided is insufficient.
29	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	<p>● DAGEGEN</p> <p>Concerns over the director's time commitments.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1c.	Re-elect Ms. Charlene T. Begley	DAFÜR	DAFÜR
1d.	Re-elect Mr. Chris Carr	DAFÜR	DAFÜR
1e.	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR
1f.	Re-elect Mr. Raymond E. Mabus Jr.	DAFÜR	<p>● DAGEGEN</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1g.	Re-elect Ms. Judith A. McHale	DAFÜR	<p>● DAGEGEN</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
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	<p>● DAGEGEN</p> <p>The auditor's long tenure raises independence concerns.</p>
3.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Gerard J. Arpey	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Ari Bousbib	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non-independent director and the board size is excessive.
1.c	Re-elect Mr. Jeffery H. Boyd	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Gregory D. Brenneman	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Mr. J. Frank Brown	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Albert P. Carey	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Edward P. Decker	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.h	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	
1.j	Re-elect Mr. Manuel Kadre	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.k	Re-elect Ms. Stephanie C. Linnartz	DAFÜR	DAFÜR	
1.l	Re-elect Ms. Paula Santilli	DAFÜR	DAFÜR	
1.m	Re-elect Ms. Caryn Seidman-Becker	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	
7	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
8	Shareholder resolution: Rescission of 2022 Racial Equity Audit Proposal	DAGEGEN	DAGEGEN	
9	Shareholder resolution: Encourage Senior Management Commitment to Avoid Political Speech	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos
	Election of Directors (with 3-committees)		
1.1	Re-elect Mr. Hiroaki Yoshihara	DAFÜR	DAFÜR
1.2	Re-elect Mr. Yasuyuki Abe	DAFÜR	DAFÜR
1.3	Re-elect Ms. Takayo Hasegawa	DAFÜR	DAFÜR
1.4	Re-elect Ms. Mika Nishimura	DAFÜR	DAFÜR
1.5	Elect Mr. Mototsugu Sato	DAFÜR	DAFÜR
1.6	Re-elect Mr. Eiichiro Ikeda	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.7	Re-elect Mr. Ryo Hirooka	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	DAFÜR	DAFÜR	
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
	Elections to the board of directors			
3(a)	Elect Ms. Geraldine Buckingham	DAFÜR	DAFÜR	
3(b)	Elect Mr. Georges Elhedery	DAFÜR	DAFÜR	
3(c)	Elect Ms. Kalpana Morparia	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.
3(d)	Re-elect Ms. Rachel Duan	DAFÜR	DAFÜR	
3(e)	Re-elect Dame Carolyn Fairbairn	DAFÜR	DAFÜR	
3(f)	Re-elect Mr. James Forese	DAFÜR	DAFÜR	
3(g)	Re-elect Mr. Steven Craig Guggenheimer	DAFÜR	DAFÜR	
3(h)	Re-elect Mr. José Antonio Meade Kuribreña	DAFÜR	DAFÜR	
3(i)	Re-elect Ms. Eileen K. Murray	DAFÜR	DAFÜR	
3(j)	Re-elect Mr. David Nish	DAFÜR	DAFÜR	
3(k)	Re-elect Mr. Noel Quinn	DAFÜR	DAFÜR	
3(l)	Re-elect Mr. Mark Tucker	DAFÜR	DAFÜR	
4	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	
5	Auditor's remuneration	DAFÜR	DAFÜR	
6	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
7	Authority to allot shares	DAFÜR	DAFÜR	
8	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
9	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
10	Addition of any repurchased shares to general authority to allot shares	DAFÜR	DAFÜR	
11	Authority to purchase own shares	DAFÜR	● DAGEGEN	Contrary to best practice, the dividend is not put to the vote.
12	Approval of form of share repurchase contract	DAFÜR	DAFÜR	
13	Directors' authority to issue Contingent Convertible Securities	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.
14	Limited disapplication of pre-emption rights in relation to the issue of Contingent Convertible Securities	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.
15	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
16	Shareholder requisitioned resolution – Midland Clawback Campaign	DAGEGEN	DAGEGEN
17	Shareholder requisitioned resolution – Strategy Review	DAGEGEN	DAGEGEN
18	Shareholder requisitioned resolution – Dividend Policy	DAGEGEN	DAGEGEN

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a	Re-elect Dr. med. Raquel C. Bono	DAFÜR	DAFÜR	
1b	Re-elect Mr. Bruce D. Broussard	DAFÜR	DAFÜR	
1c	Re-elect Mr. Frank A. D'Amelio	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1d	Re-elect Dr. med. David T. Feinberg	DAFÜR	DAFÜR	
1e	Re-elect Dr. med. Wayne A.I. Frederick	DAFÜR	DAFÜR	
1f	Re-elect Mr. John W. Garratt	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1g	Re-elect Mr. Kurt J. Hilzinger	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h	Re-elect Ms. Karen W. Katz	DAFÜR	DAFÜR	
1i	Re-elect Ms. Marcy S. Klevorn	DAFÜR	DAFÜR	
1j	Re-elect Mr. William J. McDonald	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k	Re-elect Mr. Jorge S. Mesquita	DAFÜR	DAFÜR	
1l	Elect Mr. Brad D. 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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Daniel J. Brutto	DAFÜR	DAFÜR	
1.b	Re-elect Ms. Susan Crown	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Re-elect Mr. Darrell L. Ford	DAFÜR	DAFÜR	
1.d	Elect Ms. Kelly J. Grier	DAFÜR	DAFÜR	
1.e	Re-elect Mr. James W. Griffith	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Jay L. Henderson	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Richard H. Lenny	DAFÜR	DAFÜR	
1.h	Re-elect Mr. E. Scott Santi	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.i	Re-elect Mr. David B. Smith Jr.	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Pamela B. Strobel	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board.

No.	Traktanden	Board	Ethos
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2a.	Report of the executive board for the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2b.	Approve remuneration report	DAFÜR	DAFÜR
3a.	Presentation of the auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
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.	Elect Ms. Valerie Diele-Braun to the executive board	DAFÜR	DAFÜR
6.	Election of auditor: Deloitte	DAFÜR	DAFÜR
7.	Election of auditor: Ernst & Young	DAFÜR	DAFÜR
8a.	Authorisation to issue shares	DAFÜR	DAFÜR
8b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR
9.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
10.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

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 2022	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Report of the supervisory board for the financial year 2022	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2c.	Approve remuneration report	DAFÜR	DAFÜR	
2d.	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	● DAGEGEN	Legal proceedings have been instituted or a criminal conviction is brought against the board of directors concerning the conduct of the company's affairs.
4b.	Discharge of supervisory board	DAFÜR	● DAGEGEN	Legal proceedings have been instituted or a criminal conviction is brought against the board of directors concerning the conduct of the company's affairs.
5.	Election of auditor	DAFÜR	DAFÜR	
6.	Re-elect Mr. Tanate Phutrakul as member of the executive board	DAFÜR	DAFÜR	
7.	Composition of the supervisory board			
7a.	Elect Ms. Alexandra Reich	DAFÜR	DAFÜR	
7b.	Elect Mr. Karl Guha	DAFÜR	DAFÜR	
7c.	Re-elect Ms. Herna Verhagen	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
7d.	Re-elect Mr. Mike Rees	DAFÜR	DAFÜR	
8a.	Authorisation to issue shares	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.
8b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	
9.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	
10.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The company proposes to cancel shares despite its deteriorated performance.

No.	Traktanden	Board	Ethos
1	2022 annual report and accounts	DAFÜR	DAFÜR
2	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.
3	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.
4	Final dividend	DAFÜR	DAFÜR
	Elections to the board of directors		
5(a)	Elect Mr. Michael Glover	DAFÜR	DAFÜR
5(b)	Elect Dr. Byron Grote	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
5(c)	Elect Ms. Deanna Oppenheimer	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
5(d)	Re-elect Mr. Graham Allan	DAFÜR	DAFÜR
5(e)	Re-elect Mr. Keith Barr	DAFÜR	DAFÜR
5(f)	Re-elect Ms. Daniela Barone Soares	DAFÜR	DAFÜR
5(g)	Re-elect Mr. Arthur de Haast	DAFÜR	DAFÜR
5(h)	Re-elect Ms. Duriya Farooqui	DAFÜR	DAFÜR
5(i)	Re-elect Ms. Jo Harlow	DAFÜR	● DAGEGEN Non independent member of the remuneration committee which is not best UK market practice.
5(j)	Re-elect Mr. Elie Maalouf	DAFÜR	● DAGEGEN Executive director. The number of executives on the board exceeds market practice.
5(k)	Re-elect Ms. Sharon Rothstein	DAFÜR	DAFÜR
6	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR
7	Auditor's remuneration	DAFÜR	DAFÜR
8	Political donations and political expenditure	DAFÜR	DAFÜR
9	Adoption of new Deferred Award Plan rules	DAFÜR	● DAGEGEN An important part of the variable remuneration is not subject to challenging long-term performance conditions.
10	Authority to allot shares	DAFÜR	DAFÜR
11	General authority to disapply pre-emption rights	DAFÜR	DAFÜR
12	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR
13	Authority to purchase own shares	DAFÜR	DAFÜR
14	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.a	Re-elect Ms. Sharon Y. Bowen	DAFÜR	DAFÜR	
1.b	Re-elect Ms. Shantella E. Cooper	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Duriya M. Farooqui	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Lord William Jefferson Hague	DAFÜR	DAFÜR	
1.e	Re-elect Mr. Mark F. Mulhern	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Thomas E. Noonan	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Caroline L. Silver	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Jeffrey C. Sprecher	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.i	Re-elect Ms. Judith A. Sprieser	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.j	Re-elect Ms. Martha A. Tirinnanzi	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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	DAGEGEN	

No.	Traktanden	Board	Ethos
1	Approval of the 2022 financial statements	DAFÜR	DAFÜR
2	Allocation of net result and distribution of dividend	DAFÜR	DAFÜR
3	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN Excessive fixed remuneration.
4	Advisory vote on remuneration paid in 2022	DAFÜR	● DAGEGEN Excessive fixed remuneration.
5	2023 Annual Incentive Plan based on financial instruments	DAFÜR	DAFÜR
6	Authorization to purchase and dispose of own shares to serve Incentive Plans	DAFÜR	DAFÜR
7	Authorization to purchase and dispose of own shares for trading purposes	DAFÜR	DAFÜR

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 K. 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. Thomas Szkutak	DAFÜR	DAFÜR
1.i	Re-elect Mr. Raul Vazquez	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 amended and restated Employee Stock Purchase Plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a	Re-elect Ms. Carol Burt	DAFÜR	DAFÜR	
1b	Re-elect Ms. Colleen A. Goggins	DAFÜR	DAFÜR	
1c	Re-elect Ms. Sheila A. Stamps	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.
3	Call a Special Meeting at 25% Threshold	DAFÜR	DAFÜR	
4	Shareholder resolution: Call a Special Meeting at 10% Threshold	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board.
6	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1	Approve Allocation of Income and Dividend	DAFÜR	DAFÜR	
	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Masahiro Okafuji	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.2	Re-elect Mr. Keita Ishii	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.3	Re-elect Mr. Fumihiko Kobayashi	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.4	Re-elect Mr. Tsuyoshi Hachimura	DAFÜR	DAFÜR	
2.5	Re-elect Mr. Hiroyuki Tsubai	DAFÜR	DAFÜR	
2.6	Re-elect Mr. Hiroyuki Naka	DAFÜR	DAFÜR	
2.7	Re-elect Prof. Dr. Masatoshi Kawana	DAFÜR	DAFÜR	
2.8	Re-elect Ms. Makiko Nakamori	DAFÜR	DAFÜR	
2.9	Re-elect Mr. Kunio Ishizuka	DAFÜR	DAFÜR	
2.10	Elect Ms. Akiko Ito	DAFÜR	DAFÜR	
	Election of 4 Corporate Auditors			
3.1	Elect Ms. Yoshiko Matoba as a Corporate Auditor	DAFÜR	DAFÜR	
3.2	Re-elect Mr. Kentaro Uryu as a Corporate Auditor	DAFÜR	DAFÜR	
3.3	Elect Mr. Tsutomu Fujita as a Corporate Auditor	DAFÜR	DAFÜR	
3.4	Elect Ms. Kumi Kobayashi as a Corporate Auditor	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Jean Blackwell	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Pierre Cohade	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Michael E. Daniels	DAFÜR	DAFÜR	
1.d	Re-elect Mr. W. Roy Dunbar	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Gretchen R. Haggerty	DAFÜR	DAFÜR	
1.f	Elect Dr. Ayesha Khanna	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Simone Menne	DAFÜR	DAFÜR	
1.h	Re-elect Mr. George R. Oliver	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.i	Re-elect Mr. Jürgen Tinggren	DAFÜR	DAFÜR	
1.j	Re-elect Mr. Mark Vergnano	DAFÜR	DAFÜR	
1.k	Re-elect Mr. John D. Young	DAFÜR	DAFÜR	
2.a	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
2.b	Authorise the audit committee 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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
7	Authorisation for directors to allot shares	DAFÜR	DAFÜR	
8	Authorisation for directors to allot shares without pre-emptive rights	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
ANNUAL GENERAL MEETING				
1.	Report of the board of directors on the annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Report of the statutory auditor on the annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.	Review of the consolidated annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	
5.	Approve remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.
6.	Discharge of members of the board of directors	DAFÜR	DAFÜR	
7.	Discharge of the statutory auditor	DAFÜR	DAFÜR	
8.	Approve auditors' fees	DAFÜR	DAFÜR	
9.	Composition of the board of directors			
9a.	Re-elect Mr. Koenraad Debackere	DAFÜR	DAFÜR	
9b.	Re-elect Mr. Alain Bostoën	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.
9c.	Re-elect Mr. Franky Depickere	DAFÜR	● DAGEGEN	Non-independent chairman of the risk committee. The independence of this committee is insufficient.
9d.	Re-elect Mr. Frank Donck	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
9e.	Elect Mr. Marc De Ceuster	DAFÜR	DAFÜR	
9f.	Elect Mr. Raf Sels	DAFÜR	DAFÜR	
10.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
EXTRAORDINARY GENERAL MEETING				
1.	Special report of the board of directors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.1.	Authorisation to issue shares without pre-emptive rights	DAFÜR	DAFÜR	
2.2.	Authorisation to issue shares with pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.
3.	To insert a transitional provision in Article 7 of the Articles of Association	DAFÜR	DAFÜR	
4.	Amendment of Article 8 of the Articles of Association	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
5.	To insert a second paragraph in Article 11 of the Articles of Association	DAFÜR	DAFÜR
6.	Amendment of Article 17 of the Articles of Association	DAFÜR	DAFÜR
7.	Amendment of Article 20 of the Articles of Association	DAFÜR	DAFÜR
8.	To delete the transitional provision in Article 23 of the Articles of Association	DAFÜR	DAFÜR
9.	To grant a power of attorney to draw up and sign the consolidated text	DAFÜR	DAFÜR
10.	To grant authorisation for implementation of the motions passed	DAFÜR	DAFÜR
11.	To grant a power of attorney to effect the requisite formalities with the Crossroads Bank for Enterprises and the tax authorities	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Approve Allocation of Income and Dividend	DAFÜR	DAFÜR	
2.	Amend articles of incorporation: Business purpose of the company	DAFÜR	DAFÜR	
3.	Election of Directors on a Kansayaku board			
3.1	Re-elect Mr. Takashi Tanaka	DAFÜR	● DAGEGEN	Executive chairman. 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. Toshitake Amamiya	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
3.4	Re-elect Mr. Kazuyuki Yoshimura	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
3.5	Elect Mr. Yasuaki Kuwahara	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
3.6	Elect Mr. Hiromichi Matsuda	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 Prof. Shigeki Goto	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
3.10	Re-elect Mr. Tsutomu Tannowa	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
3.11	Re-elect Ms. Junko Okawa	DAFÜR	DAFÜR	
3.12	Elect Ms. Kyoko Okumiya	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.

No.	Traktanden	Board	Ethos
1	2022 annual report and accounts	DAFÜR	DAFÜR
2	Final dividend	DAFÜR	DAFÜR
	Elections to the board of directors		
3(a)	Elect Mr. Patrick Rohan	DAFÜR	DAFÜR
4(a)	Re-elect Mr. Gerry Behan	DAFÜR	DAFÜR
4(b)	Re-elect Mr. Hugh Brady	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.
4(c)	Re-elect Ms. Fiona Dawson	DAFÜR	DAFÜR
4(d)	Re-elect Dr. Karin Louise Dorrepaal	DAFÜR	DAFÜR
4(e)	Re-elect Ms. Emer Gilvarry	DAFÜR	DAFÜR
4(f)	Re-elect Mr. Michael T. Kerr	DAFÜR	DAFÜR
4(g)	Re-elect Ms. Marguerite Larkin	DAFÜR	DAFÜR
4(h)	Re-elect Mr. Tom Moran	DAFÜR	DAFÜR
4(i)	Re-elect Mr. Christopher Rogers	DAFÜR	DAFÜR
4(j)	Re-elect Mr. Edmond Scanlon	DAFÜR	DAFÜR
4(k)	Re-elect Dr. iur. Jinlong Wang	DAFÜR	DAFÜR
5	Auditor's remuneration	DAFÜR	DAFÜR
6	Authority to call extraordinary general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.
7	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN The pay-for-performance connection is not demonstrated.
8	Authority to allot shares	DAFÜR	DAFÜR
9	General authority to disapply pre-emption rights	DAFÜR	DAFÜR
10	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR
11	Authority to purchase own shares	DAFÜR	DAFÜR
12	All Employee Share Plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Sylvia M. Burwell	DAFÜR	DAFÜR	
1.2	Re-elect Mr. John W. Culver	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Michael D. Hsu	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.4	Re-elect Dr. Mae C. Jemison	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.5	Re-elect Mr. S. Todd Maclin	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Deirdre Mahlan	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Sherilyn S. McCoy	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Christa S. Quarles	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.9	Re-elect Mr. Jaime A. Ramirez	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Dunia A. Shive	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Mark T. Smucker	DAFÜR	DAFÜR	
1.12	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. An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	DAFÜR	DAFÜR	
2	Final dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.
Elections to the board of directors				
3(a)	Re-elect Mr. Jost Massenberg	DAFÜR	DAFÜR	
3(b)	Re-elect Mr. Gene M. Murtagh	DAFÜR	DAFÜR	
3(c)	Re-elect Mr. Geoff Doherty	DAFÜR	DAFÜR	
3(d)	Re-elect Mr. Russell Shiels	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.
3(e)	Re-elect Mr. Gilbert McCarthy	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.
3(f)	Re-elect Ms. Linda Hickey	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
3(g)	Re-elect Ms. Anne Heraty	DAFÜR	DAFÜR	
3(h)	Re-elect Ms. Éimear Moloney	DAFÜR	DAFÜR	
3(i)	Re-elect Mr. Paul Murtagh	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.
3(j)	Elect Mr. Senan Murphy	DAFÜR	DAFÜR	
4	Auditor's remuneration	DAFÜR	DAFÜR	
5	Advisory vote on directors' remuneration report	DAFÜR	DAFÜR	
6	Non-executive directors' fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is not justified.
7	Authority to allot shares	DAFÜR	DAFÜR	
8	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
9	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
10	Authority to purchase own shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
11	Authority to reissue treasury shares	DAFÜR	DAFÜR	
12	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	Delisting of the ordinary shares from the Official List of the Financial Conduct Authority and removing from trading on the London Stock Exchange's Main Market	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1	Dividend Allocation	DAFÜR	DAFÜR
	Election of Directors on a Kansayaku board		
2.1	Re-elect Mr. Tetsuji Ohashi	DAFÜR	DAFÜR
2.2	Re-elect Mr. Hiroyuki Ogawa	DAFÜR	DAFÜR
2.3	Re-elect Mr. Masayuki Moriyama	DAFÜR	DAFÜR
2.4	Re-elect Mr. Takeshi Horikoshi	DAFÜR	DAFÜR
2.5	Re-elect Mr. Takeshi Kunibe	DAFÜR	DAFÜR
2.6	Re-elect Mr. Arthur M. Mitchell	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
2.7	Re-elect Ms. Naoko Saiki	DAFÜR	DAFÜR
2.8	Re-elect Mr. Michitaka Sawada	DAFÜR	DAFÜR
2.9	Elect Ms. Mitsuko Yokomoto	DAFÜR	DAFÜR
3	Election of Ms. Mariko Matsumura as Corporate Auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2.	Announcement of intended appointments to the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2a.	Announcement of the intended appointment of Ms. Chantal Vergouw to the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2b.	Announcement of the intended appointment of Mr. Wouter Stammeijer to the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
	Composition of the supervisory board		
3.	Opportunity to make recommendations for the appointment of (a) member(s) of the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
4.	Elect Ms. Marga De Jager	DAFÜR	DAFÜR
5.	Any other business and closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a	Re-elect Ms. Sallie B. Bailey	DAFÜR	DAFÜR	
1b	Re-elect Mr. Peter W. Chiarelli	DAFÜR	DAFÜR	
1c	Re-elect Mr. Thomas A. Dattilo	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1d	Re-elect Mr. Roger B. Fradin	DAFÜR	DAFÜR	
1e	Elect Ms. Joanna L. Geraghty	DAFÜR	DAFÜR	
1f	Re-elect Mr. Harry B. Harris Jr.	DAFÜR	DAFÜR	
1g	Re-elect Mr. Lewis Hay III	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h	Re-elect Mr. Christopher E. Kubasik	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1i	Re-elect Ms. Rita S. Lane	DAFÜR	DAFÜR	
1j	Re-elect Mr. Robert B. Millard	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k	Elect Mr. Edward A. Rice Jr.	DAFÜR	DAFÜR	
1l	Elect Ms. Christina L. Zamarro	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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: Transparency in regard to Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.a	Re-elect Mr. Sohail U. Ahmed	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Timothy M. Archer	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Eric K. Brandt	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Michael R. Cannon	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1.e	Elect Mr. John M. Dineen	DAFÜR	DAFÜR	
1.f	Elect Dr. Ho Kyu Kang	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Bethany J. Mayer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.h	Re-elect Ms. Jyoti K. Mehra	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Abhijit Y. Talwalkar	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.j	Re-elect Dr. Lih-Shyng Rick Tsai	DAFÜR	DAFÜR	
1.k	Re-elect Ms. Leslie F. Varon	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.	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.

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	DAFÜR	DAFÜR	
2	Final dividend	DAFÜR	DAFÜR	
3	Climate Transition Plan	DAFÜR	DAFÜR	
	Elections to the board of directors			
4	Elect Ms. Carolyn Johnson	DAFÜR	DAFÜR	
5	Elect Mr. Tushar Morzaria	DAFÜR	DAFÜR	
6	Re-elect Ms. Henrietta Baldock	DAFÜR	DAFÜR	
7	Re-elect Ms. Nilufer von Bismarck OBE	DAFÜR	DAFÜR	
8	Re-elect Mr. Philip Broadley	DAFÜR	DAFÜR	
9	Re-elect Mr. Jeffrey Davies	DAFÜR	DAFÜR	
10	Re-elect Sir John Kingman	DAFÜR	DAFÜR	
11	Re-elect Ms. Lesley Knox OBE	DAFÜR	DAFÜR	
12	Re-elect Mr. George Lewis	DAFÜR	DAFÜR	
13	Re-elect Mr. Ric Lewis	DAFÜR	DAFÜR	
14	Re-elect Ms. Laura Wade-Gery	DAFÜR	DAFÜR	
15	Re-elect Sir Nigel Wilson	DAFÜR	DAFÜR	
16	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	
17	Auditor's remuneration	DAFÜR	DAFÜR	
18	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards.
19	Advisory vote on directors' remuneration report	DAFÜR	DAFÜR	
20	Directors' fee limit	DAFÜR	● DAGEGEN	The proposed increase is excessive and not justified.
21	Authority to allot shares	DAFÜR	DAFÜR	
22	Additional authority to allot shares in respect of contingent convertible securities (CCS)	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.
23	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
24	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
25	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
26	Additional authority to disapply pre-emption rights in connection with the issue of CCS	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.
27	Authority to purchase own shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
28	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	Approval of the statutory financial statements	DAFÜR	DAFÜR	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	
4	Elect Mazars as auditors	DAFÜR	DAFÜR	
5	Approve the remuneration report	DAFÜR	DAFÜR	
6	Approve the 2022 remuneration of Ms. Garcia-Poveda, chairwoman	DAFÜR	DAFÜR	
7	Approve the 2022 remuneration of Mr. Coquart, CEO	DAFÜR	DAFÜR	
8	Approve the remuneration policy of the chairwoman	DAFÜR	DAFÜR	
9	Approve the remuneration policy of the CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
10	Approve the remuneration policy of directors	DAFÜR	DAFÜR	
	Elections to the board of directors			
11	Re-elect Ms. Isabelle Boccon-Gibod	DAFÜR	DAFÜR	
12	Re-elect Mr. Benoît Coquart	DAFÜR	● DAGEGEN	Executive director and the board size is excessive.
13	Re-elect Ms. Angeles Garcia-Poveda	DAFÜR	DAFÜR	
14	Re-elect Mr. Michel Landel	DAFÜR	DAFÜR	
15	Elect Ms. Valérie Chort	DAFÜR	DAFÜR	
16	Elect Ms. Clare Scherrer	DAFÜR	DAFÜR	
17	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high.
18	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
19	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
	Court meeting		
C.1	Approve Scheme of Arrangement	DAFÜR	DAFÜR
	Extraordinary general meeting		
E.1	Approve Scheme of Arrangement	DAFÜR	DAFÜR
E.2	Amend Articles of Association	DAFÜR	DAFÜR
E.3	Approve Common Draft Terms of Merger	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
Elections to the board of directors				
1a	Re-elect Mr. Stephen F. Angel	DAFÜR	● DAGEGEN	Non independent chairman (former CEO), which is not best practice.
1b	Re-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	Elect Mr. Hugh Grant	DAFÜR	DAFÜR	
1f	Re-elect Mr. Joe Kaeser	DAFÜR	DAFÜR	
1g	Re-elect Dr. Victoria E. Ossadnik	DAFÜR	DAFÜR	
1h	Re-elect Prof. Dr. Martin H. Richenhagen	DAFÜR	● DAGEGEN	Chairman of the audit committee and the tenure of the external auditors significantly exceeds market practice.
1i	Re-elect Mr. Alberto Weisser	DAFÜR	DAFÜR	
1j	Re-elect Mr. Robert L. Wood	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
2a	Re-appoint PricewaterhouseCoopers as auditors (advisory vote)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
2b	Auditor's remuneration (advisory vote)	DAFÜR	DAFÜR	
3	Advisory vote on the named executive officers' compensation under US law)	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4	Amendments to Linde's Memorandum and Articles of Association	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts Elections to the board of directors	DAFÜR	DAFÜR	
2	Elect Ms. Catherine Turner	DAFÜR	DAFÜR	
3	Elect Mr. Scott Wheway	DAFÜR	DAFÜR	
4	Re-elect Mr. Robin Budenberg CBE	DAFÜR	DAFÜR	
5	Re-elect Mr. Charlie Nunn	DAFÜR	DAFÜR	
6	Re-elect Mr. William Chalmers	DAFÜR	DAFÜR	
7	Re-elect Mr. Alan Dickinson	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
8	Re-elect Ms. Sarah Catherine Legg	DAFÜR	DAFÜR	
9	Re-elect Lord James Lupton CBE	DAFÜR	DAFÜR	
10	Re-elect Ms. Amanda Mackenzie OBE	DAFÜR	DAFÜR	
11	Re-elect Ms. Harmeen Mehta	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
12	Re-elect Ms. Catherine Woods	DAFÜR	DAFÜR	
13	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards.
14	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Amounts excessive due to introduction of pay allowance to circumvent the banking bonus cap introduced in 2014 in the European Union.
15	Final dividend	DAFÜR	DAFÜR	
16	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	
17	Auditor's remuneration	DAFÜR	DAFÜR	
18	Lloyds Banking Group Long Term Incentive Plan 2023	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
19	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
20	Authority to allot shares	DAFÜR	DAFÜR	
21	Directors' authority to issue of Regulatory Capital Convertible Instruments	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.
22	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
23	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
24	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.
25	Authority to purchase own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the current uncertainty in the bank sector.
26	Authority to purchase preference shares	DAFÜR	DAFÜR	

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

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

No.	Traktanden	Board	Ethos
20	Approval of the proposed partial contribution of assets subject to the demerger regime granted by the Company to its L'Oréal International Distribution subsidiary	DAFÜR	DAFÜR
21	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	Elect Mr. Scott H. Baxter	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Sandra B. Cochran	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Laurie Z. Douglas	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Richard W. Dreiling	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Marvin R. Ellison	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1.8	Re-elect Mr. Daniel J. Heinrich	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Brian C. Rogers	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Bertram L. Scott	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Colleen Taylor	DAFÜR	DAFÜR	
1.12	Re-elect Ms. Mary Beth West	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Michael Casey	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 16 years, which exceeds guidelines.</p>
1b.	Re-elect Mr. Glenn K. Murphy	DAFÜR	DAFÜR
1c.	Re-elect Mr. David Mussafer	DAFÜR	DAFÜR
1d.	Elect Ms. Isabel Ge Mahe	DAFÜR	DAFÜR
2.	Re-election of the auditor	DAFÜR	DAFÜR
3.	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>
4	Advisory vote on say on pay frequency	KEINE EMPFEHLUNG	<p>● EIN JAHR We support the right of shareholders to address pay-related concerns on an annual basis.</p>
5.	To approve the amendment of the 2023 Equity Incentive Plan	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p>

No.	Traktanden	Board	Ethos	
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.
	Elections to the board of directors			
5	Re-elect Ms. Delphine Arnault	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
6	Re-elect Mr. Antonio Belloni	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
7	Re-elect Ms. Marie-Josée Kravis	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
8	Re-elect Ms. Marie-Laure Sauty de Chalon	DAFÜR	DAFÜR	
9	Re-elect Ms. Natacha Valla	DAFÜR	DAFÜR	
10	Elect Mr. Laurent Mignon	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
11	Renewal of Lord Powell of Bayswater's term of office as Advisory Board member	DAFÜR	● DAGEGEN	The appointment of non-voting directors goes against best practice.
12	Appointment of Diego Della Valle as Advisory Board member	DAFÜR	● DAGEGEN	The appointment of non-voting directors goes against best practice.
13	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive fixed and variable remuneration.
14	Approve the 2022 remuneration of Mr. Bernard Arnault, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.
15	Approve the 2022 remuneration of Mr. Antonio Belloni, Deputy CEO	DAFÜR	● DAGEGEN	Excessive fixed remuneration.
16	Approve directors' fees	DAFÜR	DAFÜR	
17	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
18	Approve the remuneration policy of the Deputy CEO	DAFÜR	● DAGEGEN	Excessive total remuneration.
19	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
20	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
21	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	
22	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	DAFÜR	DAFÜR	
23	Delegation to issue shares and capital securities by public offering	DAFÜR	● DAGEGEN	Excessive potential capital increase without preemptive rights.

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

No.	Traktanden	Board	Ethos	
1	Receive the financial statements for the year ended 31 March 2023	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Elections of directors			
2.a	Re-elect Ms. Nicola Wakefield Evans	DAFÜR	DAFÜR	
2.b	Elect Ms. Susan Lloyd-Hurwitz	DAFÜR	DAFÜR	
3	Adoption of the Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.
4	Approval of Termination Benefits	DAFÜR	DAFÜR	
5	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			
1.a	Re-elect Mr. Anthony K. Anderson	DAFÜR	DAFÜR	
1.b	Elect Mr. John Q. Doyle	DAFÜR	DAFÜR	
1.c	Re-elect Dr. Hafize Gaye Erkan	DAFÜR	DAFÜR	
1.d	Re-elect Dr. Óscar Fanjul Martin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Mr. H. Edward Hanway	DAFÜR	DAFÜR	
1.f	Elect Dr. Judith Hartmann	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Deborah C. Hopkins	DAFÜR	DAFÜR	
1.h	Re-elect Ms. Tamara Ingram, OBE	DAFÜR	DAFÜR	
1.i	Re-elect Ms. Jane H. Lute	DAFÜR	DAFÜR	
1.j	Re-elect Mr. Stephen A. Mills	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1.k	Re-elect Mr. Bruce P. Nolop	DAFÜR	DAFÜR	
1.l	Re-elect Mr. Morton O. Schapiro	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.m	Re-elect Mr. Lloyd M. Yates	DAFÜR	DAFÜR	
1.n	Elect Mr. Ray G. Young	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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.

No.	Traktanden	Board	Ethos	
1	Amend the Articles of Incorporation: Business Purpose and Indemnify directors and statutory auditors	DAFÜR	DAFÜR	
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Fumiya Kokubu	DAFÜR	DAFÜR	
2.2	Re-elect Mr. Masumi Kakinoki	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.3	Re-elect Mr. Akira Terakawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.4	Re-elect Mr. Takayuki Furuya	DAFÜR	DAFÜR	
2.5	Re-elect Mr. Kyohei Takahashi	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.6	Re-elect Ms. Yuri Okina	DAFÜR	DAFÜR	
2.7	Re-elect Mr. Masato Kitera	DAFÜR	DAFÜR	
2.8	Re-elect Mr. Shigeki Ishizuka	DAFÜR	DAFÜR	
2.9	Re-elect Mr. Hisayoshi Ando	DAFÜR	DAFÜR	
2.10	Elect Prof. Mutsuko Hatano	DAFÜR	DAFÜR	
3	Elect Mr. Takao Ando as a Corporate Auditor	DAFÜR	DAFÜR	
4	Approve revision of remuneration for directors	DAFÜR	● DAGEGEN	The non-executive directors receive variable remuneration.
5	Approve remuneration for the audit and supervisory board members	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Elect Mr. Anthony G. Capuano	DAFÜR	DAFÜR	
1.b	Elect Mr. Kareem Daniel	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Lloyd H. Dean	DAFÜR	DAFÜR	
1.d	Re-elect Ms. Catherine Engelbert	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Margaret H. Georgiadis	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Enrique Hernandez Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.g	Re-elect Mr. Christopher Kempczinski	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Richard H. Lenny	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.i	Re-elect Mr. John Mulligan	DAFÜR	DAFÜR	
1.j	Elect Ms. Jennifer Taubert	DAFÜR	DAFÜR	
1.k	Re-elect Mr. Paul S. Walsh	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.l	Elect Ms. Amy Weaver	DAFÜR	DAFÜR	
1.m	Re-elect Mr. Miles D. White	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: Adoption of Antibiotics Policy (1)	DAGEGEN	● DAFÜR	A policy would help determine how the company deals with antibiotics in its supply chain.
6	Shareholder resolution: Adoption of Antibiotics Policy (2)	DAGEGEN	● DAFÜR	The policy would help determine the company's priorities and how it deals with antimicrobial resistance in its supply chain.
7	Shareholder resolution: Annual Report on Communist China	DAGEGEN	DAGEGEN	
8	Shareholder resolution: Civil Rights and Returns to Merit Audit	DAGEGEN	DAGEGEN	
9	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
10	Shareholder resolution: Annual Report on Global Political Influence	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
11	Shareholder resolution: Poultry Welfare Disclosure	DAGEGEN	● DAFÜR	Enhanced disclosure on the protection of animals and their welfare.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Mr. Alejandro Nicolás Aguzin	DAFÜR	DAFÜR
1.2	Re-elect Ms. Susan L. Segal	DAFÜR	DAFÜR
1.3	Re-elect Mr. Mario Eduardo Vázquez	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN The director is over 75 years old, which exceeds guidelines.
2	Advisory vote on executive remuneration	DAFÜR	<ul style="list-style-type: none"> ● 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

No.	Traktanden	Board	Ethos
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2	Approve the Annual Financial Statements	DAFÜR	DAFÜR
3	Approve the Dividend	DAFÜR	DAFÜR
4	Approve Discharge of Executive Board	DAFÜR	DAFÜR
5	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR
6	Approve Remuneration Report	DAFÜR	● DAGEGEN Excessive variable remuneration.
7	Authorisation to issue warrant bonds and/or convertible bonds, profit participation rights or participating bonds, cancellation of existing and creation of new Conditional Capital II as well as related amendments to the Articles of Association	DAFÜR	DAFÜR
8.1	Amend Articles: Virtual general meetings (Article 21 (5))	DAFÜR	● DAGEGEN The amendment allows the company to organise a virtual general meeting without any adequate justification.
8.2	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 21 (6))	DAFÜR	● DAGEGEN

No.	Traktanden	Board	Ethos
1	Approval of the statutory financial statements	DAFÜR	DAFÜR
2	Approve allocation of income and dividend	DAFÜR	DAFÜR
3	Approval of the consolidated financial statements	DAFÜR	DAFÜR
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR
5	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN The repurchase price is too high.
6	Approve the remuneration policy of corporate officers	DAFÜR	DAFÜR
7	Approve the remuneration policy of directors	DAFÜR	DAFÜR
8	Approve the remuneration report	DAFÜR	DAFÜR
9	Approve the 2022 remuneration of Mr. Florent Menegaux, Managing General Partner	DAFÜR	DAFÜR
10	Approve the 2022 remuneration of Mr. Yves Chapot, General Manager	DAFÜR	DAFÜR
11	Approve the 2022 remuneration of Ms. Dalibard, chairman of the board of directors	DAFÜR	DAFÜR
	Elections to the board of directors		
12	Re-elect Ms. Barbara Dalibard	DAFÜR	DAFÜR
13	Re-elect Ms. Aruna Jayanthi	DAFÜR	DAFÜR
14	Approve distribution of shares	DAFÜR	● DAGEGEN The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.
15	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR
16	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR

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	Elect Ms. Catherine MacGregor	DAFÜR	DAFÜR	
1.5	Elect Mr. Mark A. L. Mason	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Satya Nadella	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.7	Re-elect Ms. Sandra E. Peterson	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Penny S. Pritzker	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Charles W. Scharf	DAFÜR	DAFÜR	
1.11	Re-elect Mr. John W. Stanton	DAFÜR	DAFÜR	
1.12	Re-elect Dame Emma N. Walmsley	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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: Report on gender-based compensation and benefits inequities	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Report on risks of omitting viewpoint and ideological diversity from EEO policy	DAGEGEN	DAGEGEN	
7	Shareholder resolution: Report on government take down requests	DAGEGEN	DAGEGEN	
8	Shareholder resolution: Report on risks of weapons development	DAGEGEN	● DAFÜR	Enhanced transparency on a controversial sector.
9	Shareholder resolution: Report on climate risk in retirement plan options	DAGEGEN	● DAFÜR	Enhanced disclosure on the environmental impact of the employee retirement funds.
10	Shareholder resolution: Publish a tax transparency report	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.
11	Shareholder resolution: Report on risks of operating in countries with significant human rights concerns	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights practices of the company.
12	Shareholder resolution: Disclose third-party political contributions	DAGEGEN	DAGEGEN	
13	Shareholder resolution: Report on risks related to artificial intelligence generated misinformation and disinformation	DAGEGEN	● DAFÜR	Enhanced disclosure on artificial intelligence concerns.

No.	Traktanden	Board	Ethos	
1.	Dividend Allocation	DAFÜR	DAFÜR	
2.	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Junichi Yoshida	DAFÜR	DAFÜR	
2.2	Re-elect Mr. Atsushi Nakajima	DAFÜR	DAFÜR	
2.3	Re-elect Mr. Bunroku Naganuma	DAFÜR	DAFÜR	
2.4	Re-elect Mr. Naoki Umeda	DAFÜR	DAFÜR	
2.5	Elect Mr. Mikihiro Hirai	DAFÜR	DAFÜR	
2.6	Re-elect Mr. Noboru Nishigai	DAFÜR	● DAGEGEN	The director has held executive functions in the company during the last three years and sits on the audit committee.
2.7	Re-elect Mr. Hiroshi Katayama	DAFÜR	● DAGEGEN	The director has held executive functions in the company during the last three years and sits on the audit committee.
2.8	Re-elect Mr. Tsuyoshi Okamoto	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.9	Re-elect Mr. Tetsuo Narukawa	DAFÜR	DAFÜR	
2.10	Re-elect Prof. Masaaki Shirakawa	DAFÜR	DAFÜR	
2.11	Re-elect Mr. Shin Nagase	DAFÜR	DAFÜR	
2.12	Elect Mr. Wataru Sueyoshi	DAFÜR	DAFÜR	
2.13	Elect Ms. Ayako Sonoda	DAFÜR	DAFÜR	
2.14	Re-elect Ms. Melanie Brock	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Approve Allocation of Income and Dividend	DAFÜR	DAFÜR	
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Tatsuo Yasunaga	DAFÜR	DAFÜR	
2.2	Re-elect Mr. Kenichi Hori	DAFÜR	DAFÜR	
2.3	Re-elect Mr. Motoaki Uno	DAFÜR	DAFÜR	
2.4	Re-elect Mr. Yoshiaki Takemasu	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.5	Re-elect Mr. Kazumasa Nakai	DAFÜR	DAFÜR	
2.6	Re-elect Mr. Tetsuya Shigeta	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.7	Re-elect Mr. Makoto Sato	DAFÜR	DAFÜR	
2.8	Re-elect Mr. Toru Matsui	DAFÜR	DAFÜR	
2.9	Elect Mr. Tetsuya Daikoku	DAFÜR	DAFÜR	
2.10	Re-elect Mr. Samuel Walsh	DAFÜR	DAFÜR	
2.11	Re-elect Mr. Takeshi Uchiyamada	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.12	Re-elect Prof. Masako Egawa	DAFÜR	DAFÜR	
2.13	Elect Ms. Fujiyo Ishiguro	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.14	Elect Ms. Sarah L. Casanova	DAFÜR	DAFÜR	
2.15	Elect Ms. Jessica Tan Soon Neo	DAFÜR	DAFÜR	
3.	Election of three Corporate Auditors			
3.1	Elect Hirotsu Fujiwara as a Corporate Auditor	DAFÜR	DAFÜR	
3.2	Elect Makoto Hayashi as a Corporate Auditor	DAFÜR	DAFÜR	
3.3	Re-elect Kimiro Shiotani as a Corporate Auditor	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.1	Financial statements as at 31 December 2022	DAFÜR	DAFÜR	
1.2	Allocation of net income and dividend distribution	DAFÜR	DAFÜR	
2	Advisory vote on the remuneration paid in 2022	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	
4.1	Appointment of the members of the Board of Statutory Auditors			
4.1.1	Slate of nominees submitted by Double R Srl	KEINE EMPFEHLUNG	● DAFÜR	No concerns regarding all the nominees who are independent from the company and its shareholders.
4.1.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	Ethos supports the slate of nominees under ITEM 4.1.1.
4.2	Appointment of the Chairperson of the Board of Statutory Auditors	ZURÜCKGEZOGEN	● DAFÜR	No concerns regarding the appointment of the chairperson of the board of statutory auditors.
4.3	Determination of the remuneration of the members of the Board of Statutory Auditors	KEINE EMPFEHLUNG	● DAFÜR	No concerns regarding the remuneration of the board of statutory auditors.

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No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	DAFÜR	DAFÜR	
2	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
3	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.
4	Final dividend	DAFÜR	DAFÜR	
	Elections to the board of directors			
5	Elect Ms. Anke Groth	DAFÜR	DAFÜR	
6	Elect Mr. Saki Macozoma	DAFÜR	DAFÜR	
7	Re-elect Dr. Svein Richard Brandtzæg	DAFÜR	DAFÜR	
8	Re-elect Ms. Susan Clark	DAFÜR	DAFÜR	
9	Re-elect Mr. Andrew King	DAFÜR	DAFÜR	
10	Re-elect Mr. Michael Powell	DAFÜR	DAFÜR	
11	Re-elect Ms. Dominique Reiniche	DAFÜR	DAFÜR	
12	Re-elect Dame Angela Strank	DAFÜR	DAFÜR	
13	Re-elect Mr. Philip Yea	DAFÜR	DAFÜR	
14	Re-elect Mr. Stephen Young	DAFÜR	DAFÜR	
15	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	
16	Auditor's remuneration	DAFÜR	DAFÜR	
17	Authority to allot shares	DAFÜR	DAFÜR	
18	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
19	Authority to purchase own shares	DAFÜR	DAFÜR	
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			
1a	Re-elect Mr. Jorge A. Bermudez	DAFÜR	DAFÜR	
1b	Re-elect Ms. Thérèse 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	Elect Mr. Jose M. Minaya	DAFÜR	DAFÜR	
1h	Re-elect Ms. Leslie F. Seidman	DAFÜR	DAFÜR	
1i	Re-elect Mr. Zig Serafin	DAFÜR	DAFÜR	
1j	Re-elect Mr. Bruce Van Saun	DAFÜR	DAFÜR	
2	To approve the amendment of the 2001 Employees' Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
3	Re-election of the auditor	DAFÜR	DAFÜR	
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
5	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Gregory O. 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.	Re-elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR
1e.	Re-elect Mr. Clayton M. Jones	DAFÜR	DAFÜR
1f.	Re-elect Ms. Judy C. Lewent	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR

No.	Traktanden	Board	Ethos
1	Dividend Allocation	DAFÜR	DAFÜR
2	Election of Directors on a Kansayaku board		
2.1	Re-elect Mr. Yasuyoshi Karasawa	DAFÜR	DAFÜR
2.2	Re-elect Mr. Yasuzo Kanasugi	DAFÜR	DAFÜR
2.3	Re-elect Mr. Noriyuki Hara	DAFÜR	DAFÜR
2.4	Re-elect Mr. Tetsuji Higuchi	DAFÜR	DAFÜR
2.5	Elect Mr. Tomoyuki Shimazu	DAFÜR	DAFÜR
2.6	Re-elect Mr. Yusuke Shirai	DAFÜR	DAFÜR
2.7	Re-elect Ms. Mariko Bando	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
2.8	Re-elect Mr. Junichi Tobimatsu	DAFÜR	DAFÜR
2.9	Re-elect Prof. Rochelle Kopp	DAFÜR	DAFÜR
2.10	Re-elect Ms. Akemi Ishiwata	DAFÜR	DAFÜR
2.11	Elect Mr. Jun Suzuki	DAFÜR	DAFÜR
3	Elect Mr. Keiji Suzuki as a Corporate 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	
5	Appoint the Auditors	DAFÜR	DAFÜR	
6	Amend Articles: Virtual general meetings (Article 14)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
7	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 14)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual attendance of board members at general meetings without any adequate justification.
	Board main features			
8.1	Elections to the Supervisory Board: Dr. Christine Bortenlänger	DAFÜR	DAFÜR	
8.2	Elections to the Supervisory Board: Univ.-Prof. Dr. Marion A. Weissenberger-Eibl	DAFÜR	DAFÜR	
8.3	Elections to the Supervisory Board: Ute Wolf	DAFÜR	DAFÜR	
9	Approve Remuneration Report	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. Joachim Wenning (CEO)	DAFÜR	DAFÜR
3.2	Approve Discharge of Management Board member Dr. Thomas Blunck	DAFÜR	DAFÜR
3.3	Approve Discharge of Management Board member Nicholas Gartside	DAFÜR	DAFÜR
3.4	Approve Discharge of Management Board member Stefan Golling	DAFÜR	DAFÜR
3.5	Approve Discharge of Management Board member Dr. Doris Höpke (member until 30 April 2022)	DAFÜR	DAFÜR
3.6	Approve Discharge of Management Board member Dr. Christoph Jurecka	DAFÜR	DAFÜR
3.7	Approve Discharge of Management Board member Dr. Torsten Jeworrek	DAFÜR	DAFÜR
3.8	Approve Discharge of Management Board member Dr. Achim Kassow	DAFÜR	DAFÜR
3.9	Approve Discharge of Management Board member Clarisse Kopff (member since 1 December 2022)	DAFÜR	DAFÜR
3.10	Approve Discharge of Management Board member Dr. Markus Rieß	DAFÜR	DAFÜR
4.1	Approve Discharge of Supervisory Board member Dr. Nikolaus von Bomhard (Chairman)	DAFÜR	DAFÜR
4.2	Approve Discharge of Supervisory Board member Dr. Anne Horstmann (Vice Chairwoman)	DAFÜR	DAFÜR
4.3	Approve Discharge of Supervisory Board member Prof. Dr. Dr. Ann-Kristin Achleitner	DAFÜR	DAFÜR
4.4	Approve Discharge of Supervisory Board member Clement B. Booth	DAFÜR	DAFÜR
4.5	Approve Discharge of Supervisory Board member Ruth Brown	DAFÜR	DAFÜR
4.6	Approve Discharge of Supervisory Board member Stephan Eberl	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
4.7	Approve Discharge of Supervisory Board member Frank Fassin	DAFÜR	DAFÜR	
4.8	Approve Discharge of Supervisory Board member Prof. Dr. Ursula Gather	DAFÜR	DAFÜR	
4.9	Approve Discharge of Supervisory Board member Gerd Häusler	DAFÜR	DAFÜR	
4.10	Approve Discharge of Supervisory Board member Angelika Judith Herzog	DAFÜR	DAFÜR	
4.11	Approve Discharge of Supervisory Board member Renata Jungo Brüngger	DAFÜR	DAFÜR	
4.12	Approve Discharge of Supervisory Board member Stefan Kaindl	DAFÜR	DAFÜR	
4.13	Approve Discharge of Supervisory Board member Dr. Carinne Knoche-Brouillon	DAFÜR	DAFÜR	
4.14	Approve Discharge of Supervisory Board member Gabriele Mücke	DAFÜR	DAFÜR	
4.15	Approve Discharge of Supervisory Board member Ulrich Plottke	DAFÜR	DAFÜR	
4.16	Approve Discharge of Supervisory Board member Manfred Rassy	DAFÜR	DAFÜR	
4.17	Approve Discharge of Supervisory Board member Gabriele Sinz-Toporzysek (member until 31 January 2022)	DAFÜR	DAFÜR	
4.18	Approve Discharge of Supervisory Board member Carsten Spohr	DAFÜR	DAFÜR	
4.19	Approve Discharge of Supervisory Board member Karl-Heinz Streibich	DAFÜR	DAFÜR	
4.20	Approve Discharge of Supervisory Board member Markus Wagner (member since 1 February 2022)	DAFÜR	DAFÜR	
4.21	Approve Discharge of Supervisory Board member Dr. Maximilian Zimmerer	DAFÜR	DAFÜR	
5	Appoint the Auditors	DAFÜR	● DAGEGEN	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election.
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.
7.1	Amend Articles: Virtual general meetings (Article 7 (2))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
7.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 7 (3))	DAFÜR	● DAGEGEN	The amendment allows the supervisory board members to virtually attend a general meeting without any adequate justification.
7.3	Amend Articles: Editorial amendments (Article 8 (2) and (3))	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
8	Amend Articles: Adaptation to a new law (Article 3 (4))	DAFÜR	DAFÜR
	Unannounced shareholder proposal made during the AGM: Vote out the Chair of the general meeting	DAGEGEN	<ul style="list-style-type: none"> ● KEINE EMPFEHLUNG <p>The proposal was made during the AGM and shareholders voting by proxy could not vote on it.</p>

No.	Traktanden	Board	Ethos
1	Dividend Allocation	DAFÜR	DAFÜR
2	Election of Directors with an Audit & Supervisory Committee		
2.1	Re-elect Mr. Tsuneo Murata	DAFÜR	DAFÜR
2.2	Re-elect Mr. Norio Nakajima	DAFÜR	DAFÜR
2.3	Re-elect Mr. Hiroshi Iwatsubo	DAFÜR	DAFÜR
2.4	Re-elect Mr. Masanori Minamide	DAFÜR	DAFÜR
2.5	Re-elect Ms. Yuko Yasuda	DAFÜR	DAFÜR
2.6	Re-elect Mr. Takashi Nishijima	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Report and accounts	DAFÜR	DAFÜR	
2	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. Thérèse Esperdy	DAFÜR	DAFÜR	
7	Re-elect Ms. Liz Hewitt	DAFÜR	DAFÜR	
8	Re-elect Mr. Ian Livingston	DAFÜR	DAFÜR	
9	Re-elect Mr. Iain Mackay	DAFÜR	DAFÜR	
10	Re-elect Ms. Anne Robinson	DAFÜR	DAFÜR	
11	Re-elect Mr. Earsel Shipp	DAFÜR	DAFÜR	
12	Re-elect Mr. Jonathan Silver	DAFÜR	DAFÜR	
13	Re-elect Mr. Anthony Wood	DAFÜR	DAFÜR	
14	Re-elect Ms. Martha Wyrsh	DAFÜR	DAFÜR	
15	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	
16	Auditor's remuneration	DAFÜR	DAFÜR	
17	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.
18	Political donations	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
19	Authority to allot shares	DAFÜR	DAFÜR	
20	Disapplication of pre-emption rights	DAFÜR	DAFÜR	
21	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	
22	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.
23	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.a	Re-elect Mr. Patrick G. Awuah	DAFÜR	DAFÜR
1.b	Re-elect Mr. Gregory H. Boyce	DAFÜR	DAFÜR
1.c	Re-elect Mr. Bruce R. Brook	DAFÜR	DAFÜR
1.d	Re-elect Ms. Maura J. Clark	DAFÜR	DAFÜR
1.e	Re-elect Dr. Emma FitzGerald	DAFÜR	DAFÜR
1.f	Re-elect Ms. Mary Laschinger	DAFÜR	DAFÜR
1.g	Re-elect Mr. José Manuel Madero	DAFÜR	DAFÜR
1.h	Re-elect Dr. oec. René Médori	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1.i	Re-elect Ms. Jane Nelson	DAFÜR	DAFÜR
1.j	Re-elect Mr. Tom Palmer	DAFÜR	DAFÜR
1.k	Re-elect Mr. Julio M. Quintana	DAFÜR	DAFÜR
1.l	Re-elect Ms. Susan N. Story	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR

No.	Traktanden	Board	Ethos
1	Approval of issuance of Newmont Corporation's shares	DAFÜR	DAFÜR
2	Approval of increase of Newmont Corporation's authorised shares	DAFÜR	<p>● DAGEGEN</p> <p>The proposed increase is excessive.</p>
3	Approve the adjournment of the special meeting to solicit additional proxies	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	2022/23 annual report and accounts	DAFÜR	DAFÜR	
2	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
3	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Concerns over the pension allowance which exceeds guidelines.
4	Final dividend	DAFÜR	DAFÜR	
	Elections to the board of directors			
5	Elect Mr. Jeremy Stakol	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.
6	Re-elect Mr. Jonathan Bewes	DAFÜR	DAFÜR	
7	Re-elect Mr. Soumen Das	DAFÜR	DAFÜR	
8	Re-elect Mr. Thomas Hall	DAFÜR	DAFÜR	
9	Re-elect Ms. Tristia Harrison	DAFÜR	DAFÜR	
10	Re-elect Ms. Amanda James	DAFÜR	DAFÜR	
11	Re-elect Mr. Richard Papp	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.
12	Re-elect Mr. Michael J. Roney	DAFÜR	DAFÜR	
13	Re-elect Ms. Jane Shields	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.
14	Re-elect Dame Dianne Thompson	DAFÜR	DAFÜR	
15	Re-elect Lord Simon Wolfson	DAFÜR	DAFÜR	
16	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	
17	Auditor's remuneration	DAFÜR	DAFÜR	
18	Authority to allot shares	DAFÜR	DAFÜR	
19	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
20	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
21	On-market purchases of own shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
22	Off-market purchases of own shares	DAFÜR	● DAGEGEN	The share repurchase is inconsistent with the long-term interests of shareholders.
23	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.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR	
4.	Approval of the agenda	DAFÜR	DAFÜR	
5.	Election of persons to verify the minutes of the Meeting	DAFÜR	DAFÜR	
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	
7.	Address by the company CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9a.	Adoption of the financial statements	DAFÜR	DAFÜR	
9b.	Approve allocation of income and dividend	DAFÜR	DAFÜR	
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	● DAGEGEN	The voting results of the AGM 2022 are not disclosed.
10.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	
11.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	
12.	Approve directors' and auditors' fees	DAFÜR	DAFÜR	
13.	Election of the board of directors	DAFÜR	● DAGEGEN	The proposed slate would improve the level of independence of the board.
14.	Election of auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
15.	Approve remuneration report	DAFÜR	DAFÜR	
16.	Authorisation to issue shares	DAFÜR	DAFÜR	
17.	Approve executive remuneration policy	DAFÜR	DAFÜR	
18.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos
1	Dividend Allocation	DAFÜR	DAFÜR
2	Election of Directors with an Audit & Supervisory Committee		
2.1	Re-elect Mr. Shuntaro Furukawa	DAFÜR	● DAGEGEN Combined chairman and CEO.
2.2	Re-elect Mr. Shigeru Miyamoto	DAFÜR	DAFÜR
2.4	Re-elect Mr. Satoru Shibata	DAFÜR	DAFÜR
2.5	Re-elect Mr. Ko Shiota	DAFÜR	DAFÜR
2.3	Re-elect Mr. Shinya Takahashi	DAFÜR	DAFÜR
2.6	Re-elect Mr. Chris Meledandri	DAFÜR	DAFÜR

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
3.	Approve remuneration report	DAFÜR	DAFÜR
4a.	Adoption of the financial statements	DAFÜR	DAFÜR
4b.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
4c.	Approve allocation of income	DAFÜR	DAFÜR
5a.	Discharge of executive board	DAFÜR	DAFÜR
5b.	Discharge of supervisory board	DAFÜR	DAFÜR
6.	Notice of the intended re-appointment of David Knibbe as member of the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
7.	Approve remuneration of the supervisory board	DAFÜR	DAFÜR
8a (i).	Authorisation to issue shares without pre-emptive rights	DAFÜR	DAFÜR
8a (ii).	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR
8b.	Authorisation to issue shares with pre-emptive rights	DAFÜR	DAFÜR
9.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
10.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN The number of treasury shares that may be cancelled is capped at 20% of company's share capital which is excessive.
11.	Any other business and closing	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

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. T. Colm Kelleher	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Steven F. Leer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h.	Re-elect Mr. Michael D. Lockhart	DAFÜR	● DAGEGEN	Chairman of the safety committee and has failed in his oversight of the company with regard to important safety matters.
1i.	Re-elect Ms. Amy E. Miles	DAFÜR	● DAGEGEN	Chairwoman of the board who is responsible for the board's unsatisfactory supervision of the company's management with regard to important ESG matters.
1j.	Re-elect Mr. Claude Mongeau	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Jennifer F. Scanlon	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Alan H. Shaw	DAFÜR	● DAGEGEN	The CEO has failed in his leadership of the company with regard to important ESG matters.
1m.	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 based on continued employment only.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
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.	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	Excessive fixed remuneration.
5.1.	Approve directors' fees for the past FY 2022	DAFÜR	DAFÜR	
5.2.	Approve directors' fees for the upcoming FY 2023	DAFÜR	DAFÜR	
5.3.	Approve remuneration policy	DAFÜR	● DAGEGEN	Excessive fixed remuneration.
6.	Composition of the board of directors			
6.1.	Re-elect Mr. Helge Lund	DAFÜR	DAFÜR	
6.2.	Re-elect Mr. Henrik Poulsen	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments.
6.3 (a)	Re-elect Ms. Laurence Debroux	DAFÜR	DAFÜR	
6.3 (b)	Re-elect Mr. Andreas Fibig	DAFÜR	DAFÜR	
6.3 (c)	Re-elect Ms. Sylvie Grégoire	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments.
6.3 (d)	Re-elect Mr. Kasim Kutay	DAFÜR	DAFÜR	
6.3 (e)	Re-elect Ms. Choi Lai (Christina) Law	DAFÜR	DAFÜR	
6.3 (f)	Re-elect Mr. Martin MacKay	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments.
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.	Shareholder proposal: To reduce the prices of vital medicines	DAGEGEN	DAGEGEN	
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	Re-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	DAFÜR
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	● DAGEGEN Concerns over the director's time commitments.
1.11	Elect Mr. Ken A. Seitz	DAFÜR	DAFÜR
1.12	Re-elect Mr. Nelson Silva	DAFÜR	DAFÜR
2.	Re-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		
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 16 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 The director has been sitting on the board for over 16 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 The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k.	Re-elect Mr. A. Brooke Seawell	DAFÜR	● DAGEGEN Non-independent chairman of the audit committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
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 16 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR
4.	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Adoption of the financial statements	DAFÜR	DAFÜR	
2.	Discharge of board of directors	DAFÜR	DAFÜR	
3.	Composition of the board of directors			
3a.	Re-elect Mr. Kurt Sievers	DAFÜR	DAFÜR	
3b.	Re-elect Ms. Annette Clayton	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
3c.	Re-elect Mr. Anthony Foxx	DAFÜR	DAFÜR	
3d.	Re-elect Mr. Chunyuan Gu	DAFÜR	DAFÜR	
3e.	Re-elect Ms. Lena Olving	DAFÜR	DAFÜR	
3f.	Re-elect Ms. Julie Southern	DAFÜR	DAFÜR	
3g.	Re-elect Ms. Jasmin Staiblin	DAFÜR	DAFÜR	
3h.	Re-elect Mr. Gregory L. Summe	DAFÜR	DAFÜR	
3i.	Re-elect Mr. Karl-Henrik Sundström	DAFÜR	DAFÜR	
3j.	Elect Mr. Moshe Gavrielov	DAFÜR	DAFÜR	
4.	Authorisation to issue shares	DAFÜR	DAFÜR	
5.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	
6.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital.
7.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
8.	Election of auditor	DAFÜR	DAFÜR	
9.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1	To receive the audited consolidated financial statements of the company	DAFÜR	DAFÜR	
2	Elections of directors			
2.a	Re-elect Mr. Kim Chiu Chua	DAFÜR	DAFÜR	
2.b	Re-elect Dr. Tih Shih Lee	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.c	Re-elect Ms. Yen Yen Tan	DAFÜR	DAFÜR	
3	Elect Ms. Helen Wong	DAFÜR	DAFÜR	
4	Approve the final dividend	DAFÜR	DAFÜR	
5a	Approve Directors' fees in cash	DAFÜR	● DAGEGEN	The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.
5b	Approval of allotment and issue of ordinary shares to the non-executive directors	DAFÜR	DAFÜR	
6	Election of the auditor and fix their remuneration	DAFÜR	DAFÜR	
7	Authority to issue ordinary shares, and make or grant instruments convertible into ordinary shares	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.
8	Authority to grant options and/or rights to subscribe for ordinary shares, and allot and issue ordinary shares	DAFÜR	DAFÜR	
9	Authority to allot and issue ordinary shares pursuant to the OCBC Scrip Dividend Scheme	DAFÜR	DAFÜR	
10	Approval of renewal of the Share Purchase Mandate	DAFÜR	DAFÜR	
11	Approve Extension and Alterations of OCBC Employee Share Purchase Plan	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	
	Elections to the board of directors			
5	Re-elect Ms. Anne Lange	DAFÜR	DAFÜR	
6	Re-elect Ms. Anne-Gabrielle Heilbronner	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
7	Re-elect Mr. Alexandre Bompard	DAFÜR	● DAGEGEN	Concerns over the director's attendance rate, which was below 75% during the year under review.
8	Elect Mr. Momar Nguer	DAFÜR	DAFÜR	
9	Elect Mr. Gilles Grapinet	DAFÜR	DAFÜR	
10	Approve the remuneration report	DAFÜR	DAFÜR	
11	Approve the 2022 remuneration of Mr. Richard in his capacity as chairman and CEO until April 3, 2022	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.
12	Approve the 2022 remuneration of Mr. Richard in his capacity as chairman for the period April 4, 2022 to May 19, 2022	DAFÜR	DAFÜR	
13	Approve the 2022 remuneration of Ms. Heydemann in her capacity as CEO as of April 4, 2022	DAFÜR	DAFÜR	
14	Approve the 2022 remuneration of Mr. Aschenbroich, chairman as of May 19, 2022	DAFÜR	DAFÜR	
15	Approve the 2022 remuneration of Mr. Fernandez, Deputy CEO	DAFÜR	DAFÜR	
16	Approve the remuneration policy of the chairman	DAFÜR	DAFÜR	
17	Approve the remuneration policy of the CEO	DAFÜR	DAFÜR	
18	Approve the remuneration policy of directors	DAFÜR	DAFÜR	
19	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high.
20	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR	
21	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
22	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	DAFÜR	
23	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.
24	Delegation to issue shares and capital securities in the event of a public exchange offer initiated by the company	DAFÜR	DAFÜR	
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	
26	Overall limit of authorizations to increase capital with or without pre-emptive rights pursuant to ITEMS 20 to 25	DAFÜR	DAFÜR	
27	Approve distribution of performance shares	DAFÜR	DAFÜR	
28	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	
29	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	
30	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
31	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	
A	Shareholder resolution: Amendment to Article 13 of the bylaws on plurality of mandates	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.
B	Shareholder resolution: Amendment to resolution 27 on modification of ESG criteria and the award ceiling	DAGEGEN	● DAFÜR	The resolution aims at improving the remuneration policy with the addition of a material ESG objective.
C	Shareholder resolution: Amendment to resolution 27 on modification of ESG criteria	DAGEGEN	● DAFÜR	The resolution aims at improving the remuneration policy with the addition of a material ESG objective.
D	Shareholder resolution: Amendment to resolution 27 to allocate free Company shares to the Company's employees or to carry out an annual offer under an all employee share ownership plan with the same regularity as the long term incentive plan	DAGEGEN	● DAFÜR	The resolution aims at facilitating access to share ownership for employees.

No.	Traktanden	Board	Ethos
	Election of Directors (with 3-committees)		
1.1	Re-elect Mr. Makoto Inoue	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.2	Re-elect Mr. Shuji Irie	DAFÜR	DAFÜR
1.3	Re-elect Mr. Satoru Matsuzaki	DAFÜR	DAFÜR
1.4	Re-elect Mr. Stan Koyanagi	DAFÜR	DAFÜR
1.5	Elect Mr. Yasuaki Mikami	DAFÜR	DAFÜR
1.6	Re-elect Prof. Michael Cusumano	DAFÜR	DAFÜR
1.7	Re-elect Ms. Sakie Akiyama	DAFÜR	DAFÜR
1.8	Re-elect Mr. Hiroshi Watanabe	DAFÜR	DAFÜR
1.9	Re-elect Prof. Aiko Sekine	DAFÜR	DAFÜR
1.10	Re-elect Mr. Chikatomo Hodo	DAFÜR	DAFÜR
1.11	Re-elect Prof. Noriyuki Yanagawa	DAFÜR	DAFÜR
2	Shareholder resolution: Dismissal of incumbent director Mr. Shuji Irie	DAGEGEN	DAGEGEN

No.	Traktanden	Board	Ethos
	Election of Directors on a Kansayaku board		
1.1	Re-elect Mr. Kazuhiro Tsuga	DAFÜR	● DAGEGEN Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1.2	Re-elect Mr. Yuki Kusumi	DAFÜR	● DAGEGEN Executive director sitting on the remuneration committee, which is not best practice.
1.3	Re-elect Mr. Tetsuro Homma	DAFÜR	DAFÜR
1.4	Re-elect Mr. Mototsugu Sato	DAFÜR	DAFÜR
1.5	Re-elect Mr. Hirokazu Umeda	DAFÜR	DAFÜR
1.6	Re-elect Ms. Shinobu Matsui	DAFÜR	DAFÜR
1.7	Re-elect Mr. Kunio Noji	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1.8	Re-elect Mr. Michitaka Sawada	DAFÜR	DAFÜR
1.9	Re-elect Mr. Kazuhiko Toyama	DAFÜR	DAFÜR
1.10	Re-elect Mr. Yoshinobu Tsutsui	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1.11	Re-elect Mr. Yoshiyuki Miyabe	DAFÜR	DAFÜR
1.12	Re-elect Ms. Ayako Shotoku	DAFÜR	DAFÜR
1.13	Elect Mr. Keita Nishiyama	DAFÜR	DAFÜR
2	Elect Mr. Hidetoshi Baba as a Corporate Auditor	DAFÜR	DAFÜR
3	To Revise the Restricted Stock Compensation System for Directors (Excluding Outside Directors)	DAFÜR	DAFÜR
4	To Revise Remuneration Limit for Audit & Supervisory Board Members	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.a	Re-elect Mr. Martin Mucci	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Thomas F. Bonadio	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Joseph G. Doody	DAFÜR	DAFÜR	
1.d	Re-elect Mr. David Flaschen	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Elect Mr. John B. Gibson	DAFÜR	DAFÜR	
1.f	Re-elect Mr. B. Thomas Golisano	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.g	Re-elect Ms. Pamela A. Joseph	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.h	Elect Ms. Theresa M. Payton	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Kevin A. Price	DAFÜR	DAFÜR	
1.j	Re-elect Mr. Joseph M. Tucci	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Mr. Joseph M. Velli	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.l	Re-elect Ms. Kara Wilson	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	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	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Segun Agbaje	DAFÜR	DAFÜR	
1b.	Elect Ms. Jennifer Bailey	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Cesar Conde	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. 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.	Re-elect Ms. Edith W. Cooper	DAFÜR	DAFÜR	
1f.	Elect Ms. Susan M. Diamond	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Dina Dublon	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h.	Re-elect Ms. Michelle Gass	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Ramon L. Laguarta	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1j.	Re-elect Mr. Sir Dave Lewis	DAFÜR	DAFÜR	
1k.	Re-elect Prof. Dr. David C. Page	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Robert C. Pohlad	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1m.	Re-elect Dr. med. Daniel L. Vasella	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1n.	Re-elect Mr. Darren Walker	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1o.	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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Global Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
7.	Shareholder resolution: Report on Impacts of Reproductive Healthcare Legislation	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
8.	Shareholder resolution: Congruency Report on Net-Zero Emissions Policies	DAGEGEN	DAGEGEN	

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.	Elect Dr. Renu Khator	DAFÜR	DAFÜR
1i.	Re-elect Ms. Linda R. Medler	DAFÜR	DAFÜR
1j.	Re-elect Mr. Robert A. Niblock	DAFÜR	DAFÜR
1k.	Re-elect Mr. Martin Pfinsgraff	DAFÜR	DAFÜR
1l.	Re-elect Mr. Bryan S. Salesky	DAFÜR	DAFÜR
1m.	Re-elect Ms. Toni Townes-Whitley	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. B. Marc Allen	DAFÜR	DAFÜR	
1.b	Elect Mr. Brett Biggs	DAFÜR	DAFÜR	
1.c	Elect Ms. Sheila Bonini	DAFÜR	DAFÜR	
1.d	Re-elect Ms. Angela F. Braly	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.e	Re-elect Ms. Amy L. Chang	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Joseph Jimenez	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Christopher Kempczinski	DAFÜR	DAFÜR	
1.h	Re-elect Ms. Debra L. Lee	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Terry J. Lundgren	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Christine M. McCarthy	DAFÜR	DAFÜR	
1.k	Re-elect Mr. Jon R. Moeller	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.l	Elect Mr. Robert J. Portman	DAFÜR	DAFÜR	
1.m	Re-elect Mr. Rajesh Subramaniam	DAFÜR	DAFÜR	
1.n	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.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Civil rights audit of reverse discrimination	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Report on operations in China	DAGEGEN	DAGEGEN	
7	Shareholder resolution: Fair elections	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a	Elect Ms. Danelle M. Barrett	DAFÜR	DAFÜR	
1b	Re-elect Mr. Philip Bleser	DAFÜR	DAFÜR	
1c	Re-elect Mr. Stuart B. Burgdoerfer	DAFÜR	DAFÜR	
1d	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	
1e	Re-elect Mr. Charles A. Davis	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1f	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR	
1g	Re-elect Ms. Lawton Fitt	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1h	Re-elect Ms. Susan Patricia Griffith	DAFÜR	DAFÜR	
1i	Re-elect Mr. Devin C. Johnson	DAFÜR	DAFÜR	
1j	Re-elect Mr. Jeffrey D. Kelly	DAFÜR	DAFÜR	
1k	Re-elect Ms. Barbara R. Snyder	DAFÜR	DAFÜR	
1l	Re-elect Ms. Kahina Van Dyke	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Hamid R. Moghadam	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.b	Re-elect Ms. Cristina G. Bitá	DAFÜR	DAFÜR	
1.c	Elect Mr. James B. Connor	DAFÜR	DAFÜR	
1.d	Re-elect Mr. George L. Fotiades	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Ms. Lydia H. Kennard	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.f	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 16 years, which exceeds guidelines.
1.g	Re-elect Ms. Avid Modjtabai	DAFÜR	DAFÜR	
1.h	Re-elect Mr. David P. O'Connor	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Olivier Piani	DAFÜR	DAFÜR	
1.j	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 16 years, which exceeds guidelines.
1.k	Re-elect Mr. Carl B. Webb	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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.

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	The information provided is insufficient. Excessive variable remuneration.
3.	Adoption of the financial statements	DAFÜR	DAFÜR	
4.	Approve allocation of income	DAFÜR	● DAGEGEN	The proposed payout ratio is below market practice.
5.	Discharge of executive members of the board of directors	DAFÜR	● DAGEGEN	The remuneration policy remains unsatisfactory despite the strong opposition of shareholders.
6.	Discharge of non-executive members of the board of directors	DAFÜR	● DAGEGEN	The remuneration policy remains unsatisfactory despite the strong opposition of shareholders.
7.	Approve remuneration of the board of directors	DAFÜR	● DAGEGEN	The level of remuneration of the board of directors is excessive in view of the company's size and complexity.
8.	Composition of the board of directors			
8.1.	Re-elect Ms. Manisha Girotra	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
8.2.	Re-elect Dr. Rachel Jafta	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the board is unsatisfactory.
8.3.	Re-elect Mr. Mark Sorour	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.
8.4.	Re-elect Ms. Ying Xu	DAFÜR	DAFÜR	
9.	Election of auditor	DAFÜR	DAFÜR	
10.	Approve Proposed Transaction	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 share repurchase is inconsistent with the long-term interests of shareholders.
14.	Voting results	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
15.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Gilbert F. Casellas	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.2	Re-elect Mr. Robert M. Falzon	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1.3	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Wendy E. Jones	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Charles Lowrey	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.6	Re-elect Ms. Sandra Pianalto	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Christine A. Poon	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.8	Re-elect Mr. Douglas A. Scovanner	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Michael A. Todman	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board.

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	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.
Elections to the board of directors				
4	Elect Mr. Arijit Basu	DAFÜR	DAFÜR	
5	Elect Dr. Claudia Süßmuth Dyckerhoff	DAFÜR	DAFÜR	
6	Elect Mr. Anil Wadhvani	DAFÜR	DAFÜR	
7	Re-elect Ms. Shriti Vadera	DAFÜR	DAFÜR	
8	Re-elect Mr. Jeremy Anderson	DAFÜR	DAFÜR	
9	Re-elect Ms. Chua Sock Koong	DAFÜR	DAFÜR	
10	Re-elect Mr. David Law	DAFÜR	DAFÜR	
11	Re-elect Mr. Ming Lu	DAFÜR	DAFÜR	
12	Re-elect Mr. George Sartorel	DAFÜR	DAFÜR	
13	Re-elect Ms. Jeanette Wong	DAFÜR	DAFÜR	
14	Re-elect Ms. Amy Yok Tak Yip	DAFÜR	DAFÜR	
15	Appoint Ernst & Young as auditors	DAFÜR	DAFÜR	
16	Auditor's remuneration	DAFÜR	DAFÜR	
17	Political donations and political expenditure	DAFÜR	DAFÜR	
18	Prudential Sharesave Plan 2023	DAFÜR	DAFÜR	
19	Prudential Long Term Incentive Plan 2023	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
20	Prudential International Savings-Related Share Option Scheme for Non-Employees (the 'ISSOSNE')	DAFÜR	DAFÜR	
21	Approval of the ISSOSNE Service Provider Sublimit	DAFÜR	DAFÜR	
22	Prudential Agency Long Term Incentive Plan	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the individual award grant.
23	Approval of the Agency LTIP Service Provider Sublimit	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the individual award grant.
24	Authority to allot shares	DAFÜR	DAFÜR	
25	Extension of authority to allot ordinary shares to include repurchased shares	DAFÜR	DAFÜR	
26	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
27	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
28	Authority to purchase own shares	DAFÜR	● DAGEGEN	Considering the current uncertainty in the financial sector, it is prudent to delay any share buybacks.
29	New Articles of association	DAFÜR	DAFÜR	
30	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
Ordinary Agenda			
O.1	Approve Financial Statements for the year ended 31 December 2022	DAFÜR	DAFÜR
O.2	Allocation of net profit and dividend distribution	DAFÜR	DAFÜR
O.3	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR
O.4	Long-term incentive plan 2023-2025	DAFÜR	DAFÜR
O.5	Binding vote on the remuneration policy	DAFÜR	<p>● DAGEGEN</p> <p>The same performance criteria are used in the deferred bonus and performance share plan.</p>
O.6	Advisory vote on the remuneration paid in FY 2022	DAFÜR	DAFÜR
Extraordinary Agenda			
E.1	Authorization to issue maximum 9.5 million shares in execution of the 2023-2025 long-term incentive plan	DAFÜR	DAFÜR

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

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

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	DAFÜR	DAFÜR	
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Final dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.
Elections to the board of directors				
4	Re-elect Mr. Andrew Bonfield	DAFÜR	DAFÜR	
5	Re-elect Mr. Olivier Bohuon	DAFÜR	DAFÜR	
6	Re-elect Mr. Jeff Carr	DAFÜR	DAFÜR	
7	Re-elect Ms. Margherita Della Valle	DAFÜR	DAFÜR	
8	Re-elect Mr. Nicandro Durante	DAFÜR	DAFÜR	
9	Re-elect Ms. Mary Harris	DAFÜR	DAFÜR	
10	Re-elect Mr. Mehmood Khan	DAFÜR	DAFÜR	
11	Re-elect Dr. Pamela Kirby	DAFÜR	DAFÜR	
12	Re-elect Mr. Christopher Sinclair	DAFÜR	DAFÜR	
13	Re-elect Ms. Elane Stock	DAFÜR	DAFÜR	
14	Re-elect Mr. Alan Stewart	DAFÜR	DAFÜR	
15	Elect Mr. Jeremy Darroch	DAFÜR	DAFÜR	
16	Elect Ms. Tamara Ingram, OBE	DAFÜR	DAFÜR	
17	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	
18	Auditor's remuneration	DAFÜR	DAFÜR	
19	Political donations and political expenditure	DAFÜR	DAFÜR	
20	Authority to allot shares	DAFÜR	DAFÜR	
21	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
22	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
23	Authority to purchase 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	
	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Masumi Minegishi	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Hisayuki Idekoba	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
1.3	Re-elect Ms. Ayano Senaha	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
1.4	Re-elect Mr. Rony Kahan	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Naoki Izumiya	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.6	Re-elect Mr. Hiroki Totoki	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Keiko Honda	DAFÜR	DAFÜR	
1.8	Elect Ms. Katrina Lake	DAFÜR	DAFÜR	
2	Elect Ms. Miho Tanaka as a Substitute Corporate Auditor	DAFÜR	DAFÜR	
3	Revision of Board fees	DAFÜR	● DAGEGEN	The board fees are considered excessive.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Joseph L. Goldstein	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1b.	Re-elect Ms. Christine A. Poon	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice.
1c.	Elect Dr. Craig B. Thompson	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.
1d.	Re-elect Dr. Huda Y. Zoghbi	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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5.	Shareholder resolution: Report on impact of extended patent exclusivities on product access	DAGEGEN	● DAFÜR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.

No.	Traktanden	Board	Ethos	
1	Annual Report and Accounts for the year ended 31 December 2022	DAFÜR	DAFÜR	
2	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
3	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Declare a final dividend	DAFÜR	DAFÜR	
5	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	
6	Auditor's remuneration	DAFÜR	DAFÜR	
	Elections to the Board of Directors			
7	Elect Mr. Alistair R. Cox	DAFÜR	DAFÜR	
8	Re-elect Mr. Paul Walker	DAFÜR	DAFÜR	
9	Re-elect Ms. June Felix	DAFÜR	DAFÜR	
10	Re-elect Mr. Erik Engstrom	DAFÜR	DAFÜR	
11	Re-elect Ms. Charlotte Hogg	DAFÜR	DAFÜR	
12	Re-elect Ms. Marike van Lier Lels	DAFÜR	DAFÜR	
13	Re-elect Mr. Nick Luff	DAFÜR	DAFÜR	
14	Re-elect Mr. Robert MacLeod	DAFÜR	DAFÜR	
15	Re-elect Mr. Andrew Sukawaty	DAFÜR	DAFÜR	
16	Re-elect Ms. Suzanne Wood	DAFÜR	DAFÜR	
17	Adopt RELX PLC Long-Term Incentive Plan 2023 (2023 LTIP)	DAFÜR	● DAGEGEN	Potential excessive awards for executives under this remuneration plan.
18	Adopt RELX PLC Executive Share Ownership Scheme 2023 (2023 ESOS)	DAFÜR	● DAGEGEN	No individual caps are disclosed.
19	Adopt RELX PLC ShareSave Plan 2023 (2023 ShareSave)	DAFÜR	DAFÜR	
20	Adopt RELX PLC Employee Share Purchase Plan 2023 (the ESPP)	DAFÜR	DAFÜR	
21	Directors' authority to allot shares	DAFÜR	DAFÜR	
22	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	
23	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	
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.

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	DAFÜR	DAFÜR	
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
3	Rentokil Initial plc Restricted Share Plan	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. No individual caps are disclosed.
4	Rentokil Initial plc Deferred Bonus Plan	DAFÜR	DAFÜR	
5	Final dividend	DAFÜR	DAFÜR	
	Elections to the board of directors			
6	Elect Mr. David Frear	DAFÜR	DAFÜR	
7	Elect Ms. Sally Johnson	DAFÜR	DAFÜR	
8	Re-elect Mr. Stuart Ingall-Tombs	DAFÜR	DAFÜR	
9	Re-elect Mr. Sarosh Mistry	DAFÜR	DAFÜR	
10	Re-elect Mr. John Pettigrew	DAFÜR	DAFÜR	
11	Re-elect Mr. Andrew Ransom	DAFÜR	DAFÜR	
12	Re-elect Mr. Richard Solomons	DAFÜR	DAFÜR	
13	Re-elect Ms. Catherine Turner	DAFÜR	DAFÜR	
14	Re-elect Ms. Linda Yueh, CBE	DAFÜR	DAFÜR	
15	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	
16	Auditor's remuneration	DAFÜR	DAFÜR	
17	Political donations and political expenditure	DAFÜR	DAFÜR	
18	Authority to allot shares	DAFÜR	DAFÜR	
19	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
20	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
21	Authority to purchase own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.
23	Adoption of new articles of association	DAFÜR	● DAGEGEN	The proposed increase in board fees is excessive.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. K. Gunnar Bjorklund	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.b	Re-elect Mr. Michael J. Bush	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Elect Mr. Edward G. Cannizzaro	DAFÜR	DAFÜR	
1.d	Re-elect Ms. Sharon D. Garrett	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Mr. Michael J. Hartshorn	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1.f	Re-elect Mr. Stephen Milligan	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Patricia H. Mueller	DAFÜR	DAFÜR	
1.h	Re-elect Mr. George P. Orban	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.i	Re-elect Ms. Larree M. Renda	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Barbara Rentler	DAFÜR	DAFÜR	
1.k	Re-elect Ms. Doniel N. Sutton	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	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.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Mr. Marco Alverà	DAFÜR	DAFÜR
1.2	Re-elect Mr. Jacques Esculier	DAFÜR	DAFÜR
1.3	Re-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	Re-elect Mr. Robert P. Kelly	DAFÜR	DAFÜR
1.8	Re-elect Mr. Ian Livingston	DAFÜR	DAFÜR
1.9	Re-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. Richard E. Thornburgh	DAFÜR	DAFÜR
1.13	Re-elect Dr. Gregory Washington	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR
4	Re-election of the auditor	DAFÜR	<p>● DAGEGEN The auditor's long tenure raises independence concerns.</p>

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Marc Benioff	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Ms. Laura Alber	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Craig Conway	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1d.	Elect Mr. Arnold W. Donald	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Parker Harris	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Neelie Kroes	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1g.	Elect Mr. Sachin Mehra	DAFÜR	DAFÜR	
1h.	Elect Mr. Mason G Morfit	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Oscar Munoz	DAFÜR	DAFÜR	
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	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1m.	Re-elect Ms. Susan Wojcicki	DAFÜR	DAFÜR	
2.	To approve the amendment of the 2013 Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
6.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Policy to forbid all company directors from sitting on any other boards	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Calling the Meeting to order	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4.	Recording the legality of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
5.	Recording the attendance at the Meeting and adoption of the list of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Adoption of the financial statements	DAFÜR	DAFÜR	
8.	Approve allocation of income and dividend	DAFÜR	DAFÜR	
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	DAFÜR	
10.	Approve remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Concerns over the pension allowance which exceeds guidelines.
11.	Approve directors' fees	DAFÜR	DAFÜR	
12.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR	
13.	Election of the board of directors	DAFÜR	DAFÜR	
14.	Approve auditors' fees	DAFÜR	DAFÜR	
15.	Election of auditor	DAFÜR	DAFÜR	
16.	Approve demerger of Mandatum plc	DAFÜR	DAFÜR	
17.	Amendment of Articles 3, 4 and 14 of the Articles of Association	DAFÜR	DAFÜR	
18.	Amendment of Article 11 of the Articles of Association	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
19.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	
20.	Approve share split	DAFÜR	DAFÜR	
21.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR	
4.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
5.	Approval of the agenda	DAFÜR	DAFÜR	
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9.	Adoption of the financial statements	DAFÜR	DAFÜR	
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10.1.	Discharge of Johan Molin	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.2.	Discharge of Jennifer Allerton	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.3.	Discharge of Claes Boustedt	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.4.	Discharge of Marika Fredriksson	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.5.	Discharge of Andreas Nordbrandt	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.6.	Discharge of Helena Stjernholm	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.7.	Discharge of Stefan Widing	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.8.	Discharge of Kai Wärn	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.9.	Discharge of Thomas Andersson	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.10.	Discharge of Thomas Lilja	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.11.	Discharge of Fredrik Håf	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.12.	Discharge of Erik Knebel	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.
10.13.	Discharge of Tomas Kärnström	DAFÜR	● DAGEGEN	The voting results of the 2022 AGM are not disclosed.

No.	Traktanden	Board	Ethos
11.	Approve allocation of income and dividend	DAFÜR	DAFÜR
12.	Resolution on the number of shareholder-elected members of the board of directors and auditors to be appointed	DAFÜR	DAFÜR
13.	Approve directors and auditors' fees	DAFÜR	DAFÜR
14.	Composition of the board of directors		
14.1.	Re-elect Ms. Jennifer Allerton	DAFÜR	DAFÜR
14.2.	Re-elect Mr. Claes Boustedt	DAFÜR	DAFÜR
14.3.	Re-elect Ms. Marika Fredriksson	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.
14.4.	Re-elect Mr. Johan Molin	DAFÜR	DAFÜR
14.5.	Re-elect Mr. Andreas Nordbrandt	DAFÜR	DAFÜR
14.6.	Re-elect Ms. Helena Stjernholm	DAFÜR	DAFÜR
14.7.	Re-elect Mr. Stefan Widing	DAFÜR	DAFÜR
14.8.	Re-elect Mr. Kai Wärn	DAFÜR	DAFÜR
15.	Re-elect the chairman of the board of directors	DAFÜR	DAFÜR
16.	Election of auditor	DAFÜR	● DAGEGEN On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
17.	Approve remuneration report	DAFÜR	● DAGEGEN We do not consider the performance period for the long-term incentive plan to be long enough.
18.	Approve share-related incentive plan 2023	DAFÜR	● DAGEGEN We do not consider the performance period for the long-term incentive plan to be long enough.
19.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
20.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

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	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
6	Authorise Share Repurchase	DAFÜR	DAFÜR	
7	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	
	Board main features			
8a	Elections to the Supervisory Board: Jennifer Xin-Zhe Li	DAFÜR	DAFÜR	
8b	Elections to the Supervisory Board: Dr. Qi Lu	DAFÜR	DAFÜR	
8c	Elections to the Supervisory Board: Punit Renjen	DAFÜR	DAFÜR	
9	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
10	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Remuneration of the chairman and the lead independent director is considered excessive.
11a	Amend Articles: Virtual general meetings (Article 20a, para. 1)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
11b	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 20a, para. 2)	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1	2022 Annual Report and Accounts	DAFÜR	DAFÜR
2	Final dividend	DAFÜR	DAFÜR
3	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.
	Elections to the Board of Directors		
4	Re-elect Mr. Andy Harrison	DAFÜR	DAFÜR
5	Re-elect Ms. Mary Barnard	DAFÜR	DAFÜR
6	Re-elect Ms. Sue Clayton	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
7	Re-elect Mr. Soumen Das	DAFÜR	DAFÜR
8	Re-elect Ms. Carol Fairweather	DAFÜR	DAFÜR
9	Re-elect Mr. Simon Fraser	DAFÜR	DAFÜR
10	Re-elect Mr. Andy Gulliford	DAFÜR	● DAGEGEN Executive director. The number of executives on the board exceeds market practice.
11	Re-elect Mr. Martin Moore	DAFÜR	DAFÜR
12	Re-elect Mr. David Sleath	DAFÜR	DAFÜR
13	Re-elect Ms. Linda Yueh	DAFÜR	DAFÜR
14	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR
15	Auditor's remuneration	DAFÜR	DAFÜR
16	Political donations and political expenditure	DAFÜR	DAFÜR
17	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			
1.a	Re-elect Dr. Andrés Conesa	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Pablo A. Ferrero	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Jeffrey W. Martin	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.d	Re-elect Ms. Bethany J. Mayer	DAFÜR	DAFÜR	
1.e	Re-elect Mr. Michael N. Mears	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Jack T. Taylor	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Cynthia L. Walker	DAFÜR	DAFÜR	
1.h	Re-elect Ms. Cynthia J. Warner	DAFÜR	DAFÜR	
1.i	Re-elect Mr. James C. Yardley	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	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Increase Authorized Common Stock	DAFÜR	● DAGEGEN	The increase in the authorised capital is excessive.
6	Change Company Name to Sempra	DAFÜR	DAFÜR	
7	Amend Articles of Incorporation	DAFÜR	DAFÜR	
8	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board.

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. William R. McDermott	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1h.	Re-elect Mr. Jeffrey A. Miller	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice.
1i.	Re-elect Mr. Joseph (Larry) Quinlan	DAFÜR	DAFÜR	
1j.	Re-elect Dr. Anita M. Sands	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4.	To approve the amendment of the Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5.	Elect Ms. Deborah Black	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Report and accounts	DAFÜR	DAFÜR	
2	Remuneration report (advisory vote)	DAFÜR	DAFÜR	
3	Final dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.
Elections to the board of directors				
4	Re-elect Mr. Kevin Beeston	DAFÜR	DAFÜR	
5	Re-elect Mr. John Coghlan	DAFÜR	DAFÜR	
6	Re-elect Mr. Thomas Delay CBE	DAFÜR	DAFÜR	
7	Re-elect Ms. Olivia Garfield CBE	DAFÜR	DAFÜR	
8	Re-elect Ms. Christine Hodgson CBE	DAFÜR	DAFÜR	
9	Elect Ms. Sarah Legg	DAFÜR	DAFÜR	
10	Elect Ms. Helen Miles	DAFÜR	DAFÜR	
11	Re-elect Ms. Sharmila Nebhrajani OBE	DAFÜR	DAFÜR	
12	Re-elect Ms. Gillian Sheldon	DAFÜR	DAFÜR	
13	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	
14	Auditor's remuneration	DAFÜR	DAFÜR	
15	Political donations and expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.
16	Authority to allot shares	DAFÜR	DAFÜR	
17	Disapplication of pre-emption rights	DAFÜR	DAFÜR	
18	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	
19	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.
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.a	Re-elect Ms. Kerrii B. Anderson	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Arthur F. Anton	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Re-elect Mr. Jeff M. Fettig	DAFÜR	DAFÜR	
1.d	Re-elect Mr. John G. Morikis	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.e	Re-elect Ms. Christine A. Poon	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Aaron M. Powell	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Marta R. Stewart	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Michael H. Thaman	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Matthew Thornton III	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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.

No.	Traktanden	Board	Ethos	
1.	Dividend Allocation	DAFÜR	DAFÜR	
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Fumio Akiya	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.2	Re-elect Mr. Yasuhiko Saitoh	DAFÜR	DAFÜR	
2.3	Re-elect Mr. Susumu Ueno	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.4	Re-elect Mr. Masahiko Todoroki	DAFÜR	DAFÜR	
2.5	Re-elect Mr. Toshihiko Fukui	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.6	Re-elect Mr. Hiroshi Komiyama	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.7	Re-elect Mr. Kuniharu Nakamura	DAFÜR	DAFÜR	
2.8	Re-elect Mr. Michael H. McGarry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.9	Elect Prof. Mariko Hasegawa	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.
3.	Election of two Corporate Auditors			
3.1	Re-elect Hidenori Onezawa as a Corporate Auditor	DAFÜR	DAFÜR	
3.2	Elect Hiroko Kaneko as a Corporate Auditor	DAFÜR	DAFÜR	
4.	Approve stock option plan for employees	DAFÜR	● DAGEGEN	No disclosure regarding the number of participants in the employee share plan. No individual caps are disclosed.

No.	Traktanden	Board	Ethos	
1	Dividend Allocation	DAFÜR	DAFÜR	
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Isao Teshirogi	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.2	Re-elect Ms. Takuko Sawada	DAFÜR	DAFÜR	
2.3	Re-elect Mr. Keiichi Ando	DAFÜR	DAFÜR	
2.4	Re-elect Mr. Hiroshi Ozaki	DAFÜR	DAFÜR	
2.5	Re-elect Ms. Fumi Takatsuki	DAFÜR	DAFÜR	
2.6	Elect Mr. Takaoki Fujiwara	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. The director is over 70 years old, which exceeds guidelines for new nominees.
3	Election of 3 Corporate Auditors			
3.1	Re-elect Mr. Akira Okamoto as a Corporate Auditor	DAFÜR	DAFÜR	
3.2	Re-elect Mr. Tsuguoki Fujinuma as a Corporate Auditor	DAFÜR	● DAGEGEN	The corporate auditor is over 75 years old, which exceeds guidelines.
3.3	Elect Ms. Yoriko Goto as a Corporate Auditor	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
	Elections of directors		
1A	Re-elect Mr. Tobias Lütke	DAFÜR	DAFÜR
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	Elect Mr. Toby Shannan	DAFÜR	DAFÜR
1G	Re-elect Ms. Fidji Simo	DAFÜR	DAFÜR
1H	Elect Mr. Bret Taylor	DAFÜR	DAFÜR
2	Re-election of the auditor	DAFÜR	DAFÜR
3	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive total remuneration.</p> <p>Excessive variable remuneration.</p>

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	DAFÜR	DAFÜR	
2	Advisory vote on directors' remuneration report	DAFÜR	DAFÜR	
3	Final dividend	DAFÜR	DAFÜR	
	Elections to the board of directors			
4	Elect Ms. Mary Lynn Ferguson-McHugh	DAFÜR	DAFÜR	
5(a)	Re-elect Mr. Irial Finan	DAFÜR	● DAGEGEN	Non-independent chairman of the board, and prolongation of mandate not justified.
5(b)	Re-elect Mr. Anthony Smurfit	DAFÜR	DAFÜR	
5(c)	Re-elect Mr. Ken Bowles	DAFÜR	DAFÜR	
5(d)	Re-elect Ms. Anne Anderson	DAFÜR	DAFÜR	
5(e)	Re-elect Mr. Frits Beurskens	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
5(f)	Re-elect Ms. Carol Fairweather	DAFÜR	DAFÜR	
5(g)	Re-elect Ms. Kaisa Hietala	DAFÜR	DAFÜR	
5(h)	Re-elect Mr. James Lawrence	DAFÜR	DAFÜR	
5(i)	Re-elect Ms. Lourdes Melgar	DAFÜR	DAFÜR	
5(j)	Re-elect Mr. Jørgen Buhl Rasmussen	DAFÜR	DAFÜR	
6	Auditor's remuneration	DAFÜR	DAFÜR	
7	Authority to allot shares	DAFÜR	DAFÜR	
8	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
9	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
10	Authority to purchase own shares	DAFÜR	DAFÜR	
11	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	
	Energy transition plan and social and environmental responsibility	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
1	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
2	Approval of the statutory financial statements	DAFÜR	DAFÜR	
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	
5	Approve the remuneration policy of the chairman	DAFÜR	● DAGEGEN	Excessive total remuneration.
6	Approve the remuneration policy of the CEO and Deputy CEOs	DAFÜR	● DAGEGEN	Excessive total remuneration.
7	Approve the remuneration policy of directors	DAFÜR	DAFÜR	
8	Approve the remuneration report	DAFÜR	DAFÜR	
9	Approve the 2022 remuneration of Mr. Bini Smaghi, chairman	DAFÜR	● DAGEGEN	Excessive total remuneration.
10	Approve the 2022 remuneration of Mr. Oudéa, CEO	DAFÜR	DAFÜR	
11	Approve the 2022 remuneration of Mr. Aymerich, Deputy CEO	DAFÜR	DAFÜR	
12	Approve the 2022 remuneration of Ms. Lebot, Deputy CEO	DAFÜR	DAFÜR	
13	Consultative vote on the remuneration 2022 paid to the material key risk takers	DAFÜR	DAFÜR	
	Elections to the board of directors			
14	Elect Mr. Salwomir Krupa	DAFÜR	● DAGEGEN	Executive director and the board size is excessive.
15	Elect Ms. Béatrice Cossa-Dumurgier	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
16	Elect Ms. Ulrika Ekman	DAFÜR	DAFÜR	
17	Elect Mr. Benoît de Ruffray	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
18	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high.
19	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	
20	Amendment of the Articles of Association: term of office of employee representatives	DAFÜR	DAFÜR	
21	Amendment of the Articles of Association: age limit of the chairman	DAFÜR	DAFÜR	
22	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	

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

No.	Traktanden	Board	Ethos	
1	Dividend Allocation	DAFÜR	DAFÜR	
2	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Kengo Sakurada	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.2	Re-elect Mr. Mikio Okumura	DAFÜR	DAFÜR	
2.3	Re-elect Prof. Scott Trevor Davis	DAFÜR	DAFÜR	
2.4	Re-elect Mr. Isao Endo	DAFÜR	DAFÜR	
2.5	Re-elect Mr. Kazuhiro Higashi	DAFÜR	DAFÜR	
2.6	Re-elect Mr. Takashi Nawa	DAFÜR	DAFÜR	
2.7	Re-elect Ms. Misuzu Shibata	DAFÜR	DAFÜR	
2.8	Re-elect Ms. Meyumi Yamada	DAFÜR	DAFÜR	
2.9	Re-elect Ms. Kumi Ito	DAFÜR	DAFÜR	
2.10	Re-elect Mr. Masayuki Waga	DAFÜR	DAFÜR	
2.11	Elect Mr. Toru Kajikawa	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.
2.12	Re-elect Mr. Satoshi Kasai	DAFÜR	● DAGEGEN	The director has held executive functions in the company during the last three years and sits on the audit committee.

No.	Traktanden	Board	Ethos
1.	Election of Directors		
1.1	Re-elect Mr. Kenichiro Yoshida	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.2	Re-elect Mr. Hiroki Totoki	DAFÜR	DAFÜR
1.3	Re-elect Mr. Yoshihiko Hatanaka	DAFÜR	DAFÜR
1.4	Re-elect Prof. Toshiko Oka	DAFÜR	DAFÜR
1.5	Re-elect Ms. Sakie Akiyama	DAFÜR	DAFÜR
1.6	Re-elect Ms. Wendy Becker	DAFÜR	DAFÜR
1.7	Re-elect Ms. Keiko Kishigami	DAFÜR	DAFÜR
1.8	Re-elect Mr. Joseph A. Kraft Jr.	DAFÜR	DAFÜR
1.9	Elect Dr. Neil Hunt	DAFÜR	DAFÜR
1.10	Elect Mr. William Morrow	DAFÜR	DAFÜR
2.	Approve Stock Option Plan	DAFÜR	● DAGEGEN Excessive variable remuneration.

No.	Traktanden	Board	Ethos
1	2022 annual report and accounts	DAFÜR	DAFÜR
2	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.
3	Advisory vote on directors' remuneration report	DAFÜR	DAFÜR
4	Final dividend	DAFÜR	DAFÜR
5	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR
6	Auditor's remuneration	DAFÜR	DAFÜR
Elections to the board of directors			
7	Re-elect Mr. Jamie Pike	DAFÜR	● DAGEGEN Chairman of the nomination committee. The representation of women on the board is insufficient.
8	Re-elect Mr. Nicholas Anderson	DAFÜR	DAFÜR
9	Re-elect Mr. Nimesh Patel	DAFÜR	DAFÜR
10	Re-elect Ms. Angela Archon	DAFÜR	DAFÜR
11	Re-elect Mr. Peter France	DAFÜR	DAFÜR
12	Re-elect Mr. Richard Gillingwater, CBE	DAFÜR	DAFÜR
13	Re-elect Ms. Caroline Johnstone	DAFÜR	DAFÜR
14	Re-elect Ms. Jane Kingston	DAFÜR	DAFÜR
15	Re-elect Mr. Kevin Thompson	DAFÜR	DAFÜR
16	Authority to allot shares	DAFÜR	DAFÜR
17	Authority to offer scrip dividend	DAFÜR	DAFÜR
18	Spirax-Sarco 2023 Performance Share Plan (the "PSP")	DAFÜR	● DAGEGEN Potential excessive awards.
19	General authority to disapply pre-emption rights	DAFÜR	DAFÜR
20	Authority to purchase own shares	DAFÜR	● DAGEGEN The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.

No.	Traktanden	Board	Ethos
1	Report and accounts	DAFÜR	DAFÜR
2	Remuneration report (advisory vote)	DAFÜR	<p>● DAGEGEN The pay-for-performance connection is not demonstrated.</p> <p>Concerns over the pension allowance which exceeds guidelines.</p>
3	Final dividend	DAFÜR	DAFÜR
	Elections to the board of directors		
4	Re-elect Mr. Gregor Alexander	DAFÜR	DAFÜR
5	Re-elect Lady Elish Angiolini	DAFÜR	DAFÜR
6	Re-elect Mr. John Bason	DAFÜR	DAFÜR
7	Re-elect Mr. Anthony Cocker	DAFÜR	DAFÜR
8	Re-elect Ms. Deborah Crosbie	DAFÜR	DAFÜR
9	Re-elect Ms. Helen Mahy CBE	DAFÜR	DAFÜR
10	Re-elect Sir John Manzoni	DAFÜR	DAFÜR
11	Re-elect Mr. Alistair Phillips-Davies	DAFÜR	DAFÜR
12	Re-elect Mr. Martin Pibworth	DAFÜR	<p>● DAGEGEN Executive director. The number of executives on the board exceeds market practice.</p>
13	Re-elect Ms. Melanie Smith CBE	DAFÜR	DAFÜR
14	Re-elect Dame Angela Strank	DAFÜR	DAFÜR
15	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR
16	Auditor's remuneration	DAFÜR	DAFÜR
17	Net Zero Transition Report	DAFÜR	DAFÜR
18	Authority to allot shares	DAFÜR	DAFÜR
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR
21	Purchase of own shares	DAFÜR	<p>● DAGEGEN The amount of the repurchase is excessive given the financial situation and perspectives of the company.</p>
22	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	Elections of directors			
1.1	Re-elect Mr. Richard E. Allison	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Andrew Campion	DAFÜR	DAFÜR	
1.3	Elect Ms. Beth Ford	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.4	Re-elect Ms. Mellody Hobson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.5	Re-elect Mr. Jorgen Vig Knudstorp	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Satya Nadella	DAFÜR	DAFÜR	
1.7	Elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	
1.8	Elect Mr. Howard Schultz	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	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: Plant-Based Milk Pricing	DAGEGEN	DAGEGEN	
6	Shareholder resolution: CEO Succession Planning Policy	DAGEGEN	● DAFÜR	The proposal aims at improving the company's succession planning policy and corporate governance.
7	Shareholder resolution: Report on Company Operations in China	DAGEGEN	DAGEGEN	
8	Shareholder resolution: Assessment of Worker Rights Commitments	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
9	Shareholder resolution: Creation of Board Committee on Corporate Sustainability	DAGEGEN	DAGEGEN	

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	● DAGEGEN Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election.
6	Approve Remuneration Report Board main features	DAFÜR	DAFÜR
7	Elections to the Supervisory Board: Jan Zijderveld	DAFÜR	DAFÜR
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1.	Dividend Allocation	DAFÜR	DAFÜR
2.	Election of Directors on a Kansayaku board		
2.1	Re-elect Mr. Noboru Saito	DAFÜR	DAFÜR
2.2	Re-elect Mr. Tetsuji Yamanishi	DAFÜR	● DAGEGEN Executive director sitting on the remuneration committee, which is not best practice.
2.3	Re-elect Mr. Shigenao Ishiguro	DAFÜR	● DAGEGEN Executive director sitting on the remuneration committee, which is not best practice.
2.4	Re-elect Mr. Shigeki Sato	DAFÜR	DAFÜR
2.5	Re-elect Ms. Kozue Nakayama	DAFÜR	DAFÜR
2.6	Re-elect Mr. Mutsuo Iwai	DAFÜR	DAFÜR
2.7	Re-elect Mr. Shoei Yamana	DAFÜR	DAFÜR
3.	Election of 5 Corporate Auditors		
3.1	Re-elect Mr. Takakazu Momozuka as a Corporate Auditor	DAFÜR	DAFÜR
3.2	Elect Mr. Masato Ishikawa as a Corporate Auditor	DAFÜR	DAFÜR
3.3	Re-elect Mr. Douglas Freeman as a Corporate Auditor	DAFÜR	DAFÜR
3.4	Elect Ms. Chizuko Yamamoto as a Corporate Auditor	DAFÜR	DAFÜR
3.5	Elect Mr. Takashi Fujino as a Corporate Auditor	DAFÜR	DAFÜR

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

No.	Traktanden	Board	Ethos
1	Dividend Allocation	DAFÜR	DAFÜR
2	Amend Articles of Association: Virtual general meeting	DAFÜR	DAFÜR
3	Election of Directors with an Audit & Supervisory Committee		
3.1	Re-elect Mr. Toshiaki Takagi	DAFÜR	DAFÜR
3.2	Re-elect Mr. Shinjiro Sato	DAFÜR	DAFÜR
3.3	Re-elect Mr. Shoji Hatano	DAFÜR	DAFÜR
3.4	Re-elect Mr. Kazunori Hirose	DAFÜR	DAFÜR
3.5	Elect Mr. Norimasa Kunimoto	DAFÜR	DAFÜR
3.6	Re-elect Ms. Yukiko Kuroda	DAFÜR	DAFÜR
3.7	Re-elect Mr. Hidenori Nishi	DAFÜR	DAFÜR
3.8	Re-elect Prof. Keiya Ozawa	DAFÜR	DAFÜR
4.1	Re-elect Mr. Takanori Shibazaki	DAFÜR	DAFÜR
4.2	Re-elect Mr. Masaichi Nakamura	DAFÜR	DAFÜR
4.3	Re-elect Mr. Soichiro Uno	DAFÜR	DAFÜR
5	Elect Mr. Koichi Sakaguchi as a substitute audit and supervisory committee member	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Elon Musk	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Robyn Denholm	DAFÜR	● DAGEGEN	Chairwoman of the audit committee and the company has a pledging policy which might pose a risk to outside shareholders.
1.3	Elect Mr. Jeffrey B. Straubel	DAFÜR	● DAGEGEN	Non independent director (former executive). The board is not sufficiently independent.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	The information provided is insufficient. Excessive variable remuneration.
3.	Advisory vote on say on pay frequency	DREI JAHRE	● EIN JAHR	We strongly support the right of shareholders to address pay-related concerns on an annual basis.
4.	Re-election of the auditor	DAFÜR	DAFÜR	
5.	Shareholder resolution: Report on Key-Person Risk and Efforts to Ameliorate It	DAGEGEN	● DAFÜR	A publicly-disclosed report on Tesla's Key-Person Risk is justified.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Mark A. Blinn	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Todd M. Bluedorn	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Janet F. Clark	DAFÜR	DAFÜR	
1.d	Re-elect Ms. Carrie S. Cox	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Mr. Martin S. Craighead	DAFÜR	DAFÜR	
1.f	Elect Mr. Curtis C. Farmer	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Jean M. Hobby	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Haviv Ilan	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Ronald D. Kirk	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Pamela H. Patsley	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Mr. Robert E. Sanchez	DAFÜR	DAFÜR	
1.l	Re-elect Mr. Richard K. Templeton	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2	To approve the Employee 2014 Stock Purchase Plan	DAFÜR	DAFÜR	
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
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	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
6	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
7	Shareholder resolution: Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	DAGEGEN	● DAFÜR	Enhanced disclosure on corporate social responsibility.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Marc N. Casper	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.b	Re-elect Mr. Nelson J. Chai	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Ruby R. Chandy	DAFÜR	DAFÜR	
1.d	Re-elect Prof. Dr. C. Martin Harris	DAFÜR	DAFÜR	
1.e	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.f	Re-elect Ms. R. Alexandra Keith	DAFÜR	DAFÜR	
1.g	Re-elect Mr. James C. Mullen	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.h	Re-elect Mr. Lars Rebien Sørensen	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Concerns over the director's time commitments.
1.i	Re-elect Dr. Debora L. Spar	DAFÜR	DAFÜR	
1.j	Re-elect Mr. Scott M. Sperling	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	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	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. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
5	To approve the amendment of the Omnibus Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
6	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. José B. Alvarez	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1b.	Re-elect Mr. Alan M. Bennett	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1c.	Re-elect Ms. Rosemary T. Berkery	DAFÜR	DAFÜR	
1d.	Re-elect Mr. David T. Ching	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
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 Ms. Amy B. Lane	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h.	Re-elect Ms. Carol Meyrowitz	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i.	Re-elect Ms. Jackwyn L. Nemerov	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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5.	Shareholder resolution: Report on Third-Party Assessment of Human Rights Due Diligence in 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 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: Adopt a Paid Sick Leave Policy for All Employees	DAGEGEN	● DAFÜR	Paid sick leave is one of the fundamental workplace rights of an employee.

No.	Traktanden	Board	Ethos	
	Election of Directors			
1.1	Re-elect Mr. Toshiki Kawai	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Sadao Sasaki	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Yoshikazu Nunokawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
1.4	Re-elect Mr. Michio Sasaki	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.5	Re-elect Ms. Makiko Eda	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Sachiko Ichikawa	DAFÜR	DAFÜR	
2	Election of 2 Corporate Auditors			
2.1	Re-elect Mr. Kazushi Tahara as a Corporate Auditor	DAFÜR	DAFÜR	
2.2	Elect Mr. Yutaka Nanasawa as a Corporate Auditor	DAFÜR	DAFÜR	
3	Approve annual cash bonus	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Approve the Stock-Based Compensation for Executive Directors	DAFÜR	● DAGEGEN	Excessive variable remuneration.
5	Approve the Stock-Based Compensation to Executives and Senior Officers of its Subsidiaries	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a	Re-elect Ms. Cherie Brant	DAFÜR	DAFÜR	
1b	Re-elect Ms. Amy Woods Brinkley	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent director. The board size is excessive.
1c	Re-elect Mr. Brian C. Ferguson	DAFÜR	DAFÜR	
1d	Re-elect Ms. Colleen A. Goggins	DAFÜR	DAFÜR	
1e	Re-elect Mr. David E. Kepler	DAFÜR	DAFÜR	
1f	Re-elect Mr. Brian M. Levitt	DAFÜR	● ZURÜCK-BEHALTEN	The director is over 75 years old, which exceeds guidelines.
1g	Re-elect Dr. h.c. Alan N. MacGibbon	DAFÜR	DAFÜR	
1h	Re-elect Ms. Karen E. Maidment	DAFÜR	DAFÜR	
1i	Re-elect Mr. Bharat B. Masrani	DAFÜR	DAFÜR	
1j	Re-elect Mr. Claude Mongeau	DAFÜR	DAFÜR	
1k	Re-elect Ms. Jane S. Rowe	DAFÜR	DAFÜR	
1l	Elect Ms. Nancy G. Tower	DAFÜR	DAFÜR	
1m	Elect Mr. Ajay K. Virmani	DAFÜR	DAFÜR	
1n	Elect Ms. Mary Winston	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	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.
5	Shareholder resolution: Privatisation of Pollution Assets	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
6	Shareholder resolution: Advisory Vote on Environmental Policies	DAGEGEN	● DAFÜR	A vote on environmental policies would improve the company's transparency and accountability on climate change and environmental objectives.
7	Shareholder resolution: Commitment to Oil and Gas Industry	DAGEGEN	DAGEGEN	
8	Shareholder resolution: CEO to Median Employee Pay Ratio	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
9	Shareholder resolution: Disclosure of Transition Plan	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	Election of Directors			
1.1	Re-elect Mr. Akio Toyoda	DAFÜR	● DAGEGEN	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1.2	Re-elect Mr. Shigeru Hayakawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
1.3	Elect Mr. Koji Sato	DAFÜR	DAFÜR	
1.4	Elect Mr. Hiroki Nakajima	DAFÜR	DAFÜR	
1.5	Elect Mr. Yoichi Miyazaki	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
1.6	Elect Mr. Simon Humphries	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Ikuro Sugawara	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Philip Craven	DAFÜR	DAFÜR	
1.9	Elect Mr. Masahiko Oshima	DAFÜR	DAFÜR	
1.10	Elect Prof. Emi Osono	DAFÜR	DAFÜR	
2	Election of 4 Corporate Auditors			
2.1	Re-elect Mr. Katsuyuki Ogura as a Corporate Auditor	DAFÜR	DAFÜR	
2.2	Elect Mr. Takeshi Shirane as a Corporate Auditor	DAFÜR	DAFÜR	
2.3	Re-elect Mr. Ryuji Sakai as a Corporate Auditor	DAFÜR	DAFÜR	
2.4	Elect Ms. Catherine O'Connell as a Corporate Auditor	DAFÜR	DAFÜR	
3	Elect Ms. Maoko Kikuchi as a Substitute Corporate Auditor	DAFÜR	DAFÜR	
4	Shareholder resolution: Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	DAGEGEN	● DAFÜR	The resolution is in line with the long-term interests of the majority of the company's stakeholders.

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

No.	Traktanden	Board	Ethos
1	To receive the financial statements and related reports regarding the year ended 30 June 2023	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
2	Elections of directors		
2.a	Elect Dr. Sarah E. Ryan	DAFÜR	DAFÜR
2.b	Re-elect Mr. Mark Birrell	DAFÜR	DAFÜR
2.c	Re-elect Ms. Patricia A. Cross	DAFÜR	DAFÜR
3	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN Excessive fixed remuneration.
4	Increase to the non-executive director fee pool	KEINE EMPFEHLUNG	● DAFÜR The proposed increase is not excessive and can be accepted.
5	Grant of Securities to Ms. Michelle Jablko (incoming CEO)	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Alan L. Beller	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1b.	Re-elect Ms. Janet M. Dolan	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1c.	Elect Mr. Russell G. Golden	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Patricia L. Higgins	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1e.	Re-elect Mr. William J. Kane	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Thomas B. Leonardi	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Clarence Otis Jr.	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Elizabeth E. Robinson	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Philip T. (Pete) Ruegger III	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Rafael Santana	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Todd C Schermerhorn	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Alan D. Schnitzer	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1m.	Re-elect Ms. Laurie J. Thomsen	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1n.	Re-elect Ms. Bridget A. van Kralingen	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
5.	To approve the amendment of the 2023 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
6.	Shareholder resolution: Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
7.	Shareholder resolution: Adopt Time-Bound Policy to Phase Out Underwriting for New Fossil Fuel Exploration and Development	DAGEGEN	● DAFÜR	The proposed policy would demonstrate to shareholders how the company plans to address the risks it faces from financing the fossil fuel industry.
8.	Shareholder resolution: Racial Equity Audit	DAGEGEN	● DAFÜR	We support corporate policies regarding racial equity.
9.	Shareholder resolution: Ensure Policies Do Not Support Police Violations of Civil Rights	DAGEGEN	● DAFÜR	The report will provide transparency ensuring the company's policies align with the goal of reducing racist police brutality whilst addressing structural racism.
10.	Shareholder resolution: Disclose political contributions	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Jennifer S. Banner	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines and the 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	The director has been sitting on the board for over 16 years, which exceeds guidelines and the 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 director is over 75 years old, which exceeds guidelines and 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	● DAGEGEN	Non-independent chairman of the risk committee. The independence of this committee is insufficient.
1m.	Re-elect Dr. Nido R. Qubein	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines and the board size is excessive.
1n.	Re-elect Mr. David M. Ratcliffe	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines and the board size is excessive.
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	The director is 75 years old, which exceeds guidelines and the 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.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5.	Shareholder resolution: Independent Chairman of the Board of Directors	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

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	Elect Mr. Alan B. Colberg	DAFÜR	DAFÜR	
1f	Re-elect Ms. Kimberly N. Ellison-Taylor	DAFÜR	DAFÜR	
1g	Re-elect Ms. Kimberly J. Harris	DAFÜR	DAFÜR	
1h	Re-elect Mr. Roland A. Hernandez	DAFÜR	DAFÜR	
1j	Re-elect Mr. Richard P. McKenney	DAFÜR	DAFÜR	
1k	Re-elect Mr. Yusuf I. Mehdi	DAFÜR	DAFÜR	
1l	Elect Ms. Loretta E. Reynolds	DAFÜR	DAFÜR	
1m	Re-elect Mr. John P. Wiehoff	DAFÜR	DAFÜR	
1n	Re-elect Mr. Scott W. Wine	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
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.

No.	Traktanden	Board	Ethos
A.	ORDINARY PART		
1.	Report of the board of directors on the annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
2.	Report of the statutory auditor on the annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
3.	Communication of the consolidated annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
4.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR
5.	Approve remuneration report	DAFÜR	DAFÜR
6.	Discharge of members of the board of directors	DAFÜR	DAFÜR
7.	Discharge of the statutory auditor	DAFÜR	DAFÜR
8.	Composition of the board of directors		
8.1 (a).	Re-elect Ms. Jan Berger	DAFÜR	DAFÜR
8.1 (b).	Acknowledge independence of Ms. Jan Berger	DAFÜR	DAFÜR
8.2.	Re-elect Mr. Cyril Janssen	DAFÜR	DAFÜR
8.3 (a).	Elect Ms. Maëlys Castella	DAFÜR	DAFÜR
8.3 (b).	Acknowledge independence of Ms. Maëlys Castella	DAFÜR	DAFÜR
B.	SPECIAL PART		
9.	Approve allocation of shares under LT incentive plan	DAFÜR	DAFÜR
10.1.	Approve change of control provision: EMTN Program	DAFÜR	DAFÜR
10.2.	Approve change of control provision: Schuldschein Loan Agreements	DAFÜR	DAFÜR
10.3.	Approve change of control provision: Revolving credit facility agreement	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1	To receive the audited consolidated financial statements of the company	DAFÜR	DAFÜR
2	Approve final 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	Re-election of the auditor Elections of directors	DAFÜR	DAFÜR
5	Re-elect Mr. Ee Cheong Wee	DAFÜR	DAFÜR
6	Re-elect Mr. Steven Phan Swee Kim	DAFÜR	DAFÜR
7	Re-elect Dr. Tai Tee Chia	DAFÜR	DAFÜR
8	Elect Mr. Chong Tee Ong	DAFÜR	DAFÜR
9	Authority to issue ordinary shares	DAFÜR	● DAGEGEN Excessive potential capital increase with pre-emptive rights.
10	Authority to issue ordinary shares pursuant to the UOB Scrip Dividend Scheme	DAFÜR	DAFÜR
11	Renewal of Share Purchase Mandate	DAFÜR	DAFÜR

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

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

No.	Traktanden	Board	Ethos	
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 Mr. Vittorio A. Colao	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Clarence Otis Jr.	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.8	Re-elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Rodney E. Slater	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Hans Vestberg	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.12	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 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: Report on Government Requests to Remove Content	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
7.	Shareholder resolution: Amend Clawback Policy	DAGEGEN	● DAFÜR	This proposal allows management accountability and is in the interest of shareholders.
8.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
9.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board.

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 Dr. Jeffrey M. Leiden	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Diana L. McKenzie	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Bruce I. Sachs	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non independent lead director, which is not best practice.</p> <p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p>
1.9	Re-elect Mr. Suketu Upadhyay	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.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	

No.	Traktanden	Board	Ethos	
1	Report and accounts	DAFÜR	DAFÜR	
	Elections to the board of directors			
2	Re-elect Mr. Jean-François van Boxmeer	DAFÜR	DAFÜR	
3	Re-elect Ms. Margherita Della Valle	DAFÜR	DAFÜR	
4	Re-elect Baron Stephen A. Carter CBE	DAFÜR	DAFÜR	
5	Re-elect Mr. Michel Demaré	DAFÜR	DAFÜR	
6	Re-elect Ms. Delphine Ernotte Cunci	DAFÜR	DAFÜR	
7	Re-elect Ms. Deborah Kerr	DAFÜR	DAFÜR	
8	Re-elect Ms. Maria Amparo Moraleda Martinez	DAFÜR	DAFÜR	
9	Re-elect Mr. David Nish	DAFÜR	DAFÜR	
10	Elect Ms. Christine Ramon	DAFÜR	DAFÜR	
11	Re-elect Mr. Simon Segars	DAFÜR	DAFÜR	
12	Final dividend	DAFÜR	DAFÜR	
13	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	Potential excessive awards.
14	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.
15	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	
16	Auditor's remuneration	DAFÜR	DAFÜR	
17	Authority to allot shares	DAFÜR	DAFÜR	
18	Disapplication of pre-emption rights	DAFÜR	DAFÜR	
19	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	
20	Purchase of own shares	DAFÜR	DAFÜR	
21	Political donations and expenditure	DAFÜR	DAFÜR	
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.
23	Vodafone Global Incentive Plan 2023	DAFÜR	● DAGEGEN	Potential excessive awards.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a	Elect Mr. Bruce E. Chinn	DAFÜR	DAFÜR	
1b	Re-elect Mr. James C. Fish Jr.	DAFÜR	DAFÜR	
1c	Re-elect Mr. Andrés R. Gluski	DAFÜR	DAFÜR	
1d	Re-elect Ms. Victoria M. Holt	DAFÜR	DAFÜR	
1e	Re-elect Ms. Kathleen M. Mazzarella	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1f	Re-elect Mr. Sean E. Menke	DAFÜR	DAFÜR	
1g	Re-elect Mr. William B. Plummer	DAFÜR	DAFÜR	
1h	Re-elect Mr. John C. Pope	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i	Re-elect Ms. Maryrose T. Sylvester	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	To approve the amendment of the 2023 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.

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 2022	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Report of the supervisory board for the financial year 2022	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2c.	Approve remuneration report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.
3a.	Adoption of the financial statements	DAFÜR	DAFÜR	
3b.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3c.	Approve allocation of income	DAFÜR	DAFÜR	
4a.	Discharge of executive board	DAFÜR	DAFÜR	
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	
	Composition of the supervisory board			
5.	Re-elect Mr. Chris Vogelzang	DAFÜR	DAFÜR	
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	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
8.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	Concerns regarding the share repurchase under ITEM 7, therefore we cannot approve the cancellation of the treasury shares.
9.	Election of auditor	DAFÜR	DAFÜR	
10.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
11.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	
1	To receive financial statements and related reports for the financial year ended 25 June 2023	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Elections of directors			
2.a	Re-elect Mr. Scott Perkins	DAFÜR	DAFÜR	
2.b	Elect Ms. Tracey Fellows	DAFÜR	DAFÜR	
2.c	Elect Mr. Warwick Bray	DAFÜR	DAFÜR	
3	Advisory vote on the remuneration report	DAFÜR	DAFÜR	
4	Grant of performance shares to the CEO	DAFÜR	DAFÜR	
5	Approve approach to termination benefits	DAFÜR	DAFÜR	
6	Approve non-executive directors' equity plans	KEINE EMPFEHLUNG	● DAFÜR	The proposed plan raises no concerns and can be accepted.

No.	Traktanden	Board	Ethos	
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	
	Elections to the board of directors			
5	Re-elect Mr. Bernard André Joseph Bourigeaud	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
6	Re-elect Mr. Gilles Grapinet	DAFÜR	● DAGEGEN	Executive director and the board size is excessive.
7	Re-elect Mr. Gilles Arditti	DAFÜR	DAFÜR	
8	Re-elect Mr. Aldo Cardoso	DAFÜR	DAFÜR	
9	Re-elect Ms. Giulia Fitzpatrick	DAFÜR	DAFÜR	
10	Re-elect Mr. Thierry Sommelet	DAFÜR	DAFÜR	
11	Approve the remuneration report	DAFÜR	DAFÜR	
12	Approve the 2022 remuneration of Mr. Bourigeaud, chairman	DAFÜR	DAFÜR	
13	Approve the 2022 remuneration of Mr. Grapinet, CEO	DAFÜR	DAFÜR	
14	Approve the 2022 remuneration of Mr. Desportes, Deputy CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.
15	Approve the remuneration policy of the chairman	DAFÜR	DAFÜR	
16	Approve the remuneration policy of the CEO	DAFÜR	DAFÜR	
17	Approve the remuneration policy of the Deputy CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.
18	Approve the remuneration policy of directors	DAFÜR	DAFÜR	
19	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
20	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
21	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.
22	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR	
23	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
24	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	
26	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	
27	Authorise capital increases related to an all-employee share ownership plan for beneficiaries of free shares granted by Worldline IGSA (formerly Ingenico Group SA) and holders of Worldline IGSA shares	DAFÜR	DAFÜR	
28	Authorise capital increases related to a share ownership plan for the benefit of employees and/or corporate officers of the Company	DAFÜR	DAFÜR	
29	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR	
30	Approve distribution of stock options to employees and/or corporate officers	DAFÜR	DAFÜR	
31	Approve distribution of performance shares	DAFÜR	DAFÜR	
32	Amendment of the articles of association relating to the age limit of the chairman	DAFÜR	● DAGEGEN	According to Ethos' guidelines, directors over 75 cannot be accepted on the board.
33	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the use of any distributable profit	DAFÜR	DAFÜR	
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	
4	Approve Discharge of Supervisory Board	DAFÜR	● DAGEGEN	Concerns regarding the remuneration report 2021 have not been sufficiently addressed.
5a	Appoint the Auditors	DAFÜR	● DAGEGEN	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election.
5b	Appoint the Auditors for a review of additional interim financial information in financial year 2024 until the next AGM	DAFÜR	DAFÜR	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
	Board main features			
7a	Elections to the Supervisory Board: Kelly Bennett	DAFÜR	DAFÜR	
7b	Elections to the Supervisory Board: Jennifer Hyman	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
7c	Elections to the Supervisory Board: Niklas Östberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
7d	Elections to the Supervisory Board: Anders Holch Povlsen	DAFÜR	DAFÜR	
7e	Elections to the Supervisory Board: Mariella Röhm-Kottmann	DAFÜR	DAFÜR	
7f	Elections to the Supervisory Board: Susanne Schröter-Crossan	DAFÜR	DAFÜR	
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	
9	Amend Articles: Virtual general meetings (Article 16a) and clarification regarding online participation to physical meetings (Article 17)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
10	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 19)	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Dr. iur. Paul M. Bisaro	DAFÜR	DAFÜR	
1.b	Elect Ms. Vanessa Broadhurst	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Frank A. D'Amelio	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Michael B. McCallister	DAFÜR	DAFÜR	
1.e	Re-elect Mr. Gregory Norden	DAFÜR	DAFÜR	
1.f	Re-elect Ms. Louise M. Parent	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Kristin C. Peck	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Robert W. Scully	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	DAFÜR	
4	Provide Right to 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.

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