

2024

Pensionskasse Basel-Stadt Ausübung der Stimmrechte (internationale Unternehmen)

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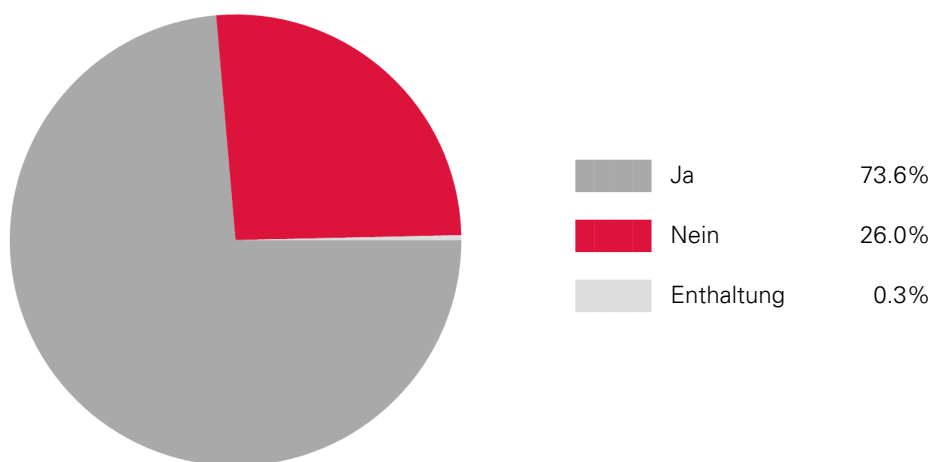
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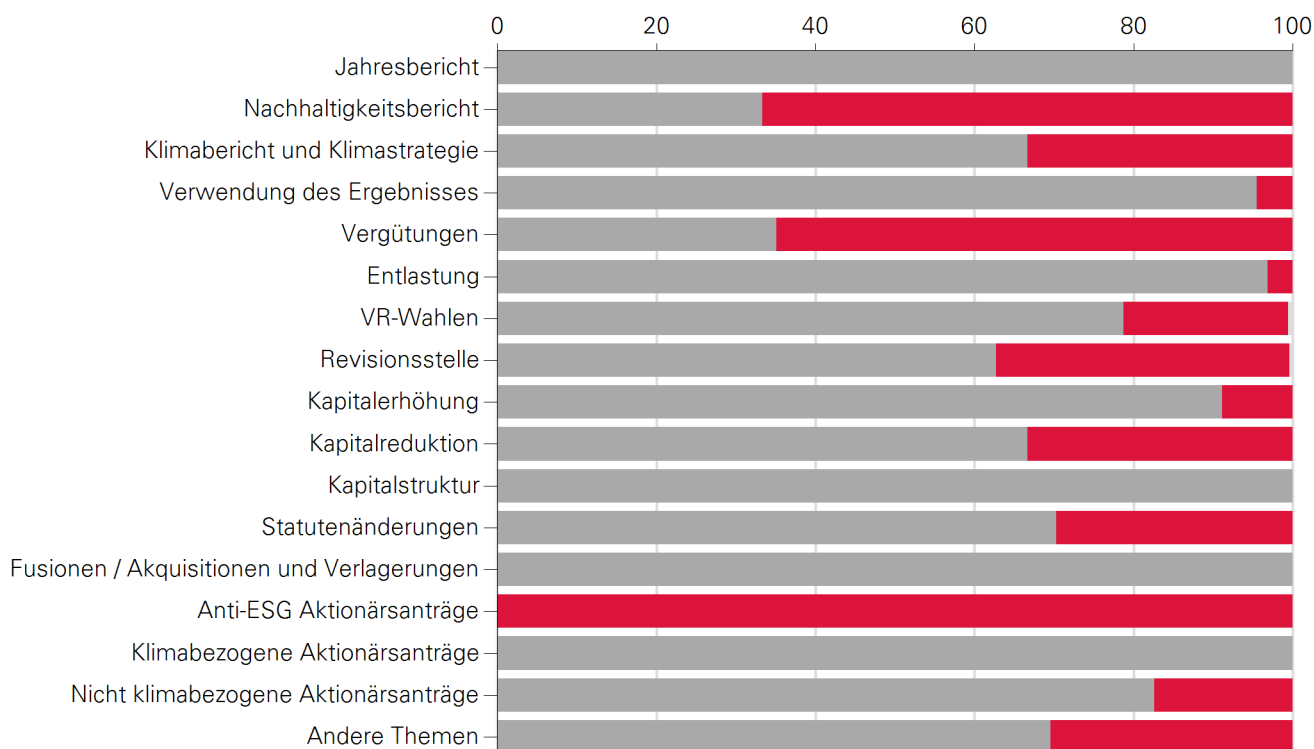
1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	227	3623	2643	967	13
Ausserordentliche Generalversammlungen	7	24	23	0	1
Ordentliche und ausserordentliche Generalversammlungen	15	365	288	77	0
Total	249	4012	2954	1044	14

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	93	100.0%	0	0.0%	0	0.0%	93
Nachhaltigkeitsbericht	1	33.3%	2	66.7%	0	0.0%	3
Klimabericht und Klimastrategie	2	66.7%	1	33.3%	0	0.0%	3
Verwendung des Ergebnisses	105	95.5%	5	4.5%	0	0.0%	110
Vergütungen	162	35.1%	300	64.9%	0	0.0%	462
Entlastung	153	96.8%	5	3.2%	0	0.0%	158
VR-Wahlen	1704	78.7%	448	20.7%	13	0.6%	2165
Revisionsstelle	148	62.7%	87	36.9%	1	0.4%	236
Kapitalerhöhung	175	91.1%	17	8.9%	0	0.0%	192
Kapitalreduktion	76	66.7%	38	33.3%	0	0.0%	114
Kapitalstruktur	4	100.0%	0	0.0%	0	0.0%	4
Statutenänderungen	52	70.3%	22	29.7%	0	0.0%	74
Fusionen / Akquisitionen und Verlagerungen	6	100.0%	0	0.0%	0	0.0%	6
Anti-ESG Aktionärsanträge	0	0.0%	40	100.0%	0	0.0%	40
Klimabezogene Aktionärsanträge	21	100.0%	0	0.0%	0	0.0%	21
Nicht klimabezogene Aktionärsanträge	138	82.6%	29	17.4%	0	0.0%	167
Andere Themen	114	69.5%	50	30.5%	0	0.0%	164

2 Ethos Stimmempfehlungen: Übersicht

Art der Generalversammlung (Typ)

OGV	Ordentliche Generalversammlungen
AGV	Ausserordentliche Generalversammlungen
MIX	Ordentliche und ausserordentliche Generalversammlungen

Abstimmungen

✓	Dafür
🟡	Teilweise dafür
✗	Dagegen
✖	Enthaltung

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
3i	27.06.2024	OGV	✓			✓	✗		🟡	✓	✓	✓							🟡
3M Company	14.05.2024	OGV					✗		✓	✗								✓	
Accenture	31.01.2024	OGV						🟡	🟡	✗	✓								
Adidas	16.05.2024	OGV				✓	✗	✓	🟡	✓									
Admiral Group	25.04.2024	OGV	✓			✓	🟡		🟡	✓	✓	✓							🟡
Adobe	17.04.2024	OGV					✗		🟡	✗								✓	
Advantest	28.06.2024	OGV						🟡	✓										✓
Aeon	29.05.2024	OGV							🟡		✗								
AFLAC	06.05.2024	OGV					✗		🟡	✗									
AIA Group	24.05.2024	OGV	✓			✓			🟡	✓	✓	✗							
Ajinomoto	25.06.2024	OGV				✓			🟡										
AkzoNobel	25.04.2024	OGV	✓			✓	🟡	✓	✓		✓	✓							
Alimentation Couche-Tard	05.09.2024	OGV					✗		🟡	✓							✓	✓	
Alphabet	07.06.2024	OGV							🟡	✗						✗	✓	✓	
American Express Company	06.05.2024	OGV					✗		🟡	✓						✗	✓	✓	
American Tower	22.05.2024	OGV					✗		🟡	✗								✓	
Amgen	31.05.2024	OGV					✗		🟡	✗									
ams-Osram	14.06.2024	OGV					✗	✓	✓	✓	✓		✓	✓					✓
Anglo American	30.04.2024	OGV	✓			✓	✗		🟡	✓	✓	✗							✗
ANZ Group Holdings	19.12.2024	OGV					✗		✓								✓	✓	

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Applied Materials	07.03.2024	OGV					✗		🟡	✗								✓	
Ashtead Group	04.09.2024	OGV	✓			✓	✗		🟡	✓	✓	✗							✗
ASML	24.04.2024	OGV	✓			✓	✗	✓	✓		✓	✓							
Assicurazioni Generali	24.04.2024	MIX	✓			✓	🟡					✓		✓					
Associated British Foods	06.12.2024	OGV	✓			✓	✗		✓	✓	✓	✓							🟡
Astellas Pharma	20.06.2024	OGV							✓										
AstraZeneca	11.04.2024	OGV	✓			✓	✗		🟡	✓	✓	✓							✗
Autodesk	16.07.2024	OGV					✗		🟡	✗				✓				✓	
Automatic Data Processing	06.11.2024	OGV					✗		🟡	✗									
Autozone	18.12.2024	OGV					✗		🟡	✗				✓				✓	
AXA	23.04.2024	MIX	✓			✓	🟡		🟡	✓	✓	✓							✓
Bank of Montréal	16.04.2024	OGV					✗		🟡	✗						✗	✓	🟡	
Bank of Nova Scotia	09.04.2024	OGV					✗		🟡	✗						✗	✓	✓	
Beiersdorf	18.04.2024	OGV				✓	✗	✓	🟡	✓				✓					
BlackRock	15.05.2024	OGV					✗		🟡	✗						✗	✓	✓	
BMW	15.05.2024	OGV				✓	✗	🟡	✓	✓									
BNP Paribas	14.05.2024	MIX	✓			✓	🟡		🟡	✓	✓	✗							✓
Booking Holdings	04.06.2024	OGV					✗		✓	✗								✓	
Bridgestone	26.03.2024	OGV				✓			🟡										
Bristol-Myers Squibb	07.05.2024	OGV					✗		🟡	✓				✗				🟡	
BT Group	11.07.2024	OGV	✓			✓	✗		✓	✓	✓	✓							🟡
Bunge	15.05.2024	OGV	✓	✗		✓	✗	✓	🟡	✗									✓
Cadence Design Systems	02.05.2024	OGV					🟡		🟡	✓				🟡				✓	
Canadian National Railway	26.04.2024	OGV			✗		✗		✓	✗				✓				✓	
Carrefour	24.05.2024	OGV	✓			✓	🟡		🟡	✓		🟡							✓
Carrier Global	18.04.2024	OGV					✗		🟡	✓								✓	
Caterpillar	12.06.2024	OGV					✗		🟡	✗						✗		✓	
Charles Schwab Corp.	23.05.2024	OGV					✗		🟡	✗						✗		✓	
Cigna	24.04.2024	OGV					✗		🟡	✗						✗		✓	
Cintas	29.10.2024	OGV					✗		🟡	✗							✓	✓	

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Coca-Cola	01.05.2024	OGV					🟡		🟡	✗						✗		✓	
Coca-Cola HBC	21.05.2024	OGV	✓	✗		✓	🟡	✓	🟡	✗		✓		🟡					✓
Coles	12.11.2024	OGV					✓		✓					✓				✓	
Colgate-Palmolive	10.05.2024	OGV					✗		🟡	✗								✓	
Coloplast	05.12.2024	OGV	✓			✓	🟡		🟡	✓									✓
Comcast	10.06.2024	OGV					✗		🟡	✗								✓	
Commerzbank	30.04.2024	OGV				✓	✓	✓		✓		✓		✓					
Covestro	17.04.2024	OGV					✓	✓		✓		✗						✗	✓
Crédit Agricole	22.05.2024	MIX	✓			✓	✓		🟡	✓	🟡	✗							✓
CRH	25.04.2024	OGV					✗		✓	✓	✓	✓							
Croda International	24.04.2024	OGV	✓			✓	🟡		✓	✓	✓	✓							🟡
Crown Castle International	22.05.2024	OGV					✗		✓	✓								🟡	
CSX Corp	08.05.2024	OGV					✗		🟡	✗								✓	
D.R. Horton	17.01.2024	OGV					✗		🟡	✓									
Daiichi Sankyo	17.06.2024	OGV				✓			🟡										
Daikin Industries	27.06.2024	OGV				✓	✗		🟡										✓
Daiwa House Industry	27.06.2024	OGV				✓	✗		🟡										✓
Danaher	07.05.2024	OGV					✗		🟡	✗								✓	
Danone	25.04.2024	MIX	✓			✓	🟡		✓	✓	✓	✓		✓					✓
Dassault Systèmes	22.05.2024	MIX	✓			✓	🟡		🟡	✓	✓	✓							✓
Deutsche Börse	14.05.2024	OGV				✓	🟡	✓	✓	✓	✗	✓							
Deutsche Post	03.05.2024	OGV				✓	✓	✓	✓	✓									
DexCom	22.05.2024	OGV					✗		🟡	✗								✓	
DNB	29.04.2024	OGV	✓				✓		✓	✗		✓						✗	🟡
DSM Firmenich	07.05.2024	OGV	✓	✓		✓	🟡	✓	✓	✓									✓
DSV	14.03.2024	OGV	✓			✓	🟡		🟡	✓		✗		✓				✓	
Eaton	24.04.2024	OGV					✗		🟡	✗	✓	✗							
Ecolab	02.05.2024	OGV					✗		🟡	✗								✓	
Edwards Lifesciences	07.05.2024	OGV					✗		✓	✗									
Elevance Health	15.05.2024	OGV					✗		🟡	✗								✓	
Eli Lilly	06.05.2024	OGV					✗		🟡	✗				✓				✓	

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Emerson Electric	06.02.2024	OGV					✗		✓	✗				✓				✗	
Enel	23.05.2024	OGV	✓			✗	🟡					✓							
Equinix	23.05.2024	OGV					🟡		🟡	✗									
Fanuc	27.06.2024	OGV				✓			✓										
Fast Retailing	28.11.2024	OGV							🟡					✓					✗
FinecoBank	24.04.2024	MIX	✓			✓	✓				✓	✓							
Fiserv	15.05.2024	OGV					✗		🟡	✗									
Fortescue	06.11.2024	OGV					✓		🟡										✓
Fujifilm Holdings	27.06.2024	OGV				✓	🟡	✓	✓										✓
Fujitsu	24.06.2024	OGV					🟡		✓										✓
Genmab	13.03.2024	OGV	✓			✗	🟡		🟡	✓	✓	✗		✓					✓
Gilead Sciences	08.05.2024	OGV					✗		🟡	✗				✗		✗	🟡		
Goodman Group	14.11.2024	OGV					✗		🟡	✓									
HCA Healthcare	25.04.2024	OGV					✗		🟡	✗								✓	
Heidelberg Materials	16.05.2024	OGV				✓	✗	✓	🟡	✓				✓					
Henkel AG & Co. KGaA	22.04.2024	OGV	✓			✓	✗	✓	🟡	✓									🟡
Hermes International	30.04.2024	MIX	✓			✓	🟡	✓	🟡	✓		🟡							✓
Hilton Worldwide	15.05.2024	OGV					✗		🟡	✗									
Hitachi Ltd	21.06.2024	OGV							🟡										
Home Depot	16.05.2024	OGV					✗		🟡	✗						✗		✓	
Hoya	27.06.2024	OGV							🟡										
HSBC	03.05.2024	OGV	✓				✗		🟡	✓	✓	✓						✗	✗
Humana Inc.	18.04.2024	OGV					✗		🟡	✗				✗				✗	
IBM	30.04.2024	OGV					✗		🟡	✗						✗	✓	✓	
Idexx Laboratories	06.05.2024	OGV					✗		✓	✗								✗	
Illinois Tool Works	03.05.2024	OGV					✗		🟡	✗								✓	
Informa	21.06.2024	OGV	✓			✓	✗		🟡	✓	✓	✗							🟡
ING Groep	22.04.2024	OGV	✓			✓	✓	✓	✓	✓	🟡	✗							
Intel	07.05.2024	OGV					✗		🟡	✗						✗		✓	
IntercontinentalExchange	17.05.2024	OGV					✗		🟡	✗								✓	
Intertek Group	24.05.2024	OGV	✓			✓	✗		✓	✓	✓	✓							🟡

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Intuit	18.01.2024	OGV					✗		🟡	✗							✓		
Itochu	21.06.2024	OGV			✓	✗			🟡										✓
James Hardie Industries	08.08.2024	OGV	✓				🟡		🟡	✓									
Johnson & Johnson	25.04.2024	OGV				✗			🟡	✗						✗			
Kao	22.03.2024	OGV			✓		🟡		🟡										✓
KBC Group	02.05.2024	OGV	✓			✗	✓		🟡	✓									
KDDI Corp	19.06.2024	OGV			✓				🟡										🟡
Kering	25.04.2024	MIX	✓		✓	🟡			🟡	✓	✓	✗							🟡
Kerry Group	02.05.2024	OGV	✓		✓	✗			🟡	✓	✓	✓							✗
	19.12.2024	AGV										✓		✓					
Kimberly Clark	02.05.2024	OGV				✗			🟡	✗				✗					
Kingspan Group	26.04.2024	OGV	✓		✗	✗			🟡	✓	✓	✗							✗
Komatsu	19.06.2024	OGV			✓	🟡			🟡										✓
Koninklijke Ahold Delhaize	10.04.2024	OGV	✓		✓	✗	✓		🟡	✓	✓	✓							
	10.07.2024	AGV																	✓
Koninklijke KPN	17.04.2024	OGV	✓		✓	🟡	✓			✓	✓	✓							
	01.10.2024	AGV							✓										
Kubota	22.03.2024	OGV							🟡										✓
Lam Research	05.11.2024	OGV				✗			🟡	✗									
Legal & General	23.05.2024	OGV	✓		✓	✗			✓	✓	✓	✗							✗
Linde Plc	30.07.2024	OGV				✗			🟡	🟡	✓								
Lloyds Banking Group	16.05.2024	OGV	✓		✓	✗			✓	✓	✓	🟡							✗
L'Oréal	23.04.2024	MIX	✓		✓	🟡			🟡	✓	✓	🟡							✓
Lowe's Companies	31.05.2024	OGV				✗			🟡	✗									
Lululemon Athletica	06.06.2024	OGV				✗			🟡	✓								✓	
LVMH	18.04.2024	MIX	✓		✓	🟡			🟡	✓	✓	✓							✗
Marsh & McLennan	16.05.2024	OGV				✗			🟡	✗								✓	
Marubeni	21.06.2024	OGV							🟡										✓
Marvell Technology	20.06.2024	OGV				✗			🟡	✓									
Mastercard	18.06.2024	OGV				✗			🟡	✗						✗		✓	
McDonald's	22.05.2024	OGV				✗			🟡	✗				✗		✗	🟡		

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MercadoLibre	05.06.2024	OGV					✗		🟡	✔️									
Merck	28.05.2024	OGV					✗		🟡	✗						✗		✗	
Merck KGaA	26.04.2024	OGV	✔️			✔️	🟡	✔️	✔️	✔️				✔️					
Michelin	17.05.2024	MIX	✔️			✔️	🟡		🟡	✔️	🟡	✔️							✔️
Microsoft	10.12.2024	OGV					✗		🟡	✗						✗	✔️	✔️	
Mitsubishi Estate	27.06.2024	OGV				✔️			🟡										
Mitsui Fudosan	27.06.2024	OGV				✔️	🟡		✔️					✔️					🟡
Mizuho Financial Group	26.06.2024	OGV							🟡								✔️		
Moncler	24.04.2024	OGV	✔️			✔️	✔️					✔️							
Mondi	15.01.2024	AGV				✔️					✔️	✔️	✔️						
	03.05.2024	OGV	✔️			✔️	✗		✔️	✔️	✔️	✔️							✗
Moodys	16.04.2024	OGV					✗		🟡	✔️				✔️				✔️	
Morgan Stanley	23.05.2024	OGV					🟡		✔️	✗						✗	✔️	✔️	
MS&AD Insurance Group Holdings	24.06.2024	OGV				✔️			🟡										✔️
Munich Re	25.04.2024	OGV				✔️	✗	✔️	🟡	✗		✔️							
National Grid	10.07.2024	OGV	✔️		✔️	✗	✗		✔️	✔️	✔️	✗							✗
NEC Corp.	21.06.2024	OGV							🟡										
Newmont Corporation	24.04.2024	OGV					✗		🟡	✔️									
Nike	10.09.2024	OGV					✗		✔️	✗						✗		✔️	
Nintendo	27.06.2024	OGV				✔️	✗		🟡										
NN Group	24.05.2024	OGV	✔️			✔️	✔️	✔️	✔️		🟡	✔️							
Nokia	03.04.2024	OGV	✔️			✔️	✗	✔️	🟡	✔️	✔️	✔️		🟡					
Norfolk Southern	09.05.2024	OGV					✗		🟡	✗								✔️	
Norsk Hydro	07.05.2024	OGV	✔️				✔️		🟡	✔️		✔️							✔️
Novo Nordisk	21.03.2024	OGV	✔️			✔️	🟡		🟡	✖️	✔️	✔️		✔️					
Novonisis	04.03.2024	AGV							🟡					✔️					✔️
	30.04.2024	OGV	✔️			✔️	🟡		🟡	✔️	✔️	✔️		✔️					✔️
Nvidia	26.06.2024	OGV					✗		🟡	✗								✗	
NXP Semiconductors	29.05.2024	OGV	✔️				✗	✔️	✔️	✔️	✔️	✗							
Orange	22.05.2024	MIX	✔️			✔️	✔️		🟡	✔️	✔️	🟡						✔️	✔️
Oriental Land	27.06.2024	OGV				✔️	🟡		✗										🟡

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Orix	25.06.2024	OGV							○										
Orsted	05.03.2024	OGV	✓			✓	○	✓	○	✓									
Panasonic	24.06.2024	OGV							○										✓
Pandora	14.03.2024	OGV	✓			✓	○	✓	○	✓		✓							✓
PepsiCo	01.05.2024	OGV					✗		○	✗						✗		✓	
PNC Financial Services Group	24.04.2024	OGV					○		○	✓								✓	
Procter & Gamble	08.10.2024	OGV					✗		○	✗								✓	
Progressive Corp	10.05.2024	OGV					✗		○	✗						✗			
Prologis	09.05.2024	OGV					✗		○	✗				✗				✗	
Prosus	21.08.2024	OGV	✓			✓	✗	✗	○	✓	✓	✗							
Prudential Plc	23.05.2024	OGV	✓				✗		✓	✓	○	✗							○
Prysmian	18.04.2024	OGV	✓			✓	○		✓	✓		✓							
QBE Insurance Group	10.05.2024	OGV					✓		✓										
Reckitt Benckiser	02.05.2024	OGV	✓			✓	✗		✓	✓	✓	✗							○
Recruit Holdings	20.06.2024	OGV					✓		○										✓
RELX	25.04.2024	OGV	✓			✓	✗		✓	✓	✓	✓							✗
Renesas Electronics	26.03.2024	OGV				✓			○					○					
S&P Global	01.05.2024	OGV					✗		✓	✗									
Sage Group	01.02.2024	OGV	✓			✓	✓		✓	✓	✓	✓							○
Salesforce.com	27.06.2024	OGV					✗		○	✗				✗		✗		○	
Schneider Electric	23.05.2024	MIX	✓			✓	○		✓	✓	✓	✓							✓
Secom	25.06.2024	OGV				✓	✓		○					✓					
Segro	18.04.2024	OGV	✓			✓	✓		○	✓	✓	✓							○
Sempra	09.05.2024	OGV					✗		○	✗								✓	
ServiceNow	23.05.2024	OGV					✗		○	✓								✗	
Seven & I Holdings Co.	28.05.2024	OGV				✓			○										
Sherwin-Williams	17.04.2024	OGV					✗		○	✗								✗	
Shin-Etsu Chemical	27.06.2024	OGV				✓	✗		○										
Shopify	04.06.2024	OGV					✗		○	✓									
Smurfit Kappa	26.04.2024	OGV	✓			✓	○		○	✓	✓	✓							✗
	13.06.2024	AGV									✓		✓	✓					✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Société Générale	22.05.2024	MIX	✓			✓	🟡		✓	✓	🟡	✗		✓					✓
Softbank Corp	20.06.2024	OGV							🟡				✓						✓
Sompo Holdings	24.06.2024	OGV				✓			🟡										
Sony	25.06.2024	OGV							✓										
Spirax Group	15.05.2024	OGV	✓			✓	✓		✓	✓	✓	✗		✓					
STMicroelectronics	22.05.2024	OGV	✓			✓	✗	✓	✓	✓	✓	✗		✓					
Sumitomo Mitsui Financial Group	27.06.2024	OGV				✓			🟡				✓				✓		
Symrise	15.05.2024	OGV				✓	✓	✓		✓	✓			✗					
Synopsys	10.04.2024	OGV					✗		🟡	✗								✗	
Target	12.06.2024	OGV					✗		🟡	✗						✗		✓	
TDK	21.06.2024	OGV				✓	✗		🟡										
Terna	10.05.2024	OGV	✓			✓	🟡					✓							
Terumo	26.06.2024	OGV				✓			✓										✓
Tesco	14.06.2024	OGV	✓			✓	✗		✓	✓	✓	✗							🟡
Tesla	13.06.2024	OGV					✗		✗	✓				✗				🟡	
Texas Instruments	25.04.2024	OGV					✗		🟡	✗								✓	
TJX	04.06.2024	OGV					✗		🟡	✗								✓	
Tokio Marine Holdings	24.06.2024	OGV				✓	✗		🟡										✓
Tokyo Electron	18.06.2024	OGV					✗		🟡										✓
Toronto-Dominion Bank	18.04.2024	OGV					✗		🟡	✓				✗		✗	✓	🟡	
Trane Technologies	06.06.2024	OGV					✗		🟡	✗	🟡								✓
Transurban Group	22.10.2024	OGV					✓		✓										
Travelers Companies	15.05.2024	OGV					✗		🟡	✗							✓	✓	
Truist Financial Corp	23.04.2024	OGV					✗		🟡	✗						✗		✓	
U.S. Bancorp	16.04.2024	OGV					✗		🟡	✗									
Unicharm	27.03.2024	OGV							🟡										
Unilever	01.05.2024	OGV	✓		✓		✗		🟡	✓	✓	✓		✓					🟡
Union Pacific	09.05.2024	OGV					✗		🟡	✗								✓	
United Overseas Bank	18.04.2024	OGV	✓			✓	✗		🟡	✓	🟡	✓							
United Parcel Service	02.05.2024	OGV					✗		🟡	✗						✗		✓	
Universal Music Group	16.05.2024	OGV	✓			✓	✗	🟡	🟡			✓							✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
UPM Kymmene	04.04.2024	OGV	✓			✓	🟡	✗	✓	✓	✓	✓							✓
Verizon Communications	09.05.2024	OGV					✗		🟡	✗						✗		✓	
Vestas Wind Systems	09.04.2024	OGV	✓			✓	🟡		🟡	✓		✓							✓
Visa	23.01.2024	OGV					✗		🟡	✓				✓				✓	✗
Vodafone	30.07.2024	OGV	✓			✓	✗		🟡	✓	✓	✗							🟡
Vonovia	08.05.2024	OGV				✗	🟡	✓	✓	✓									
Walt Disney	03.04.2024	OGV					✗		🟡	✗						✗		🟡	
Waste Management	14.05.2024	OGV					✗		🟡	✗				✗					
Welltower	23.05.2024	OGV					✗		✓	✗	✗			✗					
Wolters Kluwer	08.05.2024	OGV	✓			✓	🟡	✓	✓		✓	✗		✓					
	28.10.2024	AGV							✓										
Workday	18.06.2024	OGV					✗		🟡	✓				✗					
Zoetis	22.05.2024	OGV					✗		🟡	✓				✗				✓	

3 Ergebnisse der Abstimmungen

3.1 Durchschnittliche Ergebnisse nach Themen

Art der Anträge	Anzahl Anträge*	Verfügbare Ergebnisse*	Durchschnittliche Zustimmung*
Jahresbericht	93	92	99.8%
Nachhaltigkeitsbericht	3	3	98.9%
Klimabericht und Klimastrategie	3	3	98.0%
Verwendung des Ergebnisses	110	108	99.5%
Vergütungen	462	458	91.9%
Entlastung	158	157	97.9%
VR-Wahlen	2040	2020	96.4%
Revisionsstelle	226	224	97.1%
Kapitalerhöhung	192	191	95.0%
Kapitalreduktion	114	113	98.5%
Kapitalstruktur	4	4	99.8%
Statutenänderungen	74	74	95.2%
Fusionen / Akquisitionen und Verlagerungen	6	6	99.4%
Anti-ESG Aktionärsanträge	40	40	2.7%
Klimabezogene Aktionärsanträge	21	20	19.1%
Nicht klimabezogene Aktionärsanträge	167	165	22.5%
Andere Themen	164	161	96.3%
Alle Themen	3877	3839	91.5%

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

3.2 Abgelehnte Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
BNP Paribas	14.05.2024	C	Elect Mr. Frédéric Mayrand	DAFÜR	2.2%
BNP Paribas	14.05.2024	B	Elect Mr. Thierry Schwob	DAFÜR	2.2%
BNP Paribas	14.05.2024	A	Elect Ms. Isabelle Coron	DAFÜR	2.2%
Norfolk Southern	09.05.2024	3	Advisory vote on executive remuneration	DAGEGEN	27.9%
Norfolk Southern	09.05.2024	1m.	Re-elect Mr. John R. Thompson	DAFÜR	29.4%
Norfolk Southern	09.05.2024	1o.	Elect Dissident Nominee Mr. James Barber Jr.	DAFÜR	35.3%
Norfolk Southern	09.05.2024	1i.	Re-elect Ms. Amy E. Miles	ZURÜCKBEHALTEN	36.3%
Norfolk Southern	09.05.2024	1n.	Elect Dissident Nominee Ms. Betsy Atkins	ZURÜCKBEHALTEN	38.6%
Vonovia	08.05.2024	7	Approve Remuneration System for the Management Board members	DAGEGEN	40.4%
3M Company	14.05.2024	3	Advisory vote on executive remuneration	DAGEGEN	45.0%
Norfolk Southern	09.05.2024	1r.	Elect Dissident Nominee John Kasich	ZURÜCKBEHALTEN	45.6%
Salesforce.com	27.06.2024	5.	Advisory vote on executive remuneration	DAGEGEN	45.6%
Norfolk Southern	09.05.2024	1k.	Re-elect Ms. Jennifer F. Scanlon	ZURÜCKBEHALTEN	46.1%
ams-Osram	14.06.2024	5	Konsultativabstimmung über den Vergütungsbericht	DAGEGEN	48.6%
Norfolk Southern	09.05.2024	1t.	Elect Dissident Nominee Ms. Allison Landry	DAFÜR	49.6%
Eli Lilly	06.05.2024	5	Eliminate Supermajority Vote Requirement	DAFÜR	77.7%
Eli Lilly	06.05.2024	4	Declassify the board of directors	DAFÜR	77.8%
DexCom	22.05.2024	3	Advisory vote on executive remuneration	DAGEGEN	90.2%
DexCom	22.05.2024	2	Re-election of the auditor	DAGEGEN	93.4%
Emerson Electric	06.02.2024	3.	Declassify the board of directors	DAFÜR	98.5%

3.3 Zurückgezogene Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos
ANZ Group Holdings	19.12.2024	4	Grant of restricted and performance rights to the CEO	DAGEGEN
ANZ Group Holdings	19.12.2024	6	Shareholder resolution: transition plan assessments	DAFÜR
AXA	23.04.2024	A	Election of Mr. Stefan Bolliger	DAFÜR
AXA	23.04.2024	B	Election of Mr. Olivier Eugène	DAFÜR
AXA	23.04.2024	C	Election of Mr. Benjamin Saunière	DAFÜR
AXA	23.04.2024	D	Election of Mr. Mark Sundrakes	DAFÜR
AXA	23.04.2024	E	Election of Mr. Detlef Thedieck	DAFÜR
Coles	12.11.2024	7.2	Shareholder resolution: nature-related disclosure	DAFÜR
Coles	12.11.2024	7.3	Shareholder resolution: farmed salmon sourcing	DAFÜR
Fortescue	06.11.2024	9	Conditional spill resolution	DAFÜR
Johnson & Johnson	25.04.2024	5	Shareholder resolution: Impact of Extended Patent Exclusivities on Patient Access	ZURÜCK-GEZOGEN
McDonald's	22.05.2024	7	Shareholder resolution: Worldwide Switch to Cage-Free Eggs	ZURÜCK-GEZOGEN
Orange	22.05.2024	7	Re-elect Mr. Thierry Chatelier	DAFÜR
Visa	23.01.2024	5	To approve the adjournment proposal	DAGEGEN

3.4 Die umstrittensten Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Vonovia	08.05.2024	6	Approve Remuneration Report	DAFÜR	58.3%
Carrier Global	18.04.2024	2	Advisory vote on executive remuneration	DAGEGEN	58.6%
BlackRock	15.05.2024	2	Advisory vote on executive remuneration	DAGEGEN	58.6%
Adidas	16.05.2024	5	Approve Remuneration Report	DAGEGEN	58.9%
Travelers Companies	15.05.2024	3	Advisory vote on executive remuneration	DAGEGEN	59.6%
Nike	10.09.2024	1.b	Re-elect Mr. John W. Rogers Jr.	DAFÜR	60.0%
Coca-Cola	01.05.2024	1h	Elect Mr. Thomas S. Gayner	DAGEGEN	61.1%
Fast Retailing	28.11.2024	3.1	Re-elect Ms. Keiko Kaneko as a corporate auditor	DAGEGEN	61.1%
Terna	10.05.2024	5.2	Advisory vote on remuneration paid in 2023	DAGEGEN	61.5%
ANZ Group Holdings	19.12.2024	3	Advisory vote on the remuneration report	DAGEGEN	61.7%

3.5 Aktionärsanträge

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
DSV	14.03.2024	8.4.	Shareholder proposal: To continue to develop the reporting on the company's efforts to respect human rights and labour rights in accordance with the United Nations Guiding Principles on Business and Human Rights	DAFÜR	99.8%
ServiceNow	23.05.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	96.4%
Idexx Laboratories	06.05.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	90.6%
Nvidia	26.06.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	88.9%
Sherwin-Williams	17.04.2024	4	Shareholder resolution: Adopt a simple majority voting	DAGEGEN	71.5%
Emerson Electric	06.02.2024	6.	Shareholder resolution: Introduce simple majority voting	DAGEGEN	71.5%
Norfolk Southern	09.05.2024	5	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25 2023	DAFÜR	61.3%
Autodesk	16.07.2024	5	Shareholder resolution: call special shareholder meetings	DAFÜR	59.9%
Tesla	13.06.2024	6	Shareholder resolution: Establish Term Limits for Directors	DAFÜR	54.1%
Tesla	13.06.2024	7	Shareholder resolution: Introduce simple majority voting	DAGEGEN	53.9%
DexCom	22.05.2024	5	Shareholder resolution: Transparency in Lobbying	DAFÜR	51.9%
Humana Inc.	18.04.2024	6	Shareholder resolution: Introduce simple majority voting	DAGEGEN	51.3%
Bank of Montréal	16.04.2024	4	Shareholder resolution: Hold annual meetings in person with virtual meetings as complements	DAGEGEN	50.7%
Prologis	09.05.2024	6	Shareholder resolution: Introduce simple majority voting	DAGEGEN	49.7%
American Tower	22.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	49.2%
Cigna	24.04.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	48.8%
Texas Instruments	25.04.2024	5	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	46.6%
American Tower	22.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	45.6%
Autozone	18.12.2024	5	Shareholder resolution: call special shareholder meetings	DAFÜR	44.5%
Verizon Communications	09.05.2024	7	Shareholder resolution: Independent chair	DAFÜR	43.2%
Danaher	07.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	43.1%
IBM	30.04.2024	6	Shareholder resolution: Allow shareholders to act by written consent	DAFÜR	43.0%
Truist Financial Corp	23.04.2024	4	Shareholder resolution: Disclose lobbying contributions	DAFÜR	41.2%
Cintas	29.10.2024	7	Shareholder resolution: report on political contributions	DAFÜR	39.5%

Norfolk Southern	09.05.2024	4	Shareholder resolution: Transparency on Lobbying	DAFÜR	38.9%
Bristol-Myers Squibb	07.05.2024	6	Shareholder resolution: Executive Retention of Significant Stock	DAGEGEN	38.5%
IBM	30.04.2024	4	Shareholder resolution: Public Report on Lobbying Activities	DAFÜR	37.7%
Moodys	16.04.2024	5	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	37.6%
Alimentation Couche-Tard	05.09.2024	5	Shareholder resolution: hold annual meetings of the company in person with virtual meetings as complements	DAFÜR	36.3%
United Parcel Service	02.05.2024	4	Shareholder resolution: Equal Voting Rights for Each Shareholder	DAFÜR	36.2%
Microsoft	10.12.2024	9	Shareholder resolution: report on AI data sourcing accountability	DAGEGEN	36.2%
McDonald's	22.05.2024	8	Shareholder resolution: Poultry Welfare Disclosure	DAFÜR	36.0%
DexCom	22.05.2024	4	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	35.9%
Gilead Sciences	08.05.2024	7	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	35.8%
Merck	28.05.2024	4	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	34.7%
Verizon Communications	09.05.2024	5	Shareholder resolution: Transparency on Lobbying	DAFÜR	34.6%
Illinois Tool Works	03.05.2024	5	Shareholder resolution: Termination Pay	DAFÜR	34.3%
Ecolab	02.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	33.9%
Colgate-Palmolive	10.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	33.8%
Verizon Communications	09.05.2024	6	Shareholder resolution: Amend clawback policy	DAFÜR	32.8%
Synopsys	10.04.2024	5	Shareholder resolution: Independent chairman	DAGEGEN	32.7%
Microsoft	10.12.2024	6	Shareholder resolution: report on risks of operating in countries with significant human rights concerns	DAFÜR	32.0%
IBM	30.04.2024	7	Shareholder resolution: Public Report on Climate Lobbying	DAFÜR	31.8%
Bristol-Myers Squibb	07.05.2024	5	Shareholder resolution: Independent Chair	DAFÜR	31.7%
Tesla	13.06.2024	8	Shareholder resolution: Report on Harassment and Discrimination Prevention Efforts	DAFÜR	31.5%
Alphabet	07.06.2024	9	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	DAFÜR	31.3%
Morgan Stanley	23.05.2024	6	Shareholder resolution: Transparency on Lobbying	DAFÜR	31.2%
American Express Company	06.05.2024	5	Shareholder resolution: Termination Pay	DAFÜR	31.2%
Caterpillar	12.06.2024	4	Shareholder resolution: Independent chair	DAFÜR	31.2%
Walt Disney	03.04.2024	1.m	Elect Trian Dissident Nominee Mr. Nelson Peltz	ZURÜCKBEHALTEN	31.1%

IBM	30.04.2024	8	Shareholder resolution: Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	DAFÜR	30.8%
Booking Holdings	04.06.2024	4	Shareholder resolution: Amend Clawback Policy	DAFÜR	30.7%
Home Depot	16.05.2024	9	Shareholder resolution: Amend Clawback Policy	DAFÜR	30.1%
Procter & Gamble	08.10.2024	4	Shareholder resolution: gender and racial pay equity report	DAFÜR	30.1%
Walt Disney	03.04.2024	9	Shareholder resolution: Repeal Any Bylaw Provisions Adopted by the Board Subsequent to 30 November 2023	DAGEGEN	29.7%
IntercontinentalExchange	17.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	29.0%
Target	12.06.2024	4	Shareholder resolution: Independent chair	DAFÜR	29.0%
Toronto-Dominion Bank	18.04.2024	7	Shareholder resolution 2: Disclose transition activities	DAFÜR	28.8%
Nike	10.09.2024	7	Shareholder resolution: environmental targets	DAFÜR	26.7%
Sumitomo Mitsui Financial Group	27.06.2024	4	Shareholder resolution: Shareholder resolution: Director Competencies to Manage Climate-Related Business Risks and Opportunities	DAFÜR	26.6%
Nike	10.09.2024	4	Shareholder resolution: gender and racial pay equity report	DAFÜR	26.0%
Mizuho Financial Group	26.06.2024	2	Shareholder resolution: Amend Articles to Add Provision on Director Competencies to Manage Climate Related Business Risks and Opportunitie	DAFÜR	26.0%
Cintas	29.10.2024	6	Shareholder resolution: managing climate risk through science-based targets and transition planning	DAFÜR	26.0%
Mastercard	18.06.2024	4	Shareholder resolution: Transparency on Lobbying	DAFÜR	25.5%
Cintas	29.10.2024	5	Shareholder resolution: disclosure of key diversity and inclusion metrics	DAFÜR	25.5%
Eli Lilly	06.05.2024	6	Shareholder resolution: Report on Lobbying Payments and Policy	DAFÜR	25.5%
Walt Disney	03.04.2024	6	Shareholder resolution: Disclose political contributions	DAFÜR	25.5%
Sempra	09.05.2024	5	Shareholder resolution: Report on Steps to Reduce Certain Safety and Environmental Risks	DAFÜR	25.3%
Sumitomo Mitsui Financial Group	27.06.2024	5	Shareholder resolution: Assessment of Clients' Climate Change Transition Plans	DAFÜR	24.5%
American Express Company	06.05.2024	6	Shareholder resolution: Report Climate Lobbying Alignment	DAFÜR	24.4%
Eli Lilly	06.05.2024	7	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	DAFÜR	23.8%
Carrier Global	18.04.2024	4	Shareholder resolution: Transparency in Lobbying	DAFÜR	23.1%
Charles Schwab Corp.	23.05.2024	6	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	23.1%

Caterpillar	12.06.2024	5	Shareholder resolution: Transparency on Lobbying	DAFÜR	23.0%
Morgan Stanley	23.05.2024	7	Shareholder resolution: Report on Clean Energy Supply Financing Ratio	DAFÜR	22.9%
Mizuho Financial Group	26.06.2024	3	Shareholder resolution: Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	DAFÜR	22.7%
United Parcel Service	02.05.2024	6	Shareholder resolution: Report on Diversity, Equity and Inclusion	DAFÜR	22.3%
Salesforce.com	27.06.2024	6.	Shareholder resolution: Independent chair	DAGEGEN	21.6%
Applied Materials	07.03.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	21.1%
Tesla	13.06.2024	9	Shareholder resolution: Adopt a Non-Interference Policy Respecting Freedom of Association	DAFÜR	20.6%
Adobe	17.04.2024	5	Shareholder resolution: Directors to be Elected by Majority Vote	DAFÜR	20.4%
PepsiCo	01.05.2024	10	Shareholder resolution: Racial Equity Report/Audit	DAFÜR	20.0%
Orange	22.05.2024	A	Shareholder resolution: Amendment to resolution 17 to distribute performance shares to all employees or to carry out an annual offer under an all employee share ownership plan with the same regularity as the LTIP	DAFÜR	19.9%
Texas Instruments	25.04.2024	6	Shareholder resolution: Report on due diligence efforts to identify risks associated with product misuse	DAFÜR	19.2%
Toronto-Dominion Bank	18.04.2024	10	Shareholder resolution 5: Advisory vote on environmental policies	DAFÜR	19.1%
TJX	04.06.2024	4	Shareholder resolution: report on effectiveness of social compliance efforts in TJX's supply chain	DAFÜR	19.0%
Microsoft	10.12.2024	8	Shareholder resolution: report on risks related to AI-generated misinformation and disinformation	DAFÜR	18.7%
Alphabet	07.06.2024	13	Shareholder resolution Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	DAFÜR	18.5%
PepsiCo	01.05.2024	9	Shareholder resolution: Report on Risks Related to Biodiversity and Nature Loss	DAFÜR	18.4%
PepsiCo	01.05.2024	7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	DAFÜR	17.9%
Alphabet	07.06.2024	12	Shareholder resolution: Report on Risks Related to AI Generated Misinformation and Disinformation	DAFÜR	17.6%
Verizon Communications	09.05.2024	10	Shareholder resolution: Political expenditures misalignment	DAFÜR	17.4%
Alimentation Couche-Tard	05.09.2024	7	Shareholder resolution: advisory vote on environmental policies	DAFÜR	17.0%
Applied Materials	07.03.2024	4	Shareholder resolution: Disclose lobbying contributions	DAFÜR	16.5%
Home Depot	16.05.2024	8	Shareholder resolution: Disclose a Biodiversity Impact and Dependency Assessment	DAFÜR	16.1%

Travelers Companies	15.05.2024	6	Shareholder resolution: Report on Human Rights Risks in Underwriting	DAFÜR	15.4%
HCA Healthcare	25.04.2024	6	Shareholder resolution: Report on patient feedback regarding quality of care	DAFÜR	15.4%
Travelers Companies	15.05.2024	4	Shareholder resolution: Report on Methane Emissions	DAFÜR	15.4%
Travelers Companies	15.05.2024	5	Shareholder resolution: Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	DAFÜR	15.3%
Bank of Montréal	16.04.2024	6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	DAFÜR	15.3%
Microsoft	10.12.2024	4	Shareholder resolution: report on risks of weapons development	DAFÜR	15.3%
Alphabet	07.06.2024	8	Shareholder resolution: Transparency on Lobbying	DAFÜR	15.2%
McDonald's	22.05.2024	6	Shareholder resolution: Adoption of Antibiotics Policy	DAFÜR	15.2%
PepsiCo	01.05.2024	12	Shareholder resolution: Global Transparency Report	DAFÜR	14.9%
McDonald's	22.05.2024	11	Shareholder resolution: Annual Report on Global Political Influence	DAGEGEN	14.9%
Booking Holdings	04.06.2024	5	Shareholder resolution: Report on Reproductive Rights and Data	DAFÜR	14.8%
Verizon Communications	09.05.2024	9	Shareholder resolution: Lead-sheathed cable report	DAFÜR	14.6%
Comcast	10.06.2024	4	Shareholder resolution: Report on political misalignment of political expenditures with company values	DAFÜR	14.6%
Target	12.06.2024	7	Shareholder resolution: Political contributions congruency analysis	DAFÜR	14.4%
Alphabet	07.06.2024	14	Shareholder resolution: Adopt Targets Evaluating YouTube Child Safety Policies	DAFÜR	14.1%
Mastercard	18.06.2024	5	Shareholder resolution: Amend Director Election Resignation Bylaw	DAFÜR	14.0%
Danaher	07.05.2024	5	Shareholder resolution: Report on Effectiveness of the company's diversity, equity and inclusion efforts	DAFÜR	14.0%
Zoetis	22.05.2024	5	Shareholder resolution: Director Resignation Policy	DAFÜR	13.9%
Adobe	17.04.2024	6	Shareholder resolution: Report on Hiring of Persons with Arrest or Incarceration Records	DAFÜR	13.9%
Intuit	18.01.2024	6	Shareholder resolution: Report on climate risk in retirement plan options	DAFÜR	13.2%
Toronto-Dominion Bank	18.04.2024	6	Shareholder resolution 1: Consider CEO pay ratio in executive remuneration	DAFÜR	13.2%
Nike	10.09.2024	5	Shareholder resolution: supply chain management report	DAFÜR	13.2%
BlackRock	15.05.2024	6	Shareholder resolution: Independent chair	DAFÜR	13.1%
Bank of Nova Scotia	09.04.2024	6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	DAFÜR	12.9%

Target	12.06.2024	6	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	DAFÜR	12.6%
Nike	10.09.2024	6	Shareholder resolution: worker-driven social responsibility	DAFÜR	12.3%
Toronto-Dominion Bank	18.04.2024	9	Shareholder resolution 4: Non-confidential information relating to the bank's country-by country reporting	DAFÜR	12.2%
Home Depot	16.05.2024	5	Shareholder resolution: Political Contributions Congruency Analysis	DAFÜR	11.9%
Walt Disney	03.04.2024	1.n	Elect Trian Dissident Nominee Mr. Jay A. Rasulo	ZURÜCKBEHALTEN	11.7%
PepsiCo	01.05.2024	8	Shareholder resolution: Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	DAFÜR	11.5%
Crown Castle International	22.05.2024	4	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	DAFÜR	11.3%
Bank of Montréal	16.04.2024	5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	DAFÜR	10.9%
Bank of Montréal	16.04.2024	8	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAFÜR	10.9%
Coca-Cola	01.05.2024	7	Shareholder resolution: Requesting a Report on Non-Sugar Sweeteners	DAFÜR	10.7%
Crown Castle International	22.05.2024	1.m	Elect Dissident Nominee Charles Campbell Green III	ZURÜCKBEHALTEN	10.5%
Tesla	13.06.2024	11	Shareholder resolution: Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	DAFÜR	10.2%
Eli Lilly	06.05.2024	9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	DAFÜR	10.0%
PNC Financial Services Group	24.04.2024	5	Shareholder resolution: Report on risk management and implementation of PNC's Human Rights Statement	DAFÜR	9.9%
Canadian National Railway	26.04.2024	7	Shareholder resolution: Adopt a Paid Sick Leave Policy	DAFÜR	9.9%
Bank of Nova Scotia	09.04.2024	5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	DAFÜR	9.9%
Travelers Companies	15.05.2024	7	Shareholder resolution: CEO Pay Ratio and Executive Compensation	DAFÜR	9.8%
Microsoft	10.12.2024	7	Shareholder resolution: report on risks of using artificial intelligence and machine learning tools for oil and gas development and production	DAFÜR	9.7%
Covestro	17.04.2024		Counterproposal made by a shareholder: individual discharge of the board of directors and the executive management	DAGEGEN	9.6%
Target	12.06.2024	5	Shareholder resolution: Report on Animal Pain Management Procedures	DAFÜR	9.3%
Coca-Cola	01.05.2024	8	Shareholder resolution: Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	DAFÜR	9.3%

Eli Lilly	06.05.2024	8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	DAFÜR	8.9%
Crown Castle International	22.05.2024	1.n	Elect Dissident Nominee Theodore B. Miller, Jr.	ZURÜCKBEHALTEN	8.8%
HCA Healthcare	25.04.2024	7	Shareholder resolution: Report on maternal health outcomes	DAFÜR	8.5%
Marsh & McLennan	16.05.2024	4	Shareholder resolution: Allow shareholders to act by written consent	DAFÜR	8.3%
HCA Healthcare	25.04.2024	5	Shareholder resolution: Report on risk mitigation regarding state restrictions for emergency abortions	DAFÜR	8.2%
BlackRock	15.05.2024	7	Shareholder resolution: Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	DAFÜR	8.1%
Walt Disney	03.04.2024	5	Shareholder resolution: Termination Pay	DAFÜR	8.0%
United Parcel Service	02.05.2024	5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	DAGEGEN	7.9%
Tesla	13.06.2024	12	Shareholder resolution: Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	DAFÜR	7.7%
CSX Corp	08.05.2024	4	Shareholder resolution: Establish a Railroad Safety Committee	DAFÜR	7.6%
Lululemon Athletica	06.06.2024	4	Shareholder resolution: Report on Risks from Company's Use of Animal-Derived Materials	DAFÜR	7.5%
Alphabet	07.06.2024	11	Shareholder resolution: Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	DAFÜR	7.4%
Union Pacific	09.05.2024	5	Shareholder resolution: Amend the Stafey and Service Quality Committee's Charter	DAFÜR	7.3%
Intel	07.05.2024	6	Shareholder resolution: Termination Pay	DAFÜR	7.3%
Visa	23.01.2024	6	Shareholder resolution: Termination Pay	DAFÜR	7.1%
ANZ Group Holdings	19.12.2024	5	Shareholder resolution: amendment to the Constitution regarding shareholder rights	DAFÜR	7.1%
PepsiCo	01.05.2024	5	Shareholder resolution: Termination Pay	DAFÜR	6.6%
Cadence Design Systems	02.05.2024	7	Shareholder resolution: Termination Pay	DAFÜR	6.5%
Coles	12.11.2024	7.1	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	DAFÜR	6.5%
Alphabet	07.06.2024	10	Shareholder resolution: Report on Reproductive Healthcare Misinformation Risks	DAFÜR	6.4%
Verizon Communications	09.05.2024	4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	DAFÜR	6.4%
Alimentation Couche-Tard	05.09.2024	8	Shareholder resolution: disclose decarbonization action plan	DAFÜR	6.4%
Union Pacific	09.05.2024	4	Shareholder resolution: Termination Pay	DAFÜR	6.3%
Gilead Sciences	08.05.2024	5	Shareholder resolution: Employee representation on board of directors	DAFÜR	5.9%

Alimentation Couche-Tard	05.09.2024	6	Shareholder resolution: disclose language fluency of executives	DAFÜR	5.8%
IBM	30.04.2024	5	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	DAGEGEN	5.6%
Elevance Health	15.05.2024	4	Shareholder resolution: Third Party Groups to Report Their Political Expenditures	DAFÜR	5.1%
Salesforce.com	27.06.2024	7.	Shareholder resolution: Termination Pay	DAFÜR	5.1%
Sempra	09.05.2024	4	Shareholder resolution: Termination Pay	DAFÜR	5.0%
3M Company	14.05.2024	4	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAFÜR	4.8%
Verizon Communications	09.05.2024	8	Shareholder resolution: Civil liberties in digital services	DAGEGEN	4.6%
Walt Disney	03.04.2024	8	Shareholder resolution: Charitable Contributions	DAGEGEN	4.3%
Charles Schwab Corp.	23.05.2024	4	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAFÜR	4.3%
HSBC	03.05.2024	17	Shareholder proposal: Midland Clawback Campaign	DAGEGEN	4.2%
Johnson & Johnson	25.04.2024	4	Shareholder resolution: Gender Transitioning Compensation and Benefits	DAGEGEN	3.9%
Tesla	13.06.2024	10	Shareholder resolution: Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	DAFÜR	3.8%
Alphabet	07.06.2024	7	Shareholder resolution: Report on Climate Risk in Retirement Plan Options	DAFÜR	3.7%
Crown Castle International	22.05.2024	1.o	Elect Dissident Nominee Tripp H. Rice	ZURÜCKBEHAL TEN	3.1%
Walt Disney	03.04.2024	10	Shareholder resolution: Advisory Vote on Board Size and Related Vacancies	DAFÜR	2.8%
PepsiCo	01.05.2024	11	Shareholder resolution: Report on Risks Created by the Company's Diversity, Equity and Inclusion (DEI) Efforts	DAGEGEN	2.8%
Walt Disney	03.04.2024	7	Shareholder resolution: Gender Transitioning Compensation and Benefits	DAGEGEN	2.4%
Target	12.06.2024	8	Shareholder resolution: Report on Charitable Contributions	DAGEGEN	2.2%
Truist Financial Corp	23.04.2024	5	Shareholder resolution: A Report on Board Oversight of Risks Related to Discrimination	DAGEGEN	2.2%
Walt Disney	03.04.2024	1.p	Elect Blackwells Dissident Nominee Ms. Jessica Schell	DAFÜR	2.1%
Merck	28.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	DAGEGEN	2.0%
Toronto-Dominion Bank	18.04.2024	8	Shareholder resolution 3: Incentive remuneration for all employees against ESG objectives	DAFÜR	2.0%
Walt Disney	03.04.2024	1.o	Elect Blackwells Dissident Nominee Mr. Craig Hatkoff	ZURÜCKBEHAL TEN	2.0%
Walt Disney	03.04.2024	1.q	Elect Blackwells Dissident Nominee Ms. Leah Solivan	DAFÜR	2.0%
Home Depot	16.05.2024	7	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN	1.9%

McDonald's	22.05.2024	10	Shareholder resolution: Publish a Report on Corporate Contributions	DAGEGEN	1.9%
Home Depot	16.05.2024	6	Shareholder resolution: Report on Corporate Contributions	DAGEGEN	1.9%
PepsiCo	01.05.2024	6	Shareholder resolution: Report on Gender-Based Compensation Gaps and Associated Risks	DAGEGEN	1.9%
Gilead Sciences	08.05.2024	6	Shareholder resolution: Report on Risks of Supporting Abortion	DAGEGEN	1.8%
Cigna	24.04.2024	5	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	DAGEGEN	1.6%
Morgan Stanley	23.05.2024	5	Shareholder resolution: Report on Risks of Politicized De-Banking	DAGEGEN	1.6%
Coca-Cola	01.05.2024	6	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	DAGEGEN	1.6%
McDonald's	22.05.2024	9	Shareholder resolution: Congruency Analysis on Human Rights	DAGEGEN	1.6%
Caterpillar	12.06.2024	6	Shareholder resolution: Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	DAGEGEN	1.5%
Home Depot	16.05.2024	4	Shareholder resolution: Disclosure of Director Donations	DAGEGEN	1.4%
Merck	28.05.2024	5	Shareholder resolution: Government Censorship Transparency Report	DAGEGEN	1.4%
Progressive Corp	10.05.2024	5	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	DAGEGEN	1.4%
Intel	07.05.2024	4	Shareholder resolution: Establish a Corporate Financial Sustainability Board Committee	DAGEGEN	1.2%
Toronto-Dominion Bank	18.04.2024	11	Shareholder resolution 6: Report on impact of oil and gas divestment	DAGEGEN	1.2%
Mastercard	18.06.2024	8	Shareholder resolution: Report on gender-based compensation and benefit gaps	DAGEGEN	1.2%
Mastercard	18.06.2024	6	Shareholder resolution: Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	DAGEGEN	1.1%
Alphabet	07.06.2024	5	Shareholder resolution: Report on Electromagnetic Radiation and Wireless Technologies Risk	DAFÜR	0.8%
Intel	07.05.2024	5	Shareholder resolution: Report of Opposing State Abortion Regulation	DAGEGEN	0.8%
Salesforce.com	27.06.2024	8.	Shareholder resolution: Report on Viewpoint Discrimination	DAGEGEN	0.8%
American Express Company	06.05.2024	7	Shareholder resolution: Report on Company's Policy on Merchant Category Codes	DAGEGEN	0.8%
Mastercard	18.06.2024	7	Shareholder resolution: Report on Congruency of Political Spending with its Human Rights Statements	DAGEGEN	0.8%
Toronto-Dominion Bank	18.04.2024	12	Shareholder resolution 7: Annex to annual report on all out-of-court settlements	DAGEGEN	0.8%

Toronto-Dominion Bank	18.04.2024	14	Shareholder resolution 9: Provide all employees with the same amount of social benefits	DAGEGEN	0.8%
DNB	29.04.2024	14.	Shareholder proposal: To eliminate equity investment programmes for employees, abstain from financing wind power projects and purchase of electric vehicle, approve monthly payout of accrued interest and approve Bitcoin exchange to cash	DAGEGEN	0.8%
Crown Castle International	22.05.2024	1.p	Elect Dissident Nominee David P. Wheeler	ZURÜCKBEHALTEN	0.7%
Bank of Nova Scotia	09.04.2024	4	Shareholder resolution: Report on the bank's exposure to oil and gas sector	DAGEGEN	0.7%
BlackRock	15.05.2024	5	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	DAGEGEN	0.7%
Alimentation Couche-Tard	05.09.2024	4	Shareholder resolution: approve incentive compensation for all employees based on ESG objectives	DAFÜR	0.7%
Bank of Montréal	16.04.2024	7	Shareholder resolution: Report on the bank's exposure to oil and gas sector	DAGEGEN	0.7%
Nike	10.09.2024	8	Shareholder resolution: divisive partnerships congruency report	DAGEGEN	0.6%
Charles Schwab Corp.	23.05.2024	5	Shareholder resolution: Report on Respecting Workforce Civil Liberties Supporting Statement	DAGEGEN	0.6%
Alphabet	07.06.2024	3	Shareholder resolution: Amend Bylaw regarding Stockholder Approval of Director Compensation	DAFÜR	0.6%
Microsoft	10.12.2024	5	Shareholder resolution: assess and report on investing in bitcoin	DAGEGEN	0.5%
Toronto-Dominion Bank	18.04.2024	13	Shareholder resolution 8: Establish a committee of 5 persons to consider all out-of-court settlements	DAGEGEN	0.5%
Alphabet	07.06.2024	6	Shareholder resolution: Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	DAGEGEN	0.3%
Alphabet	07.06.2024	4	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	DAGEGEN	0.2%

4 Stimmberichte pro Unternehmen

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27.06.2024

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 91.1%
3	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	✓ 90.4% The potential variable remuneration exceeds Ethos' guidelines.
4	Final dividend	DAFÜR	DAFÜR	✓ 99.9%
Elections to the board of directors				
5	Re-elect Mr. Mike Rogers	DAFÜR	DAFÜR	✓ 98.4%
6	Re-elect Ms. Milena Mondini de Focatiis	DAFÜR	DAFÜR	✓ 100.0%
7	Re-elect Mr. Geraint Jones	DAFÜR	DAFÜR	✓ 99.9%
8	Re-elect Ms. Evelyn Bourke	DAFÜR	DAFÜR	✓ 98.5%
9	Re-elect Mr. Michael Brierley	DAFÜR	DAFÜR	✓ 100.0%
10	Re-elect Mr. Andrew Crossley	DAFÜR	DAFÜR	✓ 100.0%
11	Re-elect Ms. Karen Green	DAFÜR	DAFÜR	✓ 100.0%
12	Elect Ms. Fiona Muldoon	DAFÜR	DAFÜR	✓ 100.0%
13	Re-elect Mr. Jayaprakasa Rangaswami	DAFÜR	DAFÜR	✓ 99.9%
14	Re-elect Ms. Justine Roberts, CBE	DAFÜR	DAFÜR	✓ 99.0%
15	Re-elect Mr. William Roberts	DAFÜR	● DAGEGEN	✓ 99.0% The director is 75 years old, which exceeds guidelines.
16	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 99.9%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
18	Political donations	DAFÜR	DAFÜR	✓ 98.9%
19	General authority to allot shares	DAFÜR	DAFÜR	✓ 89.2%
20	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 89.5%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 88.2%
22	Purchase of own shares	DAFÜR	DAFÜR	✓ 100.0%
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	✓ 95.3% 14-days is insufficient for shareholders to vote in an informed manner.

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Motoya Okada	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 80.5%
1.2	Re-elect Mr. Akio Yoshida	DAFÜR	DAFÜR	✓ 84.7%
1.3	Re-elect Ms. Yuki Habu	DAFÜR	DAFÜR	✓ 97.7%
1.4	Elect Ms. Mitsuko Tsuchiya	DAFÜR	DAFÜR	✓ 97.8%
1.5	Re-elect Mr. Takashi Tsukamoto	DAFÜR	DAFÜR	✓ 84.3%
1.6	Re-elect Mr. Peter Child	DAFÜR	DAFÜR	✓ 93.5%
1.7	Re-elect Ms. Carrie Yu	DAFÜR	DAFÜR	✓ 93.6%
1.8	Re-elect Mr. Makoto Hayashi	DAFÜR	DAFÜR	✓ 98.4%
1.9	Elect Mr. Richard Collasse	DAFÜR	DAFÜR	✓ 99.1%
2	Approval of takeover defense measures	DAFÜR	● DAGEGEN	Anti-takeover provision not in line with the long-term interests of the majority of the company's stakeholders. ✓ 66.0%

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

No.	Traktanden	Board	Ethos	Resultat
1	Accept financial statements and statutory reports of the company	DAFÜR	DAFÜR	✓ 99.2%
2	Approve final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections of directors				
3	Re-elect Mr. Yuan Siong Lee	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 99.4%
4	Re-elect Mr. Chung Kong Chow	DAFÜR	● DAGEGEN	Non-independent chairman of the risk committee. The independence of this committee is insufficient. ✓ 91.5%
5	Re-elect Mr. John Barrie Harrison	DAFÜR	DAFÜR	✓ 88.9%
6	Re-elect Mr. Cesar Velasquez Purisima	DAFÜR	DAFÜR	✓ 86.8%
7	Elect Prof. Dr. Mari Elka Pangestu	DAFÜR	DAFÜR	✓ 99.5%
8	Elect Mr. Chong Tee Ong	DAFÜR	DAFÜR	✓ 98.3%
9	Elect Ms. Nor Shamsiah Mohd Yunus	DAFÜR	DAFÜR	✓ 99.5%
10	Re-election of the auditor and fix their remuneration	DAFÜR	DAFÜR	✓ 97.8%
11a	Mandate to issue shares	DAFÜR	DAFÜR	✓ 94.0%
11b	Mandate to buyback shares	DAFÜR	● DAGEGEN	The share repurchase replaces part of the dividend in cash. ✓ 99.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%
2.	Election of Directors (with 3-committees)			
2.1	Re-elect Ms. Kimie Iwata	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.3%
2.2	Re-elect Mr. Joji Nakayama	DAFÜR	DAFÜR	✓ 99.7%
2.3	Re-elect Ms. Mami Indo	DAFÜR	DAFÜR	✓ 99.6%
2.4	Re-elect Ms. Yoko Hatta	DAFÜR	DAFÜR	✓ 99.7%
2.5	Re-elect Prof. Scott Trevor Davis	DAFÜR	DAFÜR	✓ 99.7%
2.6	Elect Ms. Yukako Wagatsuma	DAFÜR	DAFÜR	✓ 99.9%
2.7	Re-elect Mr. Taro Fujie	DAFÜR	DAFÜR	✓ 99.7%
2.8	Re-elect Mr. Hiroshi Shiragami	DAFÜR	DAFÜR	✓ 99.7%
2.9	Re-elect Mr. Tatsuya Sasaki	DAFÜR	DAFÜR	✓ 99.7%
2.10	Re-elect Mr. Takeshi Saito	DAFÜR	DAFÜR	✓ 99.8%
2.11	Re-elect Mr. Takumi Matsuzawa	DAFÜR	● DAGEGEN	The director has held executive functions in the company during the last three years and sits on the audit committee. ✓ 96.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a.	Report of the executive - and supervisory board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
3b.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3c.	Approve allocation of income	DAFÜR	DAFÜR	✓ 99.9%
3d.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 96.5%
4a.	Discharge of executive board	DAFÜR	DAFÜR	✓ 97.3%
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 96.8%
5a.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 93.9%
5b.	Approve remuneration policy of the supervisory board (binding vote)	DAFÜR	DAFÜR	✓ 97.9%
6.	Composition of the supervisory board			
6a.	Elect Ms. Jaska Marianne de Bakker	DAFÜR	DAFÜR	✓ 98.4%
6b.	Elect Ms. Ute Wolf	DAFÜR	DAFÜR	✓ 80.8%
6c.	Elect Mr. Wouter Kolk	DAFÜR	DAFÜR	✓ 95.9%
6d.	Re-elect Mr. Byron Grote	DAFÜR	DAFÜR	✓ 83.0%
7a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 97.5%
7b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 97.2%
8.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.5%
9.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.8%
10.	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

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

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

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

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

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

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












No.	Traktanden	Board	Ethos	Resultat
1	Genehmigung des Jahresberichts, der Jahresrechnung und der Konzernrechnung	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Entlassung der Mitglieder der Geschäftsleitung	DAFÜR	DAFÜR	✓ 99.9%
3	Entlastung der Mitglieder des Verwaltungsrats	DAFÜR	DAFÜR	✓ 99.6%
4	Wiederwahl von KPMG als Revisionsstelle	DAFÜR	DAFÜR	✓ 92.8%
5	Konsultativabstimmung über den Vergütungsbericht	DAFÜR	● DAGEGEN	Der Zusammenhang zwischen Vergütung und Performance ist nicht gegeben. ✗ 48.6%
6	Wahlen in den Verwaltungsrat			
6.1	Wiederwahl von Frau Dr. Margarete Haase	DAFÜR	DAFÜR	✓ 92.5%
6.2	Wiederwahl von Frau Brigitte Ederer	DAFÜR	DAFÜR	✓ 93.5%
7	Genehmigung der Aktienzusammenlegung	DAFÜR	DAFÜR	✓ 100.0%
8	Genehmigung der Emission von Finanzinstrumenten	DAFÜR	DAFÜR	✓ 97.6%
9	Schaffung eines bedingten Kapitals zur Ausgabe von Wandelanleihen	DAFÜR	DAFÜR	✓ 97.6%
10	Statutenänderung: Veröffentlichungen	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 98.9%
2	Final dividend	DAFÜR	DAFÜR	✓ 99.8%
	Elections to the board of directors			
3	Elect Mr. John Heasley	DAFÜR	DAFÜR	✓ 99.4%
4	Re-elect Mr. Stuart Chambers	DAFÜR	DAFÜR	✓ 94.4%
5	Re-elect Mr. Duncan Wanblad	DAFÜR	DAFÜR	✓ 98.3%
6	Re-elect Mr. Ian Tyler	DAFÜR	DAFÜR	✓ 93.0%
7	Re-elect Ms. Magali Anderson	DAFÜR	DAFÜR	✓ 99.3%
8	Re-elect Mr. Ian Ashby	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. ✓ 93.7%
9	Re-elect Mr. Marcelo Hubmeyer Bastos	DAFÜR	DAFÜR	✓ 99.3%
10	Re-elect Ms. Hilary Maxson	DAFÜR	DAFÜR	✓ 99.0%
11	Re-elect Ms. Hixonia Nyasulu	DAFÜR	DAFÜR	✓ 99.5%
12	Re-elect Ms. Nonkululeko Nyembezi	DAFÜR	DAFÜR	✓ 98.0%
13	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.0%
14	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
15	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 96.3%
16	General authority to allot shares	DAFÜR	DAFÜR	✓ 96.6%
17	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 85.9%
18	Purchase of own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital. ✓ 87.3%
19	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 91.2%

No.	Traktanden	Board	Ethos	Resultat
2	Election of directors			
2.a	Elect Mr. Scott Andrew St John	DAFÜR	DAFÜR	✓ 99.7%
2.b	Elect Mr. Richard Boyce Massey Gibb	DAFÜR	DAFÜR	✓ 98.9%
2.c	Re-elect Ms. Christine O'Reilly	DAFÜR	DAFÜR	✓ 90.5%
3	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	<p>✓ 61.7%</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
4	Grant of restricted and performance rights to the CEO	ZURÜCK-GEZOGEN	● DAGEGEN	<p>–</p> <p>Due to a significant contestation from shareholders, the board of directors decided to withdraw ITEM 4. Ethos initially recommended to OPPOSE for the following reason:</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
5	Shareholder resolution: amendment to the Constitution regarding shareholder rights	DAGEGEN	● DAFÜR	<p>✗ 7.1%</p> <p>The proposal aims at improving shareholder rights.</p>
6	Shareholder resolution: transition plan assessments	ZURÜCK-GEZOGEN	● DAFÜR	<p>–</p> <p>As ITEM 5 was not approved by shareholders, ITEM 6 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:</p> <p>Enhanced disclosure on environmental issues.</p>

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1.a	Financial statements as at 31 December 2023	DAFÜR	DAFÜR	✓ 99.9%
1.b	Allocation of net income and dividend distribution	DAFÜR	DAFÜR	✓ 99.6%
2.a	Approval of a buy-back scheme for the purpose of cancelling own shares	DAFÜR	DAFÜR	✓ 99.8%
2.b	Authorization to cancel own shares without reducing the share capital (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.9%
3.a	Amendment to Art. 7.2 of the Bylaws on keeping of corporate books (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.7%
3.b	Amendment to Art. 9.1 of the Bylaws concerning the shareholders' equity items of the Life and the Property & Casualty businesses (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.7%
3.c	Amendment to Art. 16.1 of the Bylaws on the ways of establishing entitlement to participate in Shareholders' Meeting (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.7%
3.d	Amendment to Art. 18 of the Bylaws on the chairing of the Shareholders' Meeting (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.7%
3.e	Amendment to Art. 19.1 of the Bylaws on the deliberations submitted by the board of directors to the Shareholders' Meeting (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.7%
3.f	Amendments to the Bylaws on the requirements and criteria for the directors and the statutory auditors (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.3%
3.g	Amendment to Art. 28.4 of the Bylaws on the indication of candidates for the offices of chairperson and Managing Director in the slates of nominees (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.7%
3.h	Amendment to Art. 29.4 of the Bylaws on the powers of the chairperson of the board of directors (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.7%
3.i	Amendments to the Bylaws on the substitution of the chairperson who is absent or unable to exercise their responsibilities (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
3.j	Amendment to Art. 32.2 of the Bylaws on the exclusive competences of the board of directors (extraordinary agenda)	DAFÜR	DAFÜR	✓ 97.7%
3.k	Amendments to the Bylaws about location and modalities of convening the board meeting (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.0%
3.l	Amendment to Art. 34.1 of the Bylaws about the faculty of the board to set up advisory committees (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.7%
4.a	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 95.6%
4.b	Advisory vote on the remuneration paid in 2023	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓ 96.8%
5.a	Long-term incentive plan 2024-2026	DAFÜR	DAFÜR	✓ 97.8%
5.b	Authorization to buy back shares in execution of incentive plans	DAFÜR	DAFÜR	✓ 98.0%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	✓ 95.9%
			An important part of the variable remuneration is based on continued employment only.	
3	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
4	Re-elect Ms. Emma Adamo	DAFÜR	DAFÜR	✓ 99.7%
5	Re-elect Mr. Graham Allan	DAFÜR	DAFÜR	✓ 98.1%
6	Re-elect Mr. Kumsal Bayazit Besson	DAFÜR	DAFÜR	✓ 99.6%
7	Re-elect Mr. Michael McLintock	DAFÜR	DAFÜR	✓ 96.9%
8	Re-elect Ms. Anne Murphy	DAFÜR	DAFÜR	✓ 98.7%
9	Re-elect Dame Heather Rabbatts	DAFÜR	DAFÜR	✓ 98.5%
10	Re-elect Mr. Richard Reid	DAFÜR	DAFÜR	✓ 98.3%
11	Re-elect Mr. Eoin Tonge	DAFÜR	DAFÜR	✓ 99.7%
12	Re-elect Mr. George G. Weston	DAFÜR	DAFÜR	✓ 99.8%
13	Elect Ms. Loraine Woodhouse	DAFÜR	DAFÜR	✓ 98.9%
14	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.8%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
16	Political donations	DAFÜR	DAFÜR	✓ 99.6%
17	General authority to allot shares	DAFÜR	DAFÜR	✓ 98.0%
18	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.7%
19	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.0%
20	Notice of general meetings	DAFÜR	● DAGEGEN	✓ 97.4%
			14-days is insufficient for shareholders to vote in an informed manner.	

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors with an Audit & Supervisory Committee			
1.1	Re-elect Mr. Kenji Yasukawa	DAFÜR	DAFÜR	✓ 92.2%
1.2	Re-elect Mr. Naoki Okamura	DAFÜR	DAFÜR	✓ 92.3%
1.3	Re-elect Mr. Katsuyoshi Sugita	DAFÜR	DAFÜR	✓ 96.3%
1.4	Re-elect Mr. Takashi Tanaka	DAFÜR	DAFÜR	✓ 94.5%
1.5	Re-elect Ms. Eriko Sakurai	DAFÜR	DAFÜR	✓ 96.4%
1.6	Re-elect Mr. Masahiro Miyazaki	DAFÜR	DAFÜR	✓ 98.7%
1.7	Re-elect Mr. Yoichi Ohno	DAFÜR	DAFÜR	✓ 98.7%
2	Election of directors to the audit and supervisory committee			
2.1	Elect Ms. Rika Hirota	DAFÜR	DAFÜR	✓ 89.0%
2.2	Elect Mr. Tomoko Aramaki	DAFÜR	DAFÜR	✓ 98.7%
2.3	Re-elect Ms. Mika Nakayama	DAFÜR	DAFÜR	✓ 97.6%

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Approve the remuneration report	DAFÜR	DAFÜR	✓ 94.6%
5	Approve the 2023 remuneration of Mr. Gosset-Grainville, chair	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 98.2%
6	Approve the 2023 remuneration of Mr. Buberl, CEO	DAFÜR	DAFÜR	✓ 93.3%
7	Approve the remuneration policy of the chair	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 98.8%
8	Approve the remuneration policy of the chair and CEO	DAFÜR	DAFÜR	✓ 93.7%
9	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.6%
10	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
11	Re-elect Mr. Antoine Gosset-Grainville as member and chair of the board	DAFÜR	DAFÜR	✓ 96.7%
12	Re-elect Ms. Clotilde Delbos	DAFÜR	DAFÜR	✓ 99.1%
13	Re-elect Ms. Isabel Hudson	DAFÜR	DAFÜR	✓ 96.4%
14	Re-elect Dr. Angélien Kemna	DAFÜR	DAFÜR	✓ 99.5%
15	Re-elect Ms. Marie-France Tschudin	DAFÜR	DAFÜR	✓ 96.4%
Election in statutory competition of the employee shareholders' representative				
16	Re-elect Ms. Helen Browne	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 97.3%
A	Election of Mr. Stefan Bolliger	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 16 was approved by shareholders, ITEM A was not submitted to vote. Ethos initially recommended to vote FOR. -
B	Election of Mr. Olivier Eugène	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 16 was approved by shareholders, ITEM B was not submitted to vote. Ethos initially recommended to vote FOR. -
C	Election of Mr. Benjamin Saunière	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 16 was approved by shareholders, ITEM C was not submitted to vote. Ethos initially recommended to vote FOR. -

No.	Traktanden	Board	Ethos	Resultat
D	Election of Mr. Mark Sundrakes	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 16 was approved by shareholders, ITEM D was not submitted to vote. Ethos initially recommended to vote FOR. -
E	Election of Mr. Detlef Thedieck	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 16 was approved by shareholders, ITEM E was not submitted to vote. Ethos initially recommended to vote FOR. -
17	Elect KPMG as auditors	DAFÜR	DAFÜR	✓ 99.2%
18	Non-renewal of Mr. Patrice Morot's mandate as alternate auditor	DAFÜR	DAFÜR	✓ 99.3%
19	Re-elect Ernst & Young as auditor in charge of certifying sustainability information	DAFÜR	DAFÜR	✓ 98.9%
20	Elect KPMG as auditor in charge of certifying sustainability information	DAFÜR	DAFÜR	✓ 98.9%
21	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR	✓ 98.5%
22	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR	✓ 99.3%
23	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 99.3%
24	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.6%
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.2%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 97.9%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 100.0%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive discretion of the board in adjusting the target of the annual bonus is not adequately justified. ✓ 90.7%
Board main features				
7a	Elections to the Supervisory Board: Donya-Florence Amer	DAFÜR	DAFÜR	✓ 100.0%
7b	Elections to the Supervisory Board: Hong Chow	DAFÜR	DAFÜR	✓ 99.8%
7c	Elections to the Supervisory Board: Wolfgang Herz	DAFÜR	DAFÜR	✓ 79.1%
7d	Elections to the Supervisory Board: Uta Kemmerich-Keil	DAFÜR	DAFÜR	✓ 97.0%
7e	Elections to the Supervisory Board: Frédéric Pflanz	DAFÜR	DAFÜR	✓ 78.8%
7f	Elections to the Supervisory Board: Prof. Dr. Reinhard Pöllath	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent. The director is over 75 years old, which exceeds guidelines. ✓ 75.4%
7g	Elections to the Supervisory Board: Beatrice Dreyfus (substitute member)	DAFÜR	DAFÜR	✓ 97.9%
8	Amend Articles: § 18 (2) sentence 2	DAFÜR	DAFÜR	✓ 100.0%

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

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.9%
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chair)	DAFÜR	● DAGEGEN	Chair of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 97.9%
4.2	Approve Discharge of Supervisory Board member Dr. Martin Kimmich (member since 18 January 2023, Vice Chair since 23 January 2023)	DAFÜR	DAFÜR	✓ 99.0%
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chair)	DAFÜR	DAFÜR	✓ 98.9%
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chair)	DAFÜR	DAFÜR	✓ 98.9%
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chair)	DAFÜR	DAFÜR	✓ 99.3%
4.6	Approve Discharge of Supervisory Board member Christiane Benner	DAFÜR	DAFÜR	✓ 99.2%
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer	DAFÜR	DAFÜR	✓ 99.3%
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner	DAFÜR	DAFÜR	✓ 99.3%
4.9	Approve Discharge of Supervisory Board member Rachel Empey	DAFÜR	DAFÜR	✓ 99.3%
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	DAFÜR	DAFÜR	✓ 99.3%
4.11	Approve Discharge of Supervisory Board member Johann Horn	DAFÜR	DAFÜR	✓ 99.3%
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	DAFÜR	DAFÜR	✓ 99.0%
4.13	Approve Discharge of Supervisory Board member Jens Köhler	DAFÜR	DAFÜR	✓ 99.3%
4.14	Approve Discharge of Supervisory Board member Gerhard Kurz	DAFÜR	DAFÜR	✓ 99.3%
4.15	Approve Discharge of Supervisory Board member André Mandl	DAFÜR	DAFÜR	✓ 99.3%
4.16	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	DAFÜR	DAFÜR	✓ 98.9%
4.17	Approve Discharge of Supervisory Board member Anke Schäferkordt	DAFÜR	DAFÜR	✓ 99.3%

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

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.7%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.7%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 99.8%
5	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The authorisation is not in the long-term interest of shareholders. ✓ 98.6%
6	Ratify Deloitte as statutory auditors	DAFÜR	DAFÜR	✓ 92.2%
7	Elect Ernst & Young as auditors in charge of the consolidated statements and sustainability information	DAFÜR	DAFÜR	✓ 98.6%
Elections to the board of directors				
8	Re-elect Mr. Christian Noyer	DAFÜR	DAFÜR	✓ 98.5%
9	Elect Ms. Marie-Christine Lombard	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.2%
10	Elect Ms. Annemarie Straathof	DAFÜR	DAFÜR	✓ 99.8%
Elections in statutory competition of the employee shareholders' representative				
11	Re-elect Ms. Juliette Brisac	DAFÜR	DAFÜR	✓ 99.1%
A	Elect Ms. Isabelle Coron	DAGEGEN	● DAFÜR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative. ✗ 2.2%
B	Elect Mr. Thierry Schwob	DAGEGEN	● DAFÜR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative. ✗ 2.2%
C	Elect Mr. Frédéric Mayrand	DAGEGEN	● DAFÜR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative. ✗ 2.2%
12	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.3%
13	Approve the remuneration policy of Mr. Jean Lemierre, chair	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 96.8%
14	Approve the remuneration policy of Mr. Jean-Laurent Bonnafé, CEO	DAFÜR	DAFÜR	✓ 91.0%
15	Approve the remuneration policy of COOs	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 88.5%
16	Approve the remuneration report	DAFÜR	DAFÜR	✓ 95.7%
17	Approve the 2023 remuneration of Mr. Jean Lemierre, chair	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 96.1%
18	Approve the 2023 remuneration of Mr. Jean-Laurent Bonnafé, CEO	DAFÜR	DAFÜR	✓ 91.2%

No.	Traktanden	Board	Ethos	Resultat
19	Approve the 2023 remuneration of Mr. Yann Gérardin, COO	DAFÜR	DAFÜR	✓ 92.9%
20	Approve the 2023 remuneration of Mr. Thierry Laborde, COO	DAFÜR	DAFÜR	✓ 92.9%
21	Approve the maximum amount to be allocated to directors	DAFÜR	DAFÜR	✓ 98.2%
22	Consultative vote on the remuneration 2023 paid to the material key risk takers	DAFÜR	DAFÜR	✓ 99.8%
23	Setting the cap on the variable remuneration of the material key risk takers	DAFÜR	DAFÜR	✓ 99.6%
24	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 94.8%
25	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights	DAFÜR	DAFÜR	✓ 92.3%
26	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 94.8%
27	Determination of the overall limit for capital increases without pre-emptive rights	DAFÜR	DAFÜR	✓ 99.4%
28	Authorisation to increase the share capital through transfer of reserves	DAFÜR	DAFÜR	✓ 99.7%
29	Determination of the overall limit for capital increases with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 94.5%
30	Authorisation to issue shares reserved for employees (share ownership plan)	DAFÜR	DAFÜR	✓ 99.7%
31	Authorisation to increase the share capital through conversion of convertible bonds	DAFÜR	DAFÜR	✓ 96.6%
32	Authorisation to reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The authorisation is not in the long-term interest of shareholders. ✓ 99.8%
33	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

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

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓
2	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Shuichi Ishibashi	DAFÜR	DAFÜR	✓
2.2	Re-elect Mr. Masahiro Higashi	DAFÜR	DAFÜR	✓
2.3	Re-elect Prof. Scott Trevor Davis	DAFÜR	DAFÜR	✓
2.4	Re-elect Ms. Yuri Okina	DAFÜR	DAFÜR	✓
2.5	Re-elect Mr. Kenichi Masuda	DAFÜR	DAFÜR	✓
2.6	Re-elect Mr. Kenzo Yamamoto	DAFÜR	DAFÜR	✓
2.7	Re-elect Mr. Yojiro Shiba	DAFÜR	DAFÜR	✓
2.8	Re-elect Ms. Yoko Suzuki	DAFÜR	DAFÜR	✓
2.9	Re-elect Ms. Yukari Kobayashi	DAFÜR	DAFÜR	✓
2.10	Re-elect Mr. Yasuhiro Nakajima	DAFÜR	DAFÜR	✓
2.11	Re-elect Mr. Akira Matsuda	DAFÜR	● DAGEGEN	✓ The director has held executive functions in the company during the last three years and sits on the audit committee.
2.12	Re-elect Mr. Tsuyoshi Yoshimi	DAFÜR	DAFÜR	✓

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	✓ 98.1%
			An important part of the variable remuneration is not subject to challenging long-term performance conditions.	
3	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
4	Re-elect Mr. Adam Crozier	DAFÜR	DAFÜR	✓ 99.2%
5	Re-elect Ms. Allison Kirkby	DAFÜR	DAFÜR	✓ 100.0%
6	Re-elect Mr. Simon Lowth	DAFÜR	DAFÜR	✓ 99.9%
7	Re-elect Ms. Ruth Cairnie	DAFÜR	DAFÜR	✓ 99.1%
8	Re-elect Ms. Maggie Chan Jones	DAFÜR	DAFÜR	✓ 99.9%
9	Re-elect Mr. Steven Guggenheimer	DAFÜR	DAFÜR	✓ 99.9%
10	Re-elect Mr. Matthew Key	DAFÜR	DAFÜR	✓ 99.9%
11	Re-elect Ms. Sara Weller	DAFÜR	DAFÜR	✓ 99.9%
12	Elect Dr. Raphael Kübler	DAFÜR	DAFÜR	✓ 98.3%
13	Elect Mr. Tushar Morzaria	DAFÜR	DAFÜR	✓ 98.8%
14	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 99.2%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
16	General authority to allot shares	DAFÜR	DAFÜR	✓ 96.9%
17	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.6%
18	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 98.9%
19	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.2%
20	Notice of general meetings	DAFÜR	● DAGEGEN	✓ 98.4%
			14-days is insufficient for shareholders to vote in an informed manner.	
21	Political donations	DAFÜR	DAFÜR	✓ 99.0%

No.	Traktanden	Board	Ethos	Resultat
1	Genehmigung des Jahresberichts, der Jahresrechnung und der Konzernrechnung	DAFÜR	DAFÜR	✓ 100.0%
	Verwendung des Bilanzergebnisses und Ausschüttung einer Dividende			
2	Verwendung des Bilanzergebnisses	DAFÜR	DAFÜR	✓ 100.0%
3	Ausschüttung einer Dividende aus Reserven aus Kapitaleinlagen	DAFÜR	DAFÜR	✓ 99.9%
4	Entlastung der Mitglieder des Verwaltungsrats und der Geschäftsleitung	DAFÜR	DAFÜR	✓ 99.2%
5	Wahlen in den Verwaltungsrat			
5.a	Wiederwahl von Frau Eliane Aleixo Lustosa de Andrade	DAFÜR	DAFÜR	✓ 99.3%
5.b	Wiederwahl von Frau Sheila C. Bair	DAFÜR	DAFÜR	✓ 98.7%
5.c	Wiederwahl von Frau Carol Browner	DAFÜR	DAFÜR	✓ 93.6%
5.d	Wiederwahl von Herrn Gregory Heckman	DAFÜR	● DAGEGEN	Er ist gleichzeitig dauerhaftes Mitglied der Geschäftsleitung (CEO). ✓ 99.3%
5.e	Wiederwahl von Herrn Bernardo Vieira Hees	DAFÜR	DAFÜR	✓ 99.3%
5.f	Wiederwahl von Herrn Michael Kobori	DAFÜR	DAFÜR	✓ 99.2%
5.g	Wiederwahl von Frau Monica McGurk	DAFÜR	DAFÜR	✓ 98.8%
5.h	Wiederwahl von Herrn Kenneth Simril	DAFÜR	DAFÜR	✓ 99.1%
5.i	Wiederwahl von Herrn Henry W. Winship	DAFÜR	DAFÜR	✓ 98.6%
5.j	Wiederwahl von Herrn Mark Zenuk	DAFÜR	● DAGEGEN	Er hat einen bedeutenden Interessenkonflikt, der sich nicht mit dem Verwaltungsratsmandat vereinbaren lässt. ✓ 98.1%
5.k	Neuwahl von Herrn Adrian Isman	DAFÜR	DAFÜR	✓ 99.9%
5.l	Neuwahl von Frau Anne Jensen	DAFÜR	DAFÜR	✓ 99.9%
5.m	Neuwahl von Herrn Christopher Mahoney	DAFÜR	DAFÜR	✓ 99.9%
5.n	Neuwahl von Herrn Markus Walt	DAFÜR	DAFÜR	✓ 99.9%
6.a	Wiederwahl von Herrn Mark Zenuk als Verwaltungsratspräsident	DAFÜR	● DAGEGEN	Herr Zenuk wurde von Ethos nicht in den Verwaltungsrat gewählt. Deshalb kann Ethos Herr Zenuk auch nicht als Verwaltungsratspräsidenten bestätigen. ✓ 99.1%
7	Wahlen in den Vergütungsausschuss			

No.	Traktanden	Board	Ethos	Resultat
7.a	Wiederwahl von Herrn Bernardo Vieira Hees als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 99.4%
7.b	Wiederwahl von Herrn Kenneth Simril als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 99.4%
7.c	Wiederwahl von Herrn Henry W. Winship als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 98.7%
8	Genehmigung des langfristigen Anreizprogramms 2024	DAFÜR	● DAGEGEN	Die Struktur der Vergütungen genügt den Richtlinien von Ethos nicht. ✓ 97.6%
9	Konsultativabstimmung über die Vergütung der Geschäftsleitung (US-Recht)	DAFÜR	● DAGEGEN	Die Vergütungsstruktur genügt den Richtlinien von Ethos nicht. ✓ 96.7%
10.a	Verbindliche prospektive Abstimmung über die gesamte Vergütung des Verwaltungsrats	DAFÜR	● DAGEGEN	Die beantragte Erhöhung ist im Vergleich zum Vorjahr unverhältnismässig und nicht gerechtfertigt. ✓ 99.6%
10.b	Verbindliche prospektive Abstimmung über die gesamte Vergütung der Geschäftsleitung	DAFÜR	● DAGEGEN	Die gelieferten Informationen sind ungenügend. ✓ 98.1% Mit dem maximalen Gesamtbetrag könnten erheblich höhere Vergütungen gezahlt werden, als dies bei vergleichbaren Unternehmen der Fall ist. Die Struktur der Vergütung genügt den Richtlinien von Ethos nicht.
10.c	Konsultativabstimmung über den Vergütungsbericht (schweizerisches Recht)	DAFÜR	● DAGEGEN	Die Transparenz des Vergütungsberichts ist ungenügend. ✓ 96.7% Die Vergütungsstruktur genügt den Richtlinien von Ethos nicht.
11	Genehmigung des Nachhaltigkeitsberichts	DAFÜR	● DAGEGEN	Der Bericht enthält keine quantitativen Indikatoren für die all wesentlichen Themen. ✓ 98.2% Der Bericht enthält keine ambitionierten Ziele für alle wesentlichen Themen. Das Unternehmen legt keine jährliche Abstimmung über seinen Klimabericht vor und der Bericht genügt den Richtlinien von Ethos nicht.
12	Neuwahl von Wuersch & Gering LLP als unabhängigen Stimmrechtsvertreter	DAFÜR	DAFÜR	✓ 99.9%
13	Wiederwahl von Deloitte als Revisionsstelle	DAFÜR	● DAGEGEN	Die Mandatsdauer der externen Revisionsstelle beträgt 22 Jahre, was Ethos' Limite übersteigt. ✓ 93.6%

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

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

No.	Traktanden	Board	Ethos	Resultat	
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%	
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 97.0%	
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%	
Elections to the board of directors					
5	Re-elect Mr. Philippe Houzé	DAFÜR	● DAGEGEN	<p>Representative of an important shareholder who is sufficiently represented on the board.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 83.7%
6	Re-elect Ms. Patricia Moulin Lemoine	DAFÜR	DAFÜR	✓ 96.6%	
7	Re-elect Mr. Stéphane Israël	DAFÜR	DAFÜR	✓ 98.0%	
8	Re-elect Ms. Claudia Almeida e Silva	DAFÜR	DAFÜR	✓ 99.2%	
9	Re-elect Mr. Stéphane Courbit	DAFÜR	DAFÜR	✓ 95.5%	
10	Re-elect Ms. Aurore Domont	DAFÜR	DAFÜR	✓ 92.2%	
11	Re-elect Mr. Arthur Sadoun	DAFÜR	DAFÜR	✓ 98.3%	
12	Ratify the co-optation of Mr. Eduardo Rossi	DAFÜR	● DAGEGEN	<p>Representative of an important shareholder who is sufficiently represented on the board.</p>	✓ 97.0%
13	Elect Ms. Marguerite Bérard	DAFÜR	DAFÜR	✓ 99.6%	
14	Ratify Deloitte and Mazars as auditors in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.2%	
15	Approve the remuneration report	DAFÜR	● DAGEGEN	<p>The pay-for-performance connection is not demonstrated.</p> <p>Potential excessive awards.</p>	✓ 94.4%
16	Approve the 2023 remuneration of Mr. Alexandre Bompard, chair/CEO	DAFÜR	● DAGEGEN	<p>The pay-for-performance connection is not demonstrated.</p> <p>Excessive variable remuneration.</p>	✓ 70.1%
17	Approve the remuneration policy of Mr. Alexandre Bompard, chair/CEO	DAFÜR	● DAGEGEN	<p>Potential excessive awards.</p>	✓ 93.5%
18	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.3%	
19	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	<p>The repurchase price is too high.</p>	✓ 99.6%
20	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 97.2%	

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

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

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

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

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Genehmigung des Jahresberichts, der Jahresrechnung und der Konzernrechnung	DAFÜR	DAFÜR	✓ 99.6%
2	Genehmigung des Nachhaltigkeitsberichts	DAFÜR	● DAGEGEN	Der Bericht enthält keine ambitionierten Ziele für alle wesentlichen Themen. ✓ 99.6%
3.1	Verwendung des Bilanzgewinns	DAFÜR	DAFÜR	✓ 100.0%
3.2	Ausschüttung von Kapitaleinlagereserven	DAFÜR	DAFÜR	✓ 100.0%
4	Entlastung der Mitglieder des Verwaltungsrats und der Geschäftsleitung	DAFÜR	DAFÜR	✓ 97.9%
5	Wahlen in den Verwaltungsrat und in den Vergütungsausschuss			
5.1.1	Wiederwahl von Herrn Anastassis G. David als Mitglied und Präsident des Verwaltungsrats	DAFÜR	DAFÜR	✓ 94.4%
5.1.2	Wiederwahl von Herrn Zoran Bogdanovic	DAFÜR	● DAGEGEN	Er ist gleichzeitig dauerhaftes Mitglied der Geschäftsleitung (CEO). ✓ 98.4%
5.1.3	Wiederwahl von Frau Charlotte J. Boyle als Mitglied des Verwaltungsrats und des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 96.2%
5.1.4	Wiederwahl von Herrn Henrique Braun	DAFÜR	DAFÜR	✓ 95.7%
5.1.5	Wiederwahl von Frau Anna Diamantopoulou als Mitglied des Verwaltungsrats und des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 98.0%
5.1.6	Wiederwahl von Herrn William W. Douglas III	DAFÜR	DAFÜR	✓ 98.7%
5.1.7	Wiederwahl von Herrn Prof. Dr. Reto Francioni als Mitglied des Verwaltungsrats und des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 94.3%
5.1.8	Wiederwahl von Herrn Anastasios I. Leventis	DAFÜR	DAFÜR	✓ 95.7%
5.1.9	Wiederwahl von Herrn Christodoulos Leventis	DAFÜR	DAFÜR	✓ 95.7%
5.1.10	Wiederwahl von Herrn George Pavlos Leventis	DAFÜR	● DAGEGEN	Er ist nicht unabhängig (Vertreter eines Grossaktionärs), und die Unabhängigkeit des Verwaltungsrats ist ungenügend (38.5%). Er vertritt einen bedeutenden Aktionär, obwohl dieser bereits ausreichend im Rat vertreten ist. ✓ 97.1%
5.1.11	Wiederwahl von Frau Evguenia Stoitchkova	DAFÜR	DAFÜR	✓ 97.2%
5.2.1	Neuwahl von Frau Zulikat Wuraola Abiola	DAFÜR	● DAGEGEN	Sie ist nicht unabhängig (Geschäftsbeziehungen), und die Unabhängigkeit des Verwaltungsrats ist ungenügend (38.5%). ✓ 98.4%

No.	Traktanden	Board	Ethos	Resultat
5.2.2	Neuwahl von Frau Glykeria Tsernou's	DAFÜR	DAFÜR	✓ 98.5%
6	Wiederwahl von Frau Ines Pöschel als unabhängigen Stimmrechtsvertreter	DAFÜR	DAFÜR	✓ 99.4%
7.1	Wiederwahl von PricewaterhouseCoopers als Revisionsstelle	DAFÜR	● DAGEGEN	Die Mandatsdauer der externen Revisionsstelle beträgt 21 Jahre, was Ethos' Limite übersteigt. ✓ 93.1%
7.2	Konsultativabstimmung über die Wiederwahl von PricewaterhouseCoopers S.A. (Griechenland) gemäss UK Regeln	DAFÜR	● DAGEGEN	Die Mandatsdauer der externen Revisionsstelle beträgt 21 Jahre, was Ethos' Limite übersteigt. ✓ 97.0%
8	Konsultativabstimmung über den UK Vergütungsbericht	DAFÜR	● DAGEGEN	Die Vergütungsstruktur genügt den Richtlinien von Ethos nicht. ✓ 97.3%
9	Konsultativabstimmung über die Vergütungspolitik	DAFÜR	● DAGEGEN	Die Struktur der Vergütungen genügt den Richtlinien von Ethos nicht. ✓ 95.1%
10	Konsultativabstimmung über den Schweizer Vergütungsbericht	DAFÜR	● DAGEGEN	Die Vergütungsstruktur genügt den Richtlinien von Ethos nicht. ✓ 93.3%
11.1	Verbindliche prospektive Abstimmung über die gesamte Vergütung des Verwaltungsrats	DAFÜR	DAFÜR	✓ 95.4%
11.2	Verbindliche prospektive Abstimmung über die gesamte Vergütung der Geschäftsleitung	DAFÜR	● DAGEGEN	Die gelieferten Informationen sind ungenügend. Die Struktur der Vergütung genügt den Richtlinien von Ethos nicht. ✓ 94.8%
12	Genehmigung eines Aktienrückkaufprogramms	DAFÜR	DAFÜR	✓ 100.0%
13.1	Satzungsänderung (obligatorische Änderungen)	DAFÜR	● DAGEGEN	Die Änderung hat einen negativen Einfluss auf die Interessen aller Aktionärinnen und Aktionäre. ✓ 99.9%
13.2	Satzungsänderung (freiwillige Änderungen)	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
2	Election of directors			
2.1	Elect Mr. Peter Allen	DAFÜR	DAFÜR	✓ 99.7%
2.2	Elect Mr. Andrew R. Penn	DAFÜR	DAFÜR	✓ 99.5%
2.3	Re-elect Ms. Abigail Cleland	DAFÜR	DAFÜR	✓ 98.5%
2.4	Re-elect Mr. Richard Freudenstein	DAFÜR	DAFÜR	✓ 96.4%
3	Advisory vote on the remuneration report	DAFÜR	DAFÜR	✓ 97.0%
4	Grant of STI shares to the CEO, Ms. Leah Weckert	DAFÜR	DAFÜR	✓ 98.7%
5	Grant of performance shares to the CEO, Ms. Leah Weckert	DAFÜR	DAFÜR	✓ 89.9%
6	Renewal of proportional takeover provisions in Constitution	DAFÜR	DAFÜR	✓ 99.7%
7.1	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights. ✗ 6.5%
7.2	Shareholder resolution: nature-related disclosure	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 7.1 was rejected by shareholders, ITEM 7.2 was not submitted to vote. Ethos initially recommended to vote FOR for the following reason: Enhanced disclosure on environmental issues. –
7.3	Shareholder resolution: farmed salmon sourcing	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 7.1 was rejected by shareholders, ITEM 7.3 was not submitted to vote. Ethos initially recommended to vote FOR for the following reason: This proposal supports the protection of biodiversity. –

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

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.7%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.0%
4.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 91.4%
5.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.0%
6.	Proposals from the board of directors and/or shareholders	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Election of the board of directors			
7.1.	Re-elect Mr. Lars Søren Rasmussen	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. Chair of the nomination committee. The composition of the board is unsatisfactory. ✓ 93.7%
7.2.	Re-elect Mr. Niels Peter Louis-Hansen	DAFÜR	DAFÜR	✓ 95.1%
7.3.	Re-elect Ms. Annette Brüls	DAFÜR	DAFÜR	✓ 99.6%
7.4.	Re-elect Mr. Carsten Hellmann	DAFÜR	DAFÜR	✓ 99.7%
7.5.	Re-elect Ms. Jette Nygaard-Andersen	DAFÜR	DAFÜR	✓ 99.6%
7.6.	Re-elect Ms. Marianne Wiinholt	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓ 99.7%
8.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
9.	To authorise the meeting chairperson	DAFÜR	DAFÜR	✓ 100.0%
10.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3.1	Approve Discharge of Management Board member Dr. Manfred Knof (CEO)	DAFÜR	DAFÜR	✓ 95.8%
3.2	Approve Discharge of Management Board member Dr. Bettina Orlopp	DAFÜR	DAFÜR	✓ 96.4%
3.3	Approve Discharge of Management Board member Dr. Marcus Chromik	DAFÜR	DAFÜR	✓ 96.4%
3.4	Approve Discharge of Management Board member Michael Kotzbauer	DAFÜR	DAFÜR	✓ 96.4%
3.5	Approve Discharge of Management Board member Sabine Minarsky	DAFÜR	DAFÜR	✓ 96.4%
3.6	Approve Discharge of Management Board member Dr. Jörg Oliveri del Castillo-Schulz	DAFÜR	DAFÜR	✓ 96.4%
3.7	Approve Discharge of Management Board member Thomas Schaufler	DAFÜR	DAFÜR	✓ 96.4%
4.1	Approve Discharge of Supervisory Board member Dr. Jens Weidmann (Chair, since 31 May 2023)	DAFÜR	DAFÜR	✓ 99.6%
4.2	Approve Discharge of Supervisory Board member Uwe Tschäge (Vice Chair)	DAFÜR	DAFÜR	✓ 96.4%
4.3	Approve Discharge of Supervisory Board member Heike Anscheid	DAFÜR	DAFÜR	✓ 96.4%
4.4	Approve Discharge of Supervisory Board member Alexander Boursanoff (until 31 May 2023)	DAFÜR	DAFÜR	✓ 96.4%
4.5	Approve Discharge of Supervisory Board member Gunnar de Buhr	DAFÜR	DAFÜR	✓ 95.5%
4.6	Approve Discharge of Supervisory Board member Stefan Burghardt (until 31 May 2023)	DAFÜR	DAFÜR	✓ 96.4%
4.7	Approve Discharge of Supervisory Board member Harald Christ (since 31 May 2023)	DAFÜR	DAFÜR	✓ 98.8%
4.8	Approve Discharge of Supervisory Board member Dr. Frank Czichowski	DAFÜR	DAFÜR	✓ 96.4%
4.9	Approve Discharge of Supervisory Board member Sabine U. Dietrich	DAFÜR	DAFÜR	✓ 96.4%

No.	Traktanden	Board	Ethos	Resultat
4.10	Approve Discharge of Supervisory Board member Dr. Jutta A. Dönges	DAFÜR	DAFÜR	✓ 95.4%
4.11	Approve Discharge of Supervisory Board member Monika Fink (until 31 May 2023)	DAFÜR	DAFÜR	✓ 96.4%
4.12	Approve Discharge of Supervisory Board member Helmut Gottschalk (Chair, until 31 May 2023)	DAFÜR	DAFÜR	✓ 96.4%
4.13	Approve Discharge of Supervisory Board member Stefan Jennes (until 31 May 2023)	DAFÜR	DAFÜR	✓ 96.4%
4.14	Approve Discharge of Supervisory Board member Kerstin Jerchel	DAFÜR	DAFÜR	✓ 96.4%
4.15	Approve Discharge of Supervisory Board member Burkhard Keese	DAFÜR	DAFÜR	✓ 96.4%
4.16	Approve Discharge of Supervisory Board member Alexandra Krieger (until 31 May 2023)	DAFÜR	DAFÜR	✓ 96.4%
4.17	Approve Discharge of Supervisory Board member Maxi Leuchters (since 31 May 2023)	DAFÜR	DAFÜR	✓ 99.9%
4.18	Approve Discharge of Supervisory Board member Daniela Matheus	DAFÜR	DAFÜR	✓ 96.4%
4.19	Approve Discharge of Supervisory Board member Nina Olderdissen (since 31 May 2023)	DAFÜR	DAFÜR	✓ 99.9%
4.20	Approve Discharge of Supervisory Board member Sandra Persiehl (since 31 May 2023)	DAFÜR	DAFÜR	✓ 99.0%
4.21	Approve Discharge of Supervisory Board member Michael Schramm (since 31 May 2023)	DAFÜR	DAFÜR	✓ 99.9%
4.22	Approve Discharge of Supervisory Board member Caroline Seifert	DAFÜR	DAFÜR	✓ 96.4%
4.23	Approve Discharge of Supervisory Board member Robin John Stalker (until 31 May 2023)	DAFÜR	DAFÜR	✓ 96.4%
4.24	Approve Discharge of Supervisory Board member Dr. Gertrude Tumpel-Gugerell	DAFÜR	DAFÜR	✓ 95.8%
4.25	Approve Discharge of Supervisory Board member Sascha Uebel (since 31 May 2023)	DAFÜR	DAFÜR	✓ 99.0%
4.26	Approve Discharge of Supervisory Board member Frank Westhoff	DAFÜR	DAFÜR	✓ 96.4%
4.27	Approve Discharge of Supervisory Board member Stefan Wittmann	DAFÜR	DAFÜR	✓ 96.4%
5.1	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.0%

No.	Traktanden	Board	Ethos	Resultat
5.2	Appoint the Auditors for the audit review of (any) interim financial information for the quarters in the financial year 2025 before the AGM 2025	DAFÜR	DAFÜR	✓ 99.0%
6	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 93.7%
7	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 95.4%
8	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	✓ 95.0%
9	Amend Articles: Certification of shares (§ 5 para. 2)	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.2%
3	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 98.1%
4	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 92.5%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 100.0%
6	Authorise Share Repurchase (also by use of Equity Derivatives)	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash. ✓ 93.5%
7	Approve an inter-company agreement	DAFÜR	DAFÜR	✓ 100.0%
	Counterproposal made by a shareholder: individual discharge of the board of directors and the executive management	DAGEGEN	DAGEGEN	✗ 9.6%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.8%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%
4	Approval of the agreements of the VAT Group's single taxable person "Crédit Agricole VAT Group ASU"	DAFÜR	DAFÜR	✓ 100.0%
5	Approval of the framework partnership agreement between the Group's entities and Worldline	DAFÜR	DAFÜR	✓ 100.0%
6	Approval of the business transfer agreement between the Company and Crédit Agricole CIB	DAFÜR	DAFÜR	✓ 100.0%
7	Approval of the shareholders' agreement between the Company, Banco Santander and their jointly-owned subsidiary CACEIS	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
8	Re-elect SAS Rue La Boétie	DAFÜR	DAFÜR	✓ 86.0%
9	Re-elect Mr. Olivier Auffray	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. ✓ 87.4%
10	Re-elect Ms. Nicole Gourmelon	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. ✓ 90.7%
11	Re-elect Ms. Marianne Laigneau	DAFÜR	DAFÜR	✓ 98.6%
12	Re-elect Mr. Louis Tercinier	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. ✓ 85.2%
13	Ratify the co-optation of Ms. Christine Gandon	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 91.9%
14	Re-elect Mr. Christophe Lesur	DAFÜR	DAFÜR	✓ 98.0%

No.	Traktanden	Board	Ethos	Resultat
15	Ratify PricewaterhouseCoopers as statutory auditors	DAFÜR	DAFÜR	✓ 95.8%
16	Ratify Mazars as statutory auditors	DAFÜR	DAFÜR	✓ 99.6%
17	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 98.5%
18	Ratify Mazars as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.9%
19	Approve the remuneration policy of Mr. Dominique Lefebvre, chair	DAFÜR	DAFÜR	✓ 99.9%
20	Approve the remuneration policy of Mr. Philippe Brassac, CEO	DAFÜR	DAFÜR	✓ 95.9%
21	Approve the remuneration policy of Mr. Olivier Gavalda, Deputy CEO	DAFÜR	DAFÜR	✓ 96.1%
22	Approve the remuneration policy of Mr. Jérôme Grivet, Deputy CEO	DAFÜR	DAFÜR	✓ 96.1%
23	Approve the remuneration policy of Mr. Xavier Musca, Deputy CEO	DAFÜR	DAFÜR	✓ 96.0%
24	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
25	Approve the 2023 remuneration of Mr. Dominique Lefebvre, chair	DAFÜR	DAFÜR	✓ 99.9%
26	Approve the 2023 remuneration of Mr. Philippe Brassac, CEO	DAFÜR	DAFÜR	✓ 97.7%
27	Approve the 2023 remuneration of Mr. Olivier Gavalda, Deputy CEO	DAFÜR	DAFÜR	✓ 97.9%
28	Approve the 2023 remuneration of Mr. Jérôme Grivet, Deputy CEO	DAFÜR	DAFÜR	✓ 97.9%
29	Approve the 2023 remuneration of Mr. Xavier Musca, Deputy CEO	DAFÜR	DAFÜR	✓ 97.5%
30	Approve the remuneration report	DAFÜR	DAFÜR	✓ 99.8%
31	Consultative vote on the remuneration 2023 paid to the material key risk takers	DAFÜR	DAFÜR	✓ 99.7%
32	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The authorisation is not in the long-term interest of shareholders. ✓ 99.8%
33	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights. ✓ 97.9%
34	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	● DAGEGEN	The potential maximum discount exceeds market practice. ✓ 97.1%
35	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	● DAGEGEN	The potential maximum discount exceeds market practice. ✓ 98.0%
36	"Green shoe" authorisation to issue shares with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights. ✓ 96.3%

No.	Traktanden	Board	Ethos	Resultat
37	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 99.5%
38	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	DAFÜR	● DAGEGEN	The potential maximum discount exceeds market practice. ✓ 98.4%
39	Determination of the overall limit for capital increases with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 98.8%
40	Authorisation to increase the share capital through transfer of reserves	DAFÜR	DAFÜR	✓ 99.9%
41	Authorisation to issue shares reserved for employees (share ownership plan)	DAFÜR	DAFÜR	✓ 99.2%
42	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 99.7%
43	Authorisation to reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The authorisation is not in the long-term interest of shareholders. ✓ 98.9%
44	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
Elections to the board of directors				
1(a)	Re-elect Mr. Richard Boucher	DAFÜR	DAFÜR	✓ 97.8%
1(b)	Re-elect Ms. Caroline Dowling	DAFÜR	DAFÜR	✓ 99.4%
1(c)	Re-elect Mr. Richard H. Fearon	DAFÜR	DAFÜR	✓ 95.5%
1(d)	Re-elect Mr. Johan Karlström	DAFÜR	DAFÜR	✓ 99.3%
1(e)	Re-elect Mr. Shaun Kelly	DAFÜR	DAFÜR	✓ 99.3%
1(f)	Re-elect Mr. Badar Khan	DAFÜR	DAFÜR	✓ 99.3%
1(g)	Re-elect Mr. Lamar McKay	DAFÜR	DAFÜR	✓ 98.6%
1(h)	Re-elect Mr. Albert Manifold	DAFÜR	DAFÜR	✓ 99.8%
1(i)	Re-elect Mr. Jim Mintern	DAFÜR	DAFÜR	✓ 98.0%
1(j)	Re-elect Ms. Gillian L. Platt	DAFÜR	DAFÜR	✓ 98.9%
1(k)	Re-elect Ms. Mary K. Rhinehart	DAFÜR	DAFÜR	✓ 98.9%
1(l)	Re-elect Ms. Siobhán Talbot	DAFÜR	DAFÜR	✓ 99.4%
1(m)	Re-elect Ms. Christina Verchere	DAFÜR	DAFÜR	✓ 99.9%
2	Executive compensation (advisory vote)	DAFÜR	• DAGEGEN Excessive variable remuneration.	✓ 97.0%
3(a)	Continuation of Deloitte as auditors (non-binding vote)	DAFÜR	DAFÜR	✓ 100.0%
3(b)	Auditor's remuneration (binding vote)	DAFÜR	DAFÜR	✓ 100.0%
4	General authority to allot shares	DAFÜR	DAFÜR	✓ 97.0%
5	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 87.9%
6	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.8%
7	Authority to re-issue Treasury Shares	DAFÜR	DAFÜR	✓ 99.6%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 95.1%
3	Final dividend	DAFÜR	DAFÜR	✓ 99.3%
	Elections to the board of directors			
4	Elect Mr. Chris Good	DAFÜR	DAFÜR	✓ 99.8%
5	Elect Ms. Danuta Gray	DAFÜR	DAFÜR	✓ 95.9%
6	Re-elect Ms. Louisa Burdett	DAFÜR	DAFÜR	✓ 99.4%
7	Re-elect Mr. Roberto Cirillo	DAFÜR	DAFÜR	✓ 99.7%
8	Re-elect Ms. Jacqui Ferguson	DAFÜR	DAFÜR	✓ 98.5%
9	Re-elect Mr. Steve Foots	DAFÜR	DAFÜR	✓ 99.7%
10	Re-elect Ms. Julie Kim	DAFÜR	DAFÜR	✓ 100.0%
11	Re-elect Mr. Keith Layden	DAFÜR	DAFÜR	✓ 97.6%
12	Re-elect Ms. Nawal Ouzren	DAFÜR	DAFÜR	✓ 99.7%
13	Re-elect Mr. John Ramsay	DAFÜR	DAFÜR	✓ 96.7%
14	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 99.7%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
16	Political donations	DAFÜR	DAFÜR	✓ 96.8%
17	General authority to allot shares	DAFÜR	DAFÜR	✓ 91.3%
18	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 92.8%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 89.5%
20	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.3%
21	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 91.6%
22	Amend Croda International Performance Share Plan 2014	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 97.7%

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Sunao Manabe	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.5%
2.2	Re-elect Mr. Hiroyuki Okuzawa	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 96.3%
2.3	Re-elect Mr. Shoji Hirashima	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 99.0%
2.4	Re-elect Mr. Takashi Fukuoka	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 99.3%
2.5	Re-elect Mr. Kazuaki Kama	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 98.6%
2.6	Re-elect Ms. Sawako Nohara	DAFÜR	DAFÜR	✓ 99.3%
2.7	Re-elect Prof. Dr. Yasuhiro Komatsu	DAFÜR	DAFÜR	✓ 99.4%
2.8	Re-elect Mr. Takaaki Nishii	DAFÜR	DAFÜR	✓ 99.4%
2.9	Elect Mr. Takashi Matsumoto	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 99.1%
2.10	Elect Mr. Yo Honma	DAFÜR	DAFÜR	✓ 99.6%

No.	Traktanden	Board	Ethos	Resultat	
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 94.5%	
2.	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Masanori Togawa	DAFÜR	● DAGEGEN	<p>Combined chairman and CEO and executive director sitting on the remuneration committee, which is not best practice.</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>	✓ 94.5%
2.2	Elect Mr. Naofumi Takenaka	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.	✓ 97.1%
2.3	Re-elect Mr. Tatsuo Kawada	DAFÜR	● DAGEGEN	<p>Concerns over the director's time commitments.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 97.5%
2.4	Re-elect Mr. Akiji Makino	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 99.6%
2.5	Re-elect Mr. Shingo Torii	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.6%
2.6	Re-elect Ms. Yuko Arai	DAFÜR	DAFÜR		✓ 99.7%
2.7	Re-elect Mr. Takashi Matsuzaki	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.9%
2.8	Re-elect Mr. Kanwal Jeet Jawa	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.0%
2.9	Elect Mr. Koichi Takahashi	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent.	✓ 96.9%
2.10	Elect Ms. Keiko Mori	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.9%
3.	Elect Ms. Fumi Takatsuki as a Corporate Auditor	DAFÜR	DAFÜR		✓ 99.2%
4.	Elect Mr. Ichiro Ono as a Substitute Corporate Auditor	DAFÜR	DAFÜR		✓ 99.9%
5.	Approve Career Achievement Bonus for Director	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 68.6%

No.	Traktanden	Board	Ethos		Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR		✓ 100.0%
2.	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Keiichi Yoshii	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 92.7%
2.2	Re-elect Mr. Takeshi Kosokabe	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.0%
2.3	Re-elect Mr. Yoshiyuki Murata	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.5%
2.4	Re-elect Mr. Keisuke Shimonishi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.5	Re-elect Mr. Hirotsugu Otomo	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.6	Re-elect Mr. Kazuhito Dekura	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.7	Re-elect Mr. Yoshinori Ariyoshi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.8	Re-elect Mr. Toshiya Nagase	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.9	Re-elect Mr. Yukinori Kuwano	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 74.6%
2.10	Re-elect Prof. Miwa Seki	DAFÜR	DAFÜR		✓ 99.7%
2.11	Re-elect Mr. Kazuhiro Yoshizawa	DAFÜR	DAFÜR		✓ 99.5%
2.12	Re-elect Mr. Yujiro Ito	DAFÜR	DAFÜR		✓ 93.9%
2.13	Elect Mr. Toshikazu Nambu	DAFÜR	DAFÜR		✓ 99.4%
2.14	Elect Ms. Tomomi Fukumoto	DAFÜR	DAFÜR		✓ 99.9%
3.	Elect Mr. Akihisa Watanabe as a Corporate Auditor	DAFÜR	DAFÜR		✓ 99.4%
4.	Approve bonus payment for executive directors	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 99.3%
5.	Approve Annual bonus ceiling for executive directors	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 99.4%

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

No.	Traktanden	Board	Ethos	Resultat
5	Shareholder resolution: Report on Effectiveness of the company's diversity, equity and inclusion efforts	DAGEGEN	● DAFÜR	✘ 14.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.7%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.7%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 98.9%
	Elections to the board of directors			
4	Re-elect Mr. Gilbert Ghostine	DAFÜR	DAFÜR	✓ 99.3%
5	Re-elect Ms. Lise Kingo	DAFÜR	DAFÜR	✓ 99.0%
6	Ratify Mazars as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.6%
7	Approve the remuneration report	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 96.1%
8	Approve the 2023 remuneration of Mr. Antoine de Saint-Affrique, CEO	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 99.6%
				Excessive variable remuneration.
9	Approve the 2023 remuneration of Mr. Gilles Schnepf, chair	DAFÜR	DAFÜR	✓ 98.9%
10	Approve the remuneration policy of members of the executive management	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 92.1%
11	Approve the remuneration policy of Mr. Gilles Schnepf, chair	DAFÜR	DAFÜR	✓ 99.8%
12	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.7%
13	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR	✓ 98.8%
14	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 98.6%
15	Amend articles of association: restriction on voting rights	DAFÜR	DAFÜR	✓ 94.9%
16	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

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

No.	Traktanden	Board	Ethos	Resultat
18	Authorisation to issue shares in the event of one or more mergers by absorption pursuant to ITEM 17	DAFÜR	DAFÜR	✓ 78.1%
19	Authorisation to decide one or more demergers	DAFÜR	DAFÜR	✓ 77.7%
20	Authorisation to issue shares in the event of on one or more demergers pursuant to ITEM 19	DAFÜR	DAFÜR	✓ 78.1%
21	Authorisation to decide one or more partial demergers	DAFÜR	DAFÜR	✓ 77.7%
22	Authorisation to issue shares in the event of one or more partial demergers pursuant to ITEM 21	DAFÜR	DAFÜR	✓ 78.1%
23	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 96.2%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.2%
5	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 96.3%
6	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 95.7%
7	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	✓ 95.2%
	Board main features			
8a	Elections to the Supervisory Board: Dr. Andreas Gottschling	DAFÜR	DAFÜR	✓ 99.7%
8b	Elections to the Supervisory Board: Martin Jetter	DAFÜR	DAFÜR	✓ 96.6%
8c	Elections to the Supervisory Board: Shannon Anastasia Johnston	DAFÜR	DAFÜR	✓ 99.7%
8d	Elections to the Supervisory Board: Sigrid Kozmiensky	DAFÜR	DAFÜR	✓ 99.9%
8e	Elections to the Supervisory Board: Barbara Lambert	DAFÜR	DAFÜR	✓ 93.0%
8f	Elections to the Supervisory Board: Charles G. T. Stonehill	DAFÜR	DAFÜR	✓ 99.7%
8g	Elections to the Supervisory Board: Clara-Christina Streit	DAFÜR	DAFÜR	✓ 93.9%
8h	Elections to the Supervisory Board: Chong Lee Tan	DAFÜR	DAFÜR	✓ 99.7%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 99.1%
10	Approve Remuneration Report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration. ✓ 91.8%
11a	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
11b	Appoint the Auditors for the sustainability reporting 2024	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 96.5%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 98.3%
5	Appoint the Auditors and the auditors of the sustainability report	DAFÜR	DAFÜR	✓ 99.9%
	Board main features			
6a	Elections to the Supervisory Board: Prof. Dr. Dr. Ann-Kristin Achleitner	DAFÜR	DAFÜR	✓ 99.2%
6b	Elections to the Supervisory Board: Dr. Hans-Ulrich Engel	DAFÜR	DAFÜR	✓ 99.2%
6c	Elections to the Supervisory Board: Dr. Heinrich Hiesinger	DAFÜR	DAFÜR	✓ 98.9%
7	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 94.0%

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

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting and election of the chairman	DAFÜR	DAFÜR	✓ 100.0%
2.	Approval of the notice and the agenda	DAFÜR	DAFÜR	✓ 100.0%
3.	Election of (a) person(s) to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓ 100.0%
4.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	✓ 100.0%
5.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
6a.	Authorisation to repurchase own shares for cancellation	DAFÜR	DAFÜR	✓ 99.7%
6b.	Authorisation to repurchase own shares for hedging purposes	DAFÜR	DAFÜR	✓ 99.6%
7.	Authorisation to raise debt capital	DAFÜR	DAFÜR	✓ 98.9%
8a.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 95.9%
8b.	Approve remuneration policy (advisory vote)	DAFÜR	DAFÜR	✓ 95.1%
9.	Report on corporate governance	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the report on corporate governance. ✓ 99.2%
10.	Election of the board of directors	DAFÜR	DAFÜR	✓ 97.8%
11.	Election of the nomination committee	DAFÜR	● DAGEGEN	While Norwegian law allows for individual elections of directors, the company maintains bundled elections. ✓ 99.4%
12.	Approve remuneration of the board of directors and the nomination committee	DAFÜR	DAFÜR	✓ 100.0%
13.	Approve auditors' fees	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 97.6%
14.	Shareholder proposal: To eliminate equity investment programmes for employees, abstain from financing wind power projects and purchase of electric vehicle, approve monthly payout of accrued interest and approve Bitcoin exchange to cash	DAGEGEN	DAGEGEN	✗ 0.8%

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

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

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

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

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

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

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

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

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

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













No.	Traktanden	Board	Ethos	Resultat
1	Approval of the 2023 financial statements	DAFÜR	DAFÜR	✓ 99.6%
2	Allocation of net result and distribution of dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation. ✓ 99.2%
3	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	✓ 99.6%
4	Long-term incentive Plan 2024	DAFÜR	DAFÜR	✓ 98.8%
5.1	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	Potential excessive variable remuneration. ✓ 95.1%
5.2	Advisory vote on the remuneration paid in 2023	DAFÜR	● DAGEGEN	Excessive fixed and variable remuneration. ✓ 97.6%

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

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Yoshiharu Inaba	DAFÜR	DAFÜR	✓ 93.8%
2.2	Re-elect Mr. Kenji Yamaguchi	DAFÜR	DAFÜR	✓ 95.5%
2.3	Re-elect Mr. Ryuji Sasuga	DAFÜR	DAFÜR	✓ 99.1%
2.4	Re-elect Mr. Michael J. Cicco	DAFÜR	DAFÜR	✓ 95.8%
2.5	Re-elect Ms. Naoko Yamazaki	DAFÜR	DAFÜR	✓ 94.7%
2.6	Re-elect Mr. Hiroto Uozumi	DAFÜR	DAFÜR	✓ 99.6%
2.7	Re-elect Ms. Yoko Takeda	DAFÜR	DAFÜR	✓ 99.4%

No.	Traktanden	Board	Ethos	Resultat	
1	Amend articles of incorporation: purpose of the company	DAFÜR	DAFÜR	✓ 100.0%	
2	Election of directors on a Kansayaku board				
2.1	Re-elect Mr. Tadashi Yanai	DAFÜR	● DAGEGEN	Combined chair and CEO. Executive director. The board is not sufficiently independent. The director is over 75 years old, which exceeds guidelines.	✓ 94.3%
2.2	Re-elect Mr. Nobumichi Hattori	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 62.2%
2.3	Re-elect Mr. Masaaki Shintaku	DAFÜR	DAFÜR		✓ 62.1%
2.4	Re-elect Mr. Naotake Ono	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 97.3%
2.5	Re-elect Ms. Kathy Mitsuko Koll	DAFÜR	DAFÜR		✓ 97.5%
2.6	Re-elect Mr. Joji Kurumado	DAFÜR	DAFÜR		✓ 97.2%
2.7	Re-elect Mr. Yutaka Kyoya	DAFÜR	DAFÜR		✓ 97.1%
2.8	Re-elect Mr. Takeshi Okazaki	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.9%
2.9	Re-elect Mr. Kazumi Yanai	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 98.0%
2.10	Re-elect Mr. Koji Yanai	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 98.0%
3	Election of corporate auditors				
3.1	Re-elect Ms. Keiko Kaneko as a corporate auditor	DAFÜR	● DAGEGEN	Outside non-independent corporate auditor. The board of corporate auditors does not include a majority of independent members.	✓ 61.1%
3.2	Re-elect Mr. Masakatsu Mori as a corporate auditor	DAFÜR	● DAGEGEN	The corporate auditor is over 75 years old, which exceeds guidelines.	✓ 95.4%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the 2023 financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	Allocation of net result and distribution of dividend	DAFÜR	DAFÜR	✓ 99.3%
3	Binding vote on the remuneration policy	DAFÜR	DAFÜR	✓ 86.2%
4	Advisory vote on remuneration paid in 2023	DAFÜR	DAFÜR	✓ 85.9%
5	2024 Incentive System for Employees "Identified Staff"	DAFÜR	DAFÜR	✓ 99.4%
6	Long-term incentive plan 2024-2026	DAFÜR	DAFÜR	✓ 99.4%
7	2024 Incentive System for Personal Financial Advisors "Identified Staff"	DAFÜR	DAFÜR	✓ 99.8%
8	Authorization for the purchase and disposal of treasury shares to service the incentive scheme for Personal Financial Advisors	DAFÜR	DAFÜR	✓ 92.9%
9	Authorization to increase the share capital by issuing up to 607'778 shares in execution of the 2024 Incentive System (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.6%
10	Authorization to increase the share capital by issuing up to 121'010 shares in execution of the 2023 Incentive System (extraordinary agenda)	DAFÜR	DAFÜR	✓ 91.8%
11	Authorization to increase the share capital by issuing up to 1'394'808 shares in execution of the 2024-2026 LTIP (extraordinary agenda)	DAFÜR	DAFÜR	✓ 99.5%

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

No.	Traktanden	Board	Ethos	Resultat
1	Advisory vote on the remuneration report Election of directors	DAFÜR	DAFÜR	✓ 99.2%
2	Re-elect Mr. Sebastian Coe	DAFÜR	● DAGEGEN	Concerns over the director's attendance rate, which was below 75% during the year under review. ✓ 99.8%
3	Re-elect Dr. Jean Baderschneider	DAFÜR	DAFÜR	✓ 99.4%
4	Elect Ms. Usha Rao-Monari	DAFÜR	DAFÜR	✓ 99.8%
5	Elect Mr. Noel Pearson	DAFÜR	DAFÜR	✓ 99.9%
6	Approval of the Performance Rights Plan	DAFÜR	DAFÜR	✓ 99.7%
7	Grant of performance shares to Mr. Dino Otranto	DAFÜR	DAFÜR	✓ 88.3%
8	Grant of performance shares to Mr. Mark Hutchinson	DAFÜR	DAFÜR	✓ 88.3%
9	Conditional spill resolution	ZURÜCK-GEZOGEN	● DAFÜR	As ITEM 1 obtained more than 75% of approval by shareholders, ITEM 9 was not submitted to vote. Ethos initially recommended to vote FOR for the following reason: If the remuneration report is rejected by more than 25% of the shareholders two years in a row, shareholders should have the possibility to vote on the re-election of all directors at an EGM (Spill Meeting). -

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 98.8%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Kenji Sukeno	DAFÜR	DAFÜR	✓ 94.9%
2.2	Re-elect Mr. Teiichi Goto	DAFÜR	DAFÜR	✓ 96.9%
2.3	Re-elect Mr. Masayuki Higuchi	DAFÜR	DAFÜR	✓ 97.6%
2.4	Re-elect Mr. Naoki Hama	DAFÜR	DAFÜR	✓ 97.6%
2.5	Re-elect Ms. Chisato Yoshizawa	DAFÜR	DAFÜR	✓ 97.6%
2.6	Re-elect Mr. Yoji Ito	DAFÜR	DAFÜR	✓ 97.6%
2.7	Re-elect Mr. Kunitaro Kitamura	DAFÜR	DAFÜR	✓ 96.6%
2.8	Re-elect Ms. Makiko Eda	DAFÜR	DAFÜR	✓ 99.5%
2.9	Re-elect Mr. Tsuyoshi Nagano	DAFÜR	DAFÜR	✓ 99.5%
2.10	Re-elect Mr. Ikuro Sugawara	DAFÜR	DAFÜR	✓ 99.5%
2.11	Elect Mr. Takaki Suzuki	DAFÜR	DAFÜR	✓ 99.9%
3.	Election of 2 Corporate Auditors			
3.1	Elect Mr. Tsumugu Ishigaki as a Corporate Auditor	DAFÜR	DAFÜR	✓ 91.3%
3.2	Elect Mr. Yoshio Iteya as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.8%
4.	Approve revision to the maximum amount of remuneration for directors	DAFÜR	DAFÜR	✓ 99.7%
5.	Approve revision of the maximum amount of remuneration for corporate auditors	DAFÜR	DAFÜR	✓ 99.6%
6.	Approve restricted share based remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 88.7%
7.	Approve medium-term performance based share remuneration	DAFÜR	DAFÜR	✓ 97.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Hidenori Furuta	DAFÜR	DAFÜR	✓ 96.6%
1.2	Re-elect Mr. Takahito Tokita	DAFÜR	DAFÜR	✓ 93.3%
1.3	Re-elect Mr. Takeshi Isobe	DAFÜR	DAFÜR	✓ 99.0%
1.4	Elect Mr. Hiroki Hiramatsu	DAFÜR	DAFÜR	✓ 99.4%
1.5	Re-elect Prof. Dr. Chiaki Mukai	DAFÜR	DAFÜR	✓ 99.5%
1.6	Re-elect Prof. Yoshiko Kojo	DAFÜR	DAFÜR	✓ 99.6%
1.7	Re-elect Mr. Kenichiro Sasae	DAFÜR	DAFÜR	✓ 96.2%
1.8	Re-elect Mr. Brian Gill	DAFÜR	DAFÜR	✓ 99.6%
1.9	Elect Mr. Takuya Hirano	DAFÜR	DAFÜR	✓ 99.9%
2.	Election of 2 Corporate Auditors			
2.1	Elect Mr. Yuuichi Koseki as a Corporate Auditor	DAFÜR	DAFÜR	✓ 98.2%
2.2	Re-elect Mr. Hideo Makuta as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.6%
3.	Revision to the Performance-based Stock Compensation Plan for Executive Directors	DAFÜR	● DAGEGEN Potential excessive awards.	✓ 96.1%
4.	Revision to the Restricted Stock Unit Plan for Independent Directors	DAFÜR	DAFÜR	✓ 92.9%

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

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

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

No.	Traktanden	Board	Ethos		Resultat
1	Re-election of KPMG as the auditor of Goodman Logistics (HK) Limited	DAFÜR	DAFÜR		✓ 93.1%
	Election of directors				
2.a	Re-elect Mr. Danny Peeters	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice.	✓ 90.6%
2.b	Re-elect Mr. Danny Peeters as board member of Goodman Logistics (HK) Limited	DAFÜR	DAFÜR		✓ 90.7%
3	Re-elect Mr. David Collins as board member of Goodman Logistics (HK) Limited	DAFÜR	DAFÜR		✓ 99.0%
4	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 65.1%
5	Grant of Performance Rights to Mr. Gregory Goodman (CEO)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 63.3%
6	Grant of Performance Rights to Mr. Danny Peeters (CEO Brazil)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 63.3%
7	Grant of Performance Rights to Mr. Anthony Rozic (Deputy CEO and CEO North America)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 63.3%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Thomas F. Frist III	DAFÜR	DAFÜR	✓ 96.9%
1.b	Re-elect Mr. Samuel N. Hazen	DAFÜR	DAFÜR	✓ 99.3%
1.c	Re-elect Ms. Meg G. Crofton	DAFÜR	DAFÜR	✓ 99.1%
1.d	Re-elect Mr. Robert J. Dennis	DAFÜR	DAFÜR	✓ 96.4%
1.e	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR	✓ 97.9%
1.f	Re-elect Mr. William R. Frist	DAFÜR	DAFÜR	✓ 99.0%
1.g	Re-elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 89.1%
1.h	Re-elect Mr. Michael W. Michelson	DAFÜR	DAFÜR	✓ 99.0%
1.i	Re-elect Dr. Wayne J. Riley	DAFÜR	DAFÜR	✓ 98.0%
1.j	Re-elect Ms. Andrea B. Smith	DAFÜR	DAFÜR	✓ 99.1%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 92.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.1% 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	✓ 99.5%
5	Shareholder resolution: Report on risk mitigation regarding state restrictions for emergency abortions	DAGEGEN	● DAFÜR	The report will address potential risks and safeguard the interests of patients who are faced with emergency abortions. ✗ 8.2%
6	Shareholder resolution: Report on patient feedback regarding quality of care	DAGEGEN	● DAFÜR	We support corporate policies aiming to deliver safe patient care. ✗ 15.4%
7	Shareholder resolution: Report on maternal health outcomes	DAGEGEN	● DAFÜR	The report will address urgent maternal health crisis issues and significant racial disparities in maternal morbidity. ✗ 8.5%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3.1	Approve Discharge of Management Board member Dr. Dominik von Achten (CEO)	DAFÜR	DAFÜR	✓ 99.6%
3.2	Approve Discharge of Management Board member René Aldach	DAFÜR	DAFÜR	✓ 99.7%
3.3	Approve Discharge of Management Board member Kevin Gluskie	DAFÜR	DAFÜR	✓ 99.7%
3.4	Approve Discharge of Management Board member Hakan Gurdal	DAFÜR	DAFÜR	✓ 99.7%
3.5	Approve Discharge of Management Board member Ernest Jelito	DAFÜR	DAFÜR	✓ 99.7%
3.6	Approve Discharge of Management Board member Dr. Nicola Kimm	DAFÜR	DAFÜR	✓ 99.7%
3.7	Approve Discharge of Management Board member Dennis Lentz	DAFÜR	DAFÜR	✓ 99.7%
3.8	Approve Discharge of Management Board member Jon Morrish	DAFÜR	DAFÜR	✓ 99.7%
3.9	Approve Discharge of Management Board member Chris Ward	DAFÜR	DAFÜR	✓ 99.7%
4.1	Approve Discharge of Supervisory Board member Dr. Bernd Scheifele (Chair)	DAFÜR	DAFÜR	✓ 98.1%
4.2	Approve Discharge of Supervisory Board member Heinz Schmitt (Vice Chair)	DAFÜR	DAFÜR	✓ 98.6%
4.3	Approve Discharge of Supervisory Board member Barbara Breuninger	DAFÜR	DAFÜR	✓ 98.6%
4.4	Approve Discharge of Supervisory Board member Birgit Jochens	DAFÜR	DAFÜR	✓ 98.8%
4.5	Approve Discharge of Supervisory Board member Ludwig Merckle	DAFÜR	DAFÜR	✓ 97.1%
4.6	Approve Discharge of Supervisory Board member Luka Mucic	DAFÜR	DAFÜR	✓ 98.1%
4.7	Approve Discharge of Supervisory Board member Dr. Ines Ploss	DAFÜR	DAFÜR	✓ 98.8%
4.8	Approve Discharge of Supervisory Board member Peter Riedel	DAFÜR	DAFÜR	✓ 98.6%
4.9	Approve Discharge of Supervisory Board member Werner Schraeder	DAFÜR	DAFÜR	✓ 98.6%

No.	Traktanden	Board	Ethos	Resultat
4.10	Approve Discharge of Supervisory Board member Margret Suckale	DAFÜR	DAFÜR	✓ 98.1%
4.11	Approve Discharge of Supervisory Board member Dr. Sopna Sury	DAFÜR	DAFÜR	✓ 98.1%
4.12	Approve Discharge of Supervisory Board member Univ.-Prof. Dr. Marion Weissenberger-Eibl	DAFÜR	DAFÜR	✓ 98.1%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.8%
7	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds Ethos' guidelines. ✓ 96.2%
	Board main features			
8.1	Elections to the Supervisory Board: Dr. Bernd Scheifele	DAFÜR	DAFÜR	✓ 69.7%
8.2	Elections to the Supervisory Board: Ludwig Merckle	DAFÜR	DAFÜR	✓ 85.0%
8.3	Elections to the Supervisory Board: Luka Mucic	DAFÜR	DAFÜR	✓ 99.6%
8.4	Elections to the Supervisory Board: Margret Suckale	DAFÜR	DAFÜR	✓ 98.6%
8.5	Elections to the Supervisory Board: Dr. Sopna Sury	DAFÜR	DAFÜR	✓ 99.6%
8.6	Elections to the Supervisory Board: Gunnar Groebler	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 90.7%
9	Amend Articles: Adjustment of record date (Section 16 (1) sentence 1)	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report and Approve the Annual Financial Statements	DAFÜR	DAFÜR	✓ 99.6%
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Personally Liable Partner	DAFÜR	DAFÜR	✓ 99.0%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.0%
5	Approve Discharge of Shareholders' Committee	DAFÜR	DAFÜR	✓ 99.0%
6	Appoint the Auditors	DAFÜR	DAFÜR	✓ 100.0%
Board main features				
7.1	Elections to the Supervisory Board: Dr. Simone Bagel-Trah	DAFÜR	DAFÜR	✓ 82.1%
7.2	Elections to the Supervisory Board: Lutz Bunnenberg	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 89.0%
7.3	Elections to the Supervisory Board: Vinzenz Peter Gruber	DAFÜR	DAFÜR	✓ 97.4%
7.4	Elections to the Supervisory Board: Benedikt-Richard Freiherr von Herman	DAFÜR	DAFÜR	✓ 83.2%
7.5	Elections to the Supervisory Board: Barbara Kux	DAFÜR	DAFÜR	✓ 92.5%
7.6	Elections to the Supervisory Board: Dr. Anja Langenbacher	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 89.0%
7.7	Elections to the Supervisory Board: Laurent Martinez	DAFÜR	DAFÜR	✓ 97.3%
7.8	Elections to the Supervisory Board: Simone Menne	DAFÜR	DAFÜR	✓ 97.3%
Shareholders' Committee main features				
8.1	Elections to the Shareholders' Committee: Dr. Paul Achleitner	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 89.3%
8.2	Elections to the Shareholders' Committee: Dr. Simone Bagel-Trah	DAFÜR	● DAGEGEN	Chair of the shareholders' committee. The representation of women on the board is insufficient. ✓ 85.7%
8.3	Elections to the Shareholders' Committee: Alexander Birken	DAFÜR	DAFÜR	✓ 96.7%
8.4	Elections to the Shareholders' Committee: Dr. Kaspar von Braun	DAFÜR	DAFÜR	✓ 85.9%
8.5	Elections to the Shareholders' Committee: Dr. Christoph Kneip	DAFÜR	DAFÜR	✓ 88.9%
8.6	Elections to the Shareholders' Committee: Thomas Manchot	DAFÜR	DAFÜR	✓ 88.9%

No.	Traktanden	Board	Ethos	Resultat
8.7	Elections to the Shareholders' Committee: James Rowan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 90.4%
8.8	Elections to the Shareholders' Committee: Konstantin von Unger	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. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 88.7%
8.9	Elections to the Shareholders' Committee: Jean-François van Boxmeer	DAFÜR	DAFÜR	✓ 96.3%
8.10	Elections to the Shareholders' Committee: Poul Weihrauch	DAFÜR	DAFÜR	✓ 97.1%
9	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 96.1%
10	Approve Remuneration of the Supervisory Board members and of the Shareholders' Committee members as well as related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Bundled resolution and the remuneration of the chair of the shareholder committee is considered excessive. ✓ 99.8%
11	Approve inter-company agreements	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Executive management discharge	DAFÜR	DAFÜR	✓ 99.6%
4	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 92.8%
6	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	<p>✓ 94.4%</p> <p>The authorisation allows for share repurchase during a period of public offer and can potentially be used as an anti-takeover device.</p>
7	Approve the remuneration report	DAFÜR	● DAGEGEN	<p>✓ 91.8%</p> <p>The information provided is insufficient.</p> <p>Excessive fixed remuneration.</p>
8	Approve the 2023 remuneration of Mr. Axel Dumas, CEO	DAFÜR	● DAGEGEN	<p>✓ 91.7%</p> <p>The information provided is insufficient.</p> <p>Excessive fixed remuneration.</p>
9	Approve the 2023 remuneration attributable to Emile Hermès SAS, active partner of the company	DAFÜR	● DAGEGEN	<p>✓ 92.0%</p> <p>The information provided is insufficient.</p> <p>Excessive total remuneration.</p>
10	Approve the 2023 remuneration of Mr. Eric de Seynes, chair	DAFÜR	DAFÜR	✓ 100.0%
11	Approve the remuneration policy of members of the executive management	DAFÜR	DAFÜR	✓ 91.4%
12	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
13	Re-elect Mr. Matthieu Dumas	DAFÜR	● DAGEGEN	<p>✓ 94.1%</p> <p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p> <p>Representative of an important shareholder who is sufficiently represented on the board.</p>
14	Re-elect Mr. Blaise Guerrand	DAFÜR	● DAGEGEN	<p>✓ 96.0%</p> <p>Executive director. The board is not sufficiently independent.</p> <p>Representative of an important shareholder who is sufficiently represented on the board.</p>

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Hiroaki Yoshihara	DAFÜR	DAFÜR	✓ 96.3%
1.2	Re-elect Mr. Yasuyuki Abe	DAFÜR	DAFÜR	✓ 97.0%
1.3	Re-elect Ms. Takayo Hasegawa	DAFÜR	DAFÜR	✓ 97.6%
1.4	Re-elect Ms. Mika Nishimura	DAFÜR	DAFÜR	✓ 99.2%
1.5	Re-elect Mr. Mototsugu Sato	DAFÜR	DAFÜR	✓ 97.1%
1.6	Re-elect Mr. Eiichiro Ikeda	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 96.9%
1.7	Re-elect Mr. Ryo Hirooka	DAFÜR	DAFÜR	✓ 98.0%

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

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

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
Elections to the board of directors				
1	Re-elect Mr. John Rishton	DAFÜR	DAFÜR	✓ 94.9%
2	Re-elect Baron Stephen A. Carter CBE	DAFÜR	DAFÜR	✓ 99.9%
3	Re-elect Ms. Mary McDowell	DAFÜR	DAFÜR	✓ 98.0%
4	Re-elect Mr. Gareth Wright	DAFÜR	DAFÜR	✓ 99.4%
5	Re-elect Ms. Gillian Whitehead	DAFÜR	DAFÜR	✓ 96.5%
6	Re-elect Ms. Louise Smalley	DAFÜR	DAFÜR	✓ 97.6%
7	Re-elect Mr. Patrick Martell	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 99.9%
8	Re-elect Ms. Joanne Wilson	DAFÜR	DAFÜR	✓ 97.9%
9	Re-elect Mr. Zheng Yin	DAFÜR	DAFÜR	✓ 98.0%
10	Re-elect Mr. Andrew Ransom	DAFÜR	DAFÜR	✓ 97.9%
11	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
12	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 96.7%
13	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 93.8%
14	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
15	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.5%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
17	Political donations	DAFÜR	DAFÜR	✓ 99.2%
18	General authority to allot shares	DAFÜR	DAFÜR	✓ 89.3%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 96.2%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 85.0%
21	Purchase of own shares	DAFÜR	● DAGEGEN	The share repurchase replaces part of the dividend in cash. ✓ 99.5%
22	Notice of general meetings	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 90.3%

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	✓ 92.5% The potential variable remuneration exceeds our guidelines.
3	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	✓ 93.3% The pay-for-performance connection is not demonstrated. Excessive variable remuneration.
4	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
5	Elect Ms. Apurvi Sheth	DAFÜR	DAFÜR	✓ 98.6%
6	Re-elect Mr. Andrew Martin	DAFÜR	DAFÜR	✓ 86.9%
7	Re-elect Mr. André Lacroix	DAFÜR	DAFÜR	✓ 97.8%
8	Re-elect Mr. Colm Deasy	DAFÜR	DAFÜR	✓ 98.2%
9	Re-elect Mr. Graham Allan	DAFÜR	DAFÜR	✓ 93.7%
10	Re-elect Ms. Gurnek Bains	DAFÜR	DAFÜR	✓ 97.0%
11	Re-elect Ms. Lynda Clarizio	DAFÜR	DAFÜR	✓ 98.2%
12	Re-elect Ms. Tamara Ingram OBE	DAFÜR	DAFÜR	✓ 96.9%
13	Re-elect Mr. Jeremy Kim Maiden	DAFÜR	DAFÜR	✓ 98.2%
14	Re-elect Ms. Kawal Preet	DAFÜR	DAFÜR	✓ 98.4%
15	Re-elect Mr. Jean-Michel Valette	DAFÜR	DAFÜR	✓ 98.2%
16	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.8%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
18	General authority to allot shares	DAFÜR	DAFÜR	✓ 90.7%
19	Political donations	DAFÜR	DAFÜR	✓ 97.6%
20	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.7%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 99.6%
22	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.8%
23	Notice of general meetings	DAFÜR	● DAGEGEN	✓ 92.6% 14-days is insufficient for shareholders to vote in an informed manner.

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

No.	Traktanden	Board	Ethos		Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR		✓ 100.0%
2.	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Masahiro Okafuji	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 94.3%
2.2	Re-elect Mr. Keita Ishii	DAFÜR	● DAGEGEN	Executive director sitting on the nomination and remuneration committee, which is not best practice.	✓ 94.6%
2.3	Re-elect Mr. Fumihiko Kobayashi	DAFÜR	● DAGEGEN	Executive director sitting on the nomination and remuneration committee, which is not best practice.	✓ 96.8%
2.4	Re-elect Mr. Tsuyoshi Hachimura	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.8%
2.5	Re-elect Mr. Hiroyuki Tsubai	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.9%
2.6	Elect Mr. Kenji Seto	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.3%
2.7	Re-elect Mr. Hiroyuki Naka	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.9%
2.8	Re-elect Prof. Dr. Masatoshi Kawana	DAFÜR	DAFÜR		✓ 98.6%
2.9	Re-elect Ms. Makiko Nakamori	DAFÜR	DAFÜR		✓ 98.7%
2.10	Re-elect Mr. Kunio Ishizuka	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 98.1%
2.11	Re-elect Ms. Akiko Ito	DAFÜR	DAFÜR		✓ 98.9%
3.	Election of 1 Corporate Auditor				
3.1	Elect Mr. Makoto Kyoda as a Corporate Auditor	DAFÜR	DAFÜR		✓ 98.1%
3.2	Introduction of a New Performance-Linked Stock Remuneration plan for Directors	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.	✓ 99.5%

No.	Traktanden	Board	Ethos	Resultat	
1	Receive and consider financial statements and related reports for the financial year ended 31 March 2024	DAFÜR	DAFÜR	✓ 100.0%	
2	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	<p>Excessive discretion of the remuneration committee in determining the performance criteria.</p> <p>Excessive variable remuneration.</p>	✓ 73.8%
3	Election of directors				
3.a	Elect Mr. John Pfeifer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.7%
3.b	Re-elect Mr. Persio V. Lisboa	DAFÜR	DAFÜR		✓ 97.2%
3.c	Re-elect Ms. Suzanne B. Rowland	DAFÜR	DAFÜR		✓ 98.4%
4	To authorize the board to fix the remuneration of the external auditor	DAFÜR	DAFÜR		✓ 99.6%
5	Approval to issue equity securities under the company's equity incentive plan 2001	DAFÜR	DAFÜR		✓ 95.2%
6	Approval to issue equity securities under the company's long term incentive plan 2006	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 94.6%
7	Grant of performance shares to the CEO (ROCE)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 94.8%
8	Grant of performance shares to the CEO (TSR)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 93.8%
9	Approve issuance of shares under the 2020 non-executive director plan	KEINE EMPFEHLUNG	● DAFÜR	This item requests the approval for the issuance of shares for the remuneration of the non-executive directors, which is aligned with best practice.	✓ 96.6%

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

No.	Traktanden	Board	Ethos	Resultat	
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.6%	
2	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Yoshihiro Hasebe	DAFÜR	● DAGEGEN	Combined chair and CEO. Executive director sitting on the remuneration committee, which is not best practice.	✓ 94.7%
2.2	Re-elect Mr. Masakazu Negoro	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.	✓ 97.8%
2.3	Re-elect Mr. Toru Nishiguchi	DAFÜR	DAFÜR	✓ 97.8%	
2.4	Re-elect Mr. David J. Muenz	DAFÜR	DAFÜR	✓ 98.1%	
2.5	Re-elect Mr. Osamu Shinobe	DAFÜR	DAFÜR	✓ 97.5%	
2.6	Re-elect Ms. Eriko Sakurai	DAFÜR	DAFÜR	✓ 98.9%	
2.7	Re-elect Mr. Takaaki Nishii	DAFÜR	DAFÜR	✓ 98.6%	
2.8	Elect Mr. Makoto Takashima	DAFÜR	DAFÜR	✓ 94.9%	
3	Elect Ms. Saeko Arai as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.8%	
4	Approve revisions to the performance-based share incentive plan	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. No individual caps are disclosed.	✓ 97.8%
5	Revision of the remuneration of the audit and supervisory board members	DAFÜR	DAFÜR	✓ 99.2%	

No.	Traktanden	Board	Ethos	Resultat
1.	Report of the board of directors on the company's financial statements	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Report of the external auditor on the company's financial statements	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	✓ 99.9%
5.	Approve directors' fees	DAFÜR	● DAGEGEN	The proposed increase in various committee fees is excessive. ✓ 99.7%
6.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓ 85.2%
7.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 73.2%
8.	Discharge of members of the board of directors	DAFÜR	DAFÜR	✓ 84.6%
9.	Discharge of the external auditor	DAFÜR	DAFÜR	✓ 84.1%
10.	Approve auditors' fees	DAFÜR	DAFÜR	✓ 85.7%
11.	Election of auditor	DAFÜR	DAFÜR	✓ 99.1%
12.	Composition of the board of directors			
12a.	Re-elect Mr. Johan Thijs	DAFÜR	DAFÜR	✓ 97.9%
12b.	Re-elect Ms. Sonja De Becker	DAFÜR	DAFÜR	✓ 74.2%
12c.	Re-elect Ms. Liesbet Okkerse	DAFÜR	DAFÜR	✓ 72.3%
12d.	Re-elect Mr. Erik Clinck	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. ✓ 74.3%
12e.	Re-elect Mr. Theodorus Roussis	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 78.0%
12f.	Elect Ms. Diana Rádl Rogerová	DAFÜR	DAFÜR	✓ 98.9%

No.	Traktanden	Board	Ethos	Resultat	
1	Approve Allocation of Income and Dividend	DAFÜR	DAFÜR	✓ 100.0%	
2	Election of Directors				
2.1	Re-elect Mr. Takashi Tanaka	DAFÜR	● DAGEGEN	<p>Executive chairman. The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Executive director sitting on the remuneration committee, which is not best practice.</p>	✓ 96.6%
2.2	Re-elect Mr. Makoto Takahashi	DAFÜR	● DAGEGEN	<p>Executive director. The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Executive director sitting on the remuneration committee, which is not best practice.</p> <p>Executive director sitting on the nomination committee that is not sufficiently independent.</p>	✓ 96.8%
2.3	Re-elect Mr. Yasuaki Kuwahara	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.1%
2.4	Re-elect Mr. Hiromichi Matsuda	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.1%
2.5	Elect Ms. Nanae Saishoji	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.6%
2.6	Elect Mr. Hiroshi Takezawa	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 97.1%
2.7	Re-elect Mr. Goro Yamaguchi	DAFÜR	DAFÜR		✓ 66.2%
2.8	Re-elect Mr. Keiji Yamamoto	DAFÜR	DAFÜR		✓ 66.3%
2.9	Re-elect Mr. Tsutomu Tannowa	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 97.4%
2.10	Re-elect Ms. Junko Okawa	DAFÜR	DAFÜR		✓ 98.3%
2.11	Re-elect Ms. Kyoko Okumiya	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.2%
2.12	Elect Dr. Makoto Ando	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 98.4%
3	Election of 4 Corporate Auditors				
3.1	Elect Mr. Kazuyasu Yamashita as a Corporate Auditor	DAFÜR	● DAGEGEN	Inside corporate auditor. The board of corporate auditors does not include a majority of independent members.	✓ 98.8%

No.	Traktanden	Board	Ethos	Resultat
3.2	Elect Mr. Naoki Fukushima as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%
3.3	Elect Mr. Kazutoshi Kogure as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%
3.4	Elect Mr. Koji Arima as a Corporate Auditor	DAFÜR	<p>● DAGEGEN</p> <p>Outside non-independent corporate auditor. The board of corporate auditors does not include a majority of independent members.</p>	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
4	Ratify the co-optation of Ms. Maureen Chiquet	DAFÜR	DAFÜR	✓ 99.0%
5	Re-elect Mr. Jean-Pierre Denis	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 90.0%
6	Elect Ms. Rachel Duan	DAFÜR	DAFÜR	✓ 94.6%
7	Elect Ms. Giovanna Melandri	DAFÜR	DAFÜR	✓ 100.0%
8	Elect Mr. Dominique d'Hinnin	DAFÜR	DAFÜR	✓ 95.6%
9	Ratify Deloitte as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 98.9%
10	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.7%
11	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	A director receives consultancy fees under a relationship agreement. ✓ 87.6%
12	Approve the remuneration report	DAFÜR	DAFÜR	✓ 99.4%
13	Approve the 2023 remuneration of Mr. François-Henri Pinault, chair and CEO	DAFÜR	DAFÜR	✓ 97.4%
14	Approve the 2023 remuneration of Mr. Jean-François Palus, Deputy CEO until 3 October 2023	DAFÜR	DAFÜR	✓ 99.2%
15	Approve the remuneration policy of Mr. François-Henri Pinault, chair and CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 95.3%
16	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
17	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 99.8%
18	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 83.5%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR	✓ 99.3%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 99.3%
21	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.7%
2	Final dividend	DAFÜR	DAFÜR	✓ 99.9%
	Elections to the board of directors			
3(a)	Elect Dr. Geneviève Berger	DAFÜR	DAFÜR	✓ 100.0%
3(b)	Elect Ms. Catherine Godson	DAFÜR	DAFÜR	✓ 100.0%
3(c)	Elect Ms. Liz Hewitt	DAFÜR	DAFÜR	✓ 100.0%
4(a)	Re-elect Mr. Gerry Behan	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 98.8%
4(b)	Re-elect Ms. Fiona Dawson CBE	DAFÜR	DAFÜR	✓ 99.3%
4(c)	Re-elect Ms. Emer Gilvarry	DAFÜR	DAFÜR	✓ 98.7%
4(d)	Re-elect Mr. Michael Kerr	DAFÜR	DAFÜR	✓ 99.2%
4(e)	Re-elect Ms. Marguerite Larkin	DAFÜR	DAFÜR	✓ 98.8%
4(f)	Re-elect Mr. Tom Moran	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence) according to UK market practice. ✓ 95.8%
4(g)	Re-elect Mr. Christopher Rogers	DAFÜR	DAFÜR	✓ 94.8%
4(h)	Re-elect Mr. Patrick Rohan	DAFÜR	DAFÜR	✓ 99.9%
4(i)	Re-elect Mr. Edmond Scanlon	DAFÜR	DAFÜR	✓ 100.0%
4(j)	Re-elect Dr. Jinlong Wang	DAFÜR	DAFÜR	✓ 99.2%
5	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
6	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓ 97.2%
7	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 95.2%
8	Amend the 2021 Long-Term Incentive Plan (LTIP)	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 96.9%
9	General authority to allot shares	DAFÜR	DAFÜR	✓ 92.5%
10	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 95.0%
11	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 86.1%
12	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.3%
13	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 89.8%

No.	Traktanden	Board	Ethos	Resultat
1	To approve the Proposed Transaction (as described and defined in the Circular)	DAFÜR	DAFÜR	✓ 99.8%
2	To authorise the directors to issue A Ordinary Shares in connection with the Proposed Transaction	DAFÜR	DAFÜR	✓ 99.8%
3	To amend the articles of association of the Company	DAFÜR	DAFÜR	✓ 99.9%
4	To approve, subject to the confirmation of the High Court, a reduction in the company's capital	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1b	Re-elect Ms. Sylvia M. Burwell	DAFÜR	DAFÜR	✓ 99.5%
1c	Re-elect Mr. John W. Culver	DAFÜR	DAFÜR	✓ 98.8%
1d	Re-elect Mr. Michael D. Hsu	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.1%
1e	Re-elect Dr. Mae C. Jemison	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.5%
1f	Elect Ms. Deeptha Khanna	DAFÜR	DAFÜR	✓ 99.5%
1g	Re-elect Mr. S. Todd Maclin	DAFÜR	DAFÜR	✓ 97.7%
1h	Re-elect Ms. Deirdre Mahlan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 88.7%
1i	Re-elect Ms. Sherilyn McCoy	DAFÜR	DAFÜR	✓ 98.7%
1j	Re-elect Ms. Christa S. Quarles	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.8%
1k	Re-elect Mr. Jaime A. Ramirez	DAFÜR	DAFÜR	✓ 99.6%
1l	Re-elect Ms. Dunia A. Shive	DAFÜR	DAFÜR	✓ 97.0%
1m	Re-elect Mr. Mark T. Smucker	DAFÜR	DAFÜR	✓ 98.0%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.3%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.4% An important part of the variable remuneration is based on continued employment only.
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 88.5%

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.4%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Tetsuji Ohashi	DAFÜR	DAFÜR	✓ 95.1%
2.2	Re-elect Mr. Hiroyuki Ogawa	DAFÜR	DAFÜR	✓ 94.7%
2.3	Re-elect Mr. Takeshi Horikoshi	DAFÜR	DAFÜR	✓ 95.3%
2.4	Re-elect Ms. Mitsuko Yokomoto	DAFÜR	DAFÜR	✓ 95.5%
2.5	Re-elect Mr. Takeshi Kunibe	DAFÜR	DAFÜR	✓ 91.8%
2.6	Re-elect Mr. Arthur M. Mitchell	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.3%
2.7	Re-elect Ms. Naoko Saiki	DAFÜR	DAFÜR	✓ 99.5%
2.8	Re-elect Mr. Michitaka Sawada	DAFÜR	DAFÜR	✓ 99.4%
2.9	Elect Mr. Takuya Imayoshi	DAFÜR	DAFÜR	✓ 95.3%
3.	Elect Mr. Mitsuo Nakao as a Corporate Auditor	DAFÜR	DAFÜR	✓ 98.3%
4.	Approve revision of the remuneration paid to the directors and corporate auditors of the company	DAFÜR	DAFÜR	✓ 99.8%
5	Revision of Performance-Linked Stock-Based Remuneration System for Directors	DAFÜR	● DAGEGEN	The information provided is insufficient. The potential variable remuneration exceeds our guidelines. ✓ 99.6%

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	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.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
4.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 96.3%
5.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6.	Approve allocation of income	DAFÜR	DAFÜR	✓ 99.8%
7.	Discharge of executive board	DAFÜR	DAFÜR	✓ 97.9%
8.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 97.9%
9.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
10.	Election of auditor	DAFÜR	DAFÜR	✓ 99.7%
11.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 96.6%
12.	Approve remuneration policy of the supervisory board (binding vote)	DAFÜR	DAFÜR	✓ 98.3%
13.	Notification of the intended re-appointments of Mr. Farwerck, Mr. Figeo, Ms. Garssen and Ms. Snoep as members of the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
14.	Information on the composition of the supervisory board going forward	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
15.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.1%
16.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.6%
17.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 98.2%
18.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 97.5%
19.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
20.	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Opportunity to make recommendations for the appointment of (a) member(s) of the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
	Election of the supervisory board			
3.	Elect Mr. Rob Shuter	DAFÜR	DAFÜR	✓ 96.2%
4.	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Yuichi Kitao	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 89.5%
1.2	Re-elect Mr. Masato Yoshikawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 96.6%
1.3	Re-elect Mr. Dai Watanabe	DAFÜR	DAFÜR	✓ 97.3%
1.4	Re-elect Mr. Hiroto Kimura	DAFÜR	DAFÜR	✓ 97.3%
1.5	Re-elect Mr. Eiji Yoshioka	DAFÜR	DAFÜR	✓ 97.3%
1.6	Re-elect Mr. Shingo Hanada	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 97.2%
1.7	Re-elect Mr. Yuzuru Matsuda	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.0%
1.8	Re-elect Mr. Yutaro Shintaku	DAFÜR	DAFÜR	✓ 98.2%
1.9	Re-elect Ms. Kumi Arakane	DAFÜR	DAFÜR	✓ 98.5%
1.10	Re-elect Mr. Koichi Kawana	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 92.9%
2	Election of 2 Corporate Auditors			
2.1	Elect Mr. Kazushi Ito as a Corporate Auditor	DAFÜR	DAFÜR	✓ 88.8%
2.2	Elect Mr. Yuichi Yamada as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.7%
3	Elect Mr. Hogara Iwamoto as a Substitute Corporate Auditor	DAFÜR	DAFÜR	✓ 99.8%

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.7%
2	Final dividend	DAFÜR	DAFÜR	✓ 98.5%
	Elections to the board of directors			
3	Elect Mr. António Simões	DAFÜR	DAFÜR	✓ 100.0%
4	Re-elect Ms. Henrietta Baldock	DAFÜR	DAFÜR	✓ 99.0%
5	Re-elect Ms. Nilufer von Bismarck OBE	DAFÜR	DAFÜR	✓ 99.0%
6	Re-elect Mr. Philip Broadley	DAFÜR	DAFÜR	✓ 98.2%
7	Re-elect Mr. Jeffrey Davies	DAFÜR	DAFÜR	✓ 99.8%
8	Re-elect Ms. Carolyn Johnson	DAFÜR	DAFÜR	✓ 99.0%
9	Re-elect Sir John Kingman	DAFÜR	DAFÜR	✓ 99.7%
10	Re-elect Ms. Lesley Knox OBE	DAFÜR	DAFÜR	✓ 98.9%
11	Re-elect Mr. George Lewis	DAFÜR	DAFÜR	✓ 99.0%
12	Re-elect Mr. Ric Lewis	DAFÜR	DAFÜR	✓ 99.0%
13	Re-elect Mr. Tushar Morzaria	DAFÜR	DAFÜR	✓ 98.9%
14	Re-elect Ms. Laura Wade-Gery	DAFÜR	DAFÜR	✓ 98.9%
15	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 98.2%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.8%
17	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	<p>✓ 96.5%</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>Concerns over the excessive sign-on bonus granted to the new CEO.</p>
18	Legal & General Group Plc Performance Share Plan 2024	DAFÜR	● DAGEGEN	<p>✓ 96.6%</p> <p>Potential excessive awards.</p>
19	General authority to allot shares	DAFÜR	DAFÜR	✓ 98.0%
20	Authority to issue Contingent Convertible Securities (CCS)	DAFÜR	DAFÜR	✓ 98.2%
21	Political donations	DAFÜR	● DAGEGEN	<p>✓ 97.9%</p> <p>Authorisation to make political donations exceeds Ethos' guidelines.</p>
22	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.0%
23	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 98.1%
24	Disapplication of pre-emption rights in relation to issuances of Contingent Convertible Securities (CCS)	DAFÜR	DAFÜR	✓ 98.2%
25	Purchase of own shares	DAFÜR	● DAGEGEN	<p>✓ 98.2%</p> <p>The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.</p>

No.	Traktanden	Board	Ethos	Resultat
26	Notice of general meetings	DAFÜR	<ul style="list-style-type: none"> ● DAGEGEN 	14-days is insufficient for shareholders to vote in an informed manner. ✓ 92.8%

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%
	Elections to the board of directors			
4	Elect Mr. Jacques Ripoll	DAFÜR	DAFÜR	✓ 99.4%
5	Re-elect Ms. Béatrice Guillaume-Grabisch	DAFÜR	DAFÜR	✓ 93.7%
6	Re-elect Ms. Ilham Kadri	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 88.4%
7	Re-elect Mr. Jean-Victor Meyers	DAFÜR	DAFÜR	✓ 96.2%
8	Re-elect Mr. Nicolas Meyers	DAFÜR	DAFÜR	✓ 93.5%
9	Elect Deloitte as auditor in charge of the certification of sustainability reporting	DAFÜR	DAFÜR	✓ 99.4%
10	Elect Ernst & Young as auditor in charge of the certification of sustainability reporting	DAFÜR	DAFÜR	✓ 99.7%
11	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. Excessive fixed remuneration. ✓ 96.7%
12	Approve the 2023 remuneration of Mr. Jean-Paul Agon, chair	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 95.4%
13	Approve the 2023 remuneration of Mr. Nicolas Hieronimus, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 95.7%
14	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
15	Approve the remuneration policy of Mr. Jean-Paul Agon, chair	DAFÜR	DAFÜR	✓ 97.9%
16	Approve the remuneration policy of Mr. Nicolas Hieronimus, CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 93.1%
17	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 99.3%
18	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.5%
19	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The part of the plan attributable to the executive management is excessive. ✓ 97.4%
20	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR	✓ 99.8%
21	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 99.8%
22	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	✓ 82.3% Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.
Elections to the board of directors				
5	Re-elect Mr. Antoine Arnault	DAFÜR	● DAGEGEN	✓ 92.6% Executive director. The board is not sufficiently independent. The number of executives on the board exceeds market practice.
6	Elect Mr. Henri de Castries	DAFÜR	DAFÜR	✓ 99.9%
7	Elect Mr. Alexandre Arnault	DAFÜR	● DAGEGEN	✓ 93.4% Executive director. The board is not sufficiently independent. The number of executives on the board exceeds market practice.
8	Elect Mr. Frédéric Arnault	DAFÜR	● DAGEGEN	✓ 93.4% Executive director. The board is not sufficiently independent. The number of executives on the board exceeds market practice.
9	Ratify Deloitte as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.9%
10	Approve the remuneration report	DAFÜR	● DAGEGEN	✓ 83.4% The information provided is insufficient.
11	Approve the 2023 remuneration of Mr. Bernard Arnault, chair and CEO	DAFÜR	● DAGEGEN	✓ 83.0% The pay-for-performance connection is not demonstrated. Excessive total remuneration. Excessive variable remuneration.
12	Approve the 2023 remuneration of Mr. Antonio Belloni, group managing director	DAFÜR	● DAGEGEN	✓ 82.9% The pay-for-performance connection is not demonstrated. Excessive total remuneration. Excessive fixed remuneration.
13	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
14	Approve the remuneration policy of Mr. Bernard Arnault, chair and CEO	DAFÜR	● DAGEGEN	✓ 81.1% The potential variable remuneration exceeds our guidelines.
15	Approve the remuneration policy of Mr. Antonio Belloni, group managing director	DAFÜR	● DAGEGEN	✓ 81.0% The potential variable remuneration exceeds our guidelines.

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Fumiya Kokubu	DAFÜR	DAFÜR	✓ 97.3%
1.2	Re-elect Mr. Masumi Kakinoki	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.2%
1.3	Re-elect Mr. Akira Terakawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.3%
1.4	Re-elect Mr. Takayuki Furuya	DAFÜR	DAFÜR	✓ 99.2%
1.5	Re-elect Ms. Yuri Okina	DAFÜR	DAFÜR	✓ 99.3%
1.6	Re-elect Mr. Masato Kitera	DAFÜR	DAFÜR	✓ 99.3%
1.7	Re-elect Mr. Shigeki Ishizuka	DAFÜR	DAFÜR	✓ 99.4%
1.8	Re-elect Mr. Hisayoshi Ando	DAFÜR	DAFÜR	✓ 99.3%
1.9	Re-elect Prof. Mutsuko Hatano	DAFÜR	DAFÜR	✓ 99.6%
1.10	Elect Mr. Soichiro Minami	DAFÜR	DAFÜR	✓ 99.8%
2.	Election of 2 Corporate Auditors			
2.1	Elect Ms. Kana Odawara as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%
2.2	Elect Ms. Hiroko Miyazaki as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Sara Andrews	DAFÜR	DAFÜR	✓ 99.9%
1b	Re-elect Mr. W. Tudor Brown	DAFÜR	DAFÜR	✓ 90.2%
1c	Re-elect Mr. Brad W. Buss	DAFÜR	DAFÜR	✓ 84.8%
1d	Elect Mr. Daniel Durn	DAFÜR	DAFÜR	✓ 99.6%
1e	Re-elect Ms. Rebecca House	DAFÜR	DAFÜR	✓ 96.3%
1f	Re-elect Ms. Marachel L. Knight	DAFÜR	DAFÜR	✓ 99.6%
1g	Re-elect Mr. Matthew J. Murphy	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 95.8%
1h	Re-elect Mr. Michael G. Strachan	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.3%
1i	Re-elect Mr. Robert E. Switz	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 85.8%
1j	Re-elect Dr. Ford Tamer	DAFÜR	DAFÜR	✓ 99.1%
1k	Elect Mr. Richard P. Wallace	DAFÜR	DAFÜR	✓ 99.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 76.7%
				Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.4%

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

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

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Annual Financial Statements	DAFÜR	DAFÜR	✓ 99.9%
3	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
4	Approve Discharge of Executive Board	DAFÜR	DAFÜR	✓ 98.8%
5	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 97.9%
6	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 90.4%
	Board main features			
8.1	Elections to the Supervisory Board: Katja Garcia Vila	DAFÜR	DAFÜR	✓ 99.9%
8.2	Elections to the Supervisory Board: Michael Kleinemeier	DAFÜR	DAFÜR	✓ 97.3%
8.3	Elections to the Supervisory Board: Dr. Carla Kriwet	DAFÜR	DAFÜR	✓ 99.9%
8.4	Elections to the Supervisory Board: Barbara Lambert	DAFÜR	DAFÜR	✓ 91.2%
8.5	Elections to the Supervisory Board: Prof. Dr. Stefan Palzer	DAFÜR	DAFÜR	✓ 99.9%
8.6	Elections to the Supervisory Board: Dr. Susanne Schaffert	DAFÜR	DAFÜR	✓ 95.0%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 99.1%
10	Amend Articles: Section 22 (2)	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%
3	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
5	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR	✓ 99.5%
6	Approve the remuneration policy of managers	DAFÜR	● DAGEGEN	The potential maximum variable remuneration exceeds guidelines. ✓ 96.5%
7	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.8%
8	Approve the remuneration report	DAFÜR	DAFÜR	✓ 99.8%
9	Approve the 2023 remuneration of Mr. Florent Menegaux, Managing General Partner	DAFÜR	DAFÜR	✓ 98.1%
10	Approve the 2023 remuneration of Mr. Yves Chapot, General Manager	DAFÜR	DAFÜR	✓ 98.2%
11	Approve the 2023 remuneration of Ms. Barbara Dalibard, chair	DAFÜR	DAFÜR	✓ 99.7%
Elections to the board of directors				
12	Re-elect Mr. Patrick de La Chevardiére	DAFÜR	DAFÜR	✓ 98.3%
13	Elect Ms. Catherine Soubie	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.6%
14	Elect Mr. Pascal Vinet	DAFÜR	DAFÜR	✓ 99.4%
15	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 96.2%
16	Ratify Deloitte as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 98.9%
17	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 94.1%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	● DAGEGEN	The maximum discount exceeds guidelines. ✓ 88.1%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	● DAGEGEN	The maximum discount exceeds guidelines. ✓ 84.1%
20	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	DAFÜR	● DAGEGEN	The maximum discount exceeds market practice. ✓ 85.9%

No.	Traktanden	Board	Ethos	Resultat
21	"Green shoe" authorisation to issue shares with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 80.5%
22	Authorisation to increase the share capital through transfer of reserves	DAFÜR	DAFÜR	✓ 99.8%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 97.1%
24	Authorisation to issue shares reserved for employees (share ownership plan)	DAFÜR	DAFÜR	✓ 98.9%
25	Determination of the overall limit for capital increases with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 95.9%
26	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.7%
27	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

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

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%
2.	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Junichi Yoshida	DAFÜR	DAFÜR	✓ 96.8%
2.2	Re-elect Mr. Atsushi Nakajima	DAFÜR	DAFÜR	✓ 97.4%
2.3	Re-elect Mr. Bunroku Naganuma	DAFÜR	DAFÜR	✓ 99.6%
2.4	Re-elect Mr. Naoki Umeda	DAFÜR	DAFÜR	✓ 99.6%
2.5	Re-elect Mr. Mikhito Hirai	DAFÜR	DAFÜR	✓ 99.6%
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. ✓ 95.8%
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. ✓ 95.8%
2.8	Re-elect Prof. Masaaki Shirakawa	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 97.1%
2.9	Re-elect Mr. Tetsuo Narukawa	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.6%
2.10	Re-elect Mr. Tsuyoshi Okamoto	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 95.0%
2.11	Re-elect Ms. Melanie Brock	DAFÜR	DAFÜR	✓ 98.5%
2.12	Re-elect Mr. Wataru Sueyoshi	DAFÜR	DAFÜR	✓ 99.8%
2.13	Re-elect Ms. Ayako Sonoda	DAFÜR	DAFÜR	✓ 99.1%
2.14	Elect Mr. Naosuke Oda	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%
2	Amend Articles to Reduce Directors' Term	DAFÜR	DAFÜR	✓ 100.0%
3	Election of Directors on a Kansayaku board			
3.1	Elect Mr. Yutaka Saito	DAFÜR	DAFÜR	✓ 93.4%
3.2	Elect Mr. Nobuhiko Mochimaru	DAFÜR	DAFÜR	✓ 95.8%
3.3	Elect Mr. Takashi Hibino	DAFÜR	DAFÜR	✓ 99.9%
4	Election of 2 Corporate Auditors			
4.1	Elect Mr. Yoshihiro Hirokawa as a Corporate Auditor	DAFÜR	● DAGEGEN	The corporate auditor has held executive functions in the company during the last three years and sits on the audit committee. ✓ 98.8%
4.2	Elect Ms. Michiko Chiba as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%
5	Approve bonus payment for executive directors	DAFÜR	DAFÜR	✓ 99.3%
6	Approve the revised restricted share plan	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
1	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Yoshimitsu Kobayashi	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 95.3%
1.2	Re-elect Mr. Ryoji Sato	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.2%
1.3	Re-elect Mr. Takashi Tsukioka	DAFÜR	DAFÜR	✓ 97.2%
1.4	Re-elect Mr. Kotaro Ohno	DAFÜR	DAFÜR	✓ 97.3%
1.5	Re-elect Mr. Hiromichi Shinohara	DAFÜR	DAFÜR	✓ 97.3%
1.6	Re-elect Ms. Izumi Kobayashi	DAFÜR	DAFÜR	✓ 98.1%
1.7	Re-elect Ms. Yumiko Noda	DAFÜR	DAFÜR	✓ 99.4%
1.8	Elect Mr. Takakazu Uchida	DAFÜR	DAFÜR	✓ 76.3%
1.9	Re-elect Mr. Seiji Imai	DAFÜR	DAFÜR	✓ 85.5%
1.10	Re-elect Mr. Hisaaki Hirama	DAFÜR	DAFÜR	✓ 90.7%
1.11	Re-elect Mr. Masahiro Kihara	DAFÜR	DAFÜR	✓ 78.5%
1.12	Elect Ms. Hidekatsu Take	DAFÜR	DAFÜR	✓ 99.3%
1.13	Elect Mr. Mitsuhiro Kanazawa	DAFÜR	DAFÜR	✓ 99.3%
1.14	Elect Mr. Takefumi Yonezawa	DAFÜR	DAFÜR	✓ 99.2%
2	Shareholder resolution: Amend Articles to Add Provision on Director Competencies to Manage Climate Related Business Risks and Opportunitie	DAGEGEN	● DAFÜR	Ethos supports the nomination of directors to the board with competencies to manage climate-related business risks and opportunities. ✗ 26.0%
3	Shareholder resolution: Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	DAGEGEN	● DAFÜR	The resolution asks the company to finance the transition to a low carbon economy. ✗ 22.7%

No.	Traktanden	Board	Ethos	Resultat
1.1	Financial statements as at 31 December 2023	DAFÜR	DAFÜR	✓ 99.5%
1.2	Allocation of net income and dividend distribution	DAFÜR	DAFÜR	✓ 99.8%
2	Advisory vote on the remuneration paid in 2023	DAFÜR	DAFÜR	✓ 75.8%
3	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	✓ 99.5%
4	Performance Share Plan 2024	DAFÜR	DAFÜR	✓ 73.5%

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No.	Traktanden	Board	Ethos	Resultat
1	Special dividend	DAFÜR	DAFÜR	✓ 100.0%
2	Share Consolidation	DAFÜR	DAFÜR	✓ 99.8%
3	Authority to allot shares	DAFÜR	DAFÜR	✓ 92.2%
4	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 91.2%
5	Purchase of own shares	DAFÜR	DAFÜR	✓ 87.8%

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No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	✓ 97.1%
			The pay-for-performance connection is not demonstrated.	
3	Final dividend	DAFÜR	DAFÜR	✓ 99.9%
	Elections to the board of directors			
4	Re-elect Dr. Svein Richard Brandtzæg	DAFÜR	DAFÜR	✓ 98.5%
5	Re-elect Ms. Susan Clark	DAFÜR	DAFÜR	✓ 97.7%
6	Re-elect Ms. Anke Groth	DAFÜR	DAFÜR	✓ 98.4%
7	Re-elect Mr. Andrew King	DAFÜR	DAFÜR	✓ 100.0%
8	Re-elect Mr. Saki Macozoma	DAFÜR	DAFÜR	✓ 97.3%
9	Re-elect Mr. Michael Andrew Powell	DAFÜR	DAFÜR	✓ 99.7%
10	Re-elect Ms. Dominique Reiniche	DAFÜR	DAFÜR	✓ 98.5%
11	Re-elect Dame Angela Strank	DAFÜR	DAFÜR	✓ 97.9%
12	Re-elect Mr. Philip Yea	DAFÜR	DAFÜR	✓ 97.2%
13	Re-elect Mr. Stephen Young	DAFÜR	DAFÜR	✓ 98.5%
14	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.6%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
16	General authority to allot shares	DAFÜR	DAFÜR	✓ 91.7%
17	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 80.3%
18	Purchase of own shares	DAFÜR	DAFÜR	✓ 88.2%
19	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	✓ 84.9%
			14-days is insufficient for shareholders to vote in an informed manner.	

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Noriyuki Hara	DAFÜR	DAFÜR	✓ 65.2%
2.2	Re-elect Mr. Yasuzo Kanasugi	DAFÜR	DAFÜR	✓ 84.6%
2.3	Elect Mr. Shinichiro Funabiki	DAFÜR	DAFÜR	✓ 88.3%
2.4	Re-elect Mr. Tetsuji Higuchi	DAFÜR	DAFÜR	✓ 90.7%
2.5	Re-elect Mr. Tomoyuki Shimazu	DAFÜR	DAFÜR	✓ 95.8%
2.6	Re-elect Mr. Yusuke Shirai	DAFÜR	DAFÜR	✓ 95.8%
2.7	Re-elect Ms. Mariko Bando	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 97.3%
2.8	Re-elect Mr. Junichi Tobimatsu	DAFÜR	DAFÜR	✓ 97.4%
2.9	Re-elect Prof. Rochelle Kopp	DAFÜR	DAFÜR	✓ 97.4%
2.10	Re-elect Ms. Akemi Ishiwata	DAFÜR	DAFÜR	✓ 97.5%
2.11	Re-elect Mr. Jun Suzuki	DAFÜR	DAFÜR	✓ 99.5%
3.	Elect Mr. Taisei Kunii as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
3.1	Approve Discharge of Management Board member Dr. Joachim Wenning (CEO)	DAFÜR	DAFÜR	✓ 96.5%
3.2	Approve Discharge of Management Board member Dr. Thomas Blunck	DAFÜR	DAFÜR	✓ 96.5%
3.3	Approve Discharge of Management Board member Nicholas Gartside	DAFÜR	DAFÜR	✓ 96.5%
3.4	Approve Discharge of Management Board member Stefan Golling	DAFÜR	DAFÜR	✓ 96.5%
3.5	Approve Discharge of Management Board member Dr. Christoph Jurecka	DAFÜR	DAFÜR	✓ 96.5%
3.6	Approve Discharge of Management Board member Dr. Achim Kassow	DAFÜR	DAFÜR	✓ 96.5%
3.7	Approve Discharge of Management Board member Michael Kerner	DAFÜR	DAFÜR	✓ 96.5%
3.8	Approve Discharge of Management Board member Clarisse Kopff	DAFÜR	DAFÜR	✓ 96.5%
3.9	Approve Discharge of Management Board member Mari-Lizette Malherbe	DAFÜR	DAFÜR	✓ 96.5%
3.10	Approve Discharge of Management Board member Dr. Markus Rieß	DAFÜR	DAFÜR	✓ 96.5%
4.1	Approve Discharge of Supervisory Board Dr. Nikolaus von Bomhard (Chair)	DAFÜR	DAFÜR	✓ 99.7%
4.2	Approve Discharge of Supervisory Board Anne Horstmann (Vice Chair)	DAFÜR	DAFÜR	✓ 99.7%
4.3	Approve Discharge of Supervisory Board Prof. Dr. Dr. Ann-Kristin Achleitner	DAFÜR	DAFÜR	✓ 99.5%
4.4	Approve Discharge of Supervisory Board Clement B. Booth	DAFÜR	DAFÜR	✓ 99.7%
4.5	Approve Discharge of Supervisory Board Ruth Brown	DAFÜR	DAFÜR	✓ 99.7%
4.6	Approve Discharge of Supervisory Board Stephan Eberl	DAFÜR	DAFÜR	✓ 99.7%
4.7	Approve Discharge of Supervisory Board Frank Fassin	DAFÜR	DAFÜR	✓ 99.7%

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Election of Directors (with 3-committees)			
1.1	Re-elect Prof. Christina Ahmadjian	DAFÜR	DAFÜR	✓ 97.3%
1.2	Re-elect Mr. Masashi Oka	DAFÜR	DAFÜR	✓ 93.0%
1.3	Re-elect Ms. Kyoko Okada	DAFÜR	DAFÜR	✓ 97.6%
1.4	Re-elect Mr. Harufumi Mochizuki	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 93.8%
1.5	Re-elect Mr. Joji Okada	DAFÜR	DAFÜR	✓ 97.6%
1.6	Re-elect Mr. Yoshihito Yamada	DAFÜR	DAFÜR	✓ 96.4%
1.7	Elect Mr. Shinjiro Sato	DAFÜR	DAFÜR	✓ 99.8%
1.8	Elect Ms. Shiori Nagata	DAFÜR	DAFÜR	✓ 99.8%
1.9	Re-elect Mr. Takashi Niino	DAFÜR	DAFÜR	✓ 93.9%
1.10	Re-elect Mr. Takayuki Morita	DAFÜR	● DAGEGEN Executive director sitting on the remuneration committee, which is not best practice.	✓ 92.2%
1.11	Re-elect Mr. Osamu Fujikawa	DAFÜR	DAFÜR	✓ 97.2%
1.12	Re-elect Mr. Hajime Matsukura	DAFÜR	DAFÜR	✓ 97.4%
1.13	Re-elect Mr. Shinobu Obata	DAFÜR	● DAGEGEN Executive director during the last three years and sits on the audit committee.	✓ 93.6%

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.9%
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Shuntaro Furukawa	DAFÜR	● DAGEGEN	Combined chairman and CEO. Executive director. The board is not sufficiently independent. ✓ 92.9%
2.2	Re-elect Mr. Shigeru Miyamoto	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 96.0%
2.3	Re-elect Mr. Shinya Takahashi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 97.0%
2.4	Re-elect Mr. Satoru Shibata	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 97.0%
2.5	Re-elect Mr. Ko Shiota	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 97.0%
2.6	Elect Mr. Yusuke Beppu	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 96.4%
2.7	Re-elect Mr. Chris Meledandri	DAFÜR	DAFÜR	✓ 95.0%
2.8	Elect Ms. Miyoko Demay	DAFÜR	DAFÜR	✓ 99.5%
3	Election of directors to the audit and supervisory committee			
3.1	Re-elect Mr. Takuya Yoshimura	DAFÜR	DAFÜR	✓ 91.6%
3.2	Re-elect Mr. Katsuhiko Umeyama	DAFÜR	DAFÜR	✓ 74.1%
3.3	Re-elect Ms. Asa Shinkawa	DAFÜR	DAFÜR	✓ 99.3%
3.4	Elect Ms. Eiko Osawa	DAFÜR	DAFÜR	✓ 99.5%
3.5	Elect Ms. Keiko Akashi	DAFÜR	DAFÜR	✓ 99.5%
4.	Approve remuneration for the board of directors	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the executive - and supervisory board on the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
4.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 97.3%
5a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
5b.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
5c.	Approve allocation of income	DAFÜR	DAFÜR	✓ 100.0%
6a.	Discharge of executive board	DAFÜR	DAFÜR	✓ 97.8%
6b.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 97.8%
7.	Profile of the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Composition of the supervisory board			
8a.	Re-elect Mr. Robert Jenkins	DAFÜR	DAFÜR	✓ 96.9%
8b.	Elect Mr. Koos Timmermans	DAFÜR	DAFÜR	✓ 97.9%
9a.	Approve remuneration policy (binding vote)	DAFÜR	DAFÜR	✓ 94.5%
9b.	Approve remuneration policy of the supervisory board (binding vote)	DAFÜR	DAFÜR	✓ 99.4%
10.	Authorisation to issue contingent convertible securities	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 96.0%
11a (i).	Authorisation to issue shares without pre-emptive rights	DAFÜR	DAFÜR	✓ 98.4%
11a (ii).	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 98.3%
11b.	Authorisation to issue shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 96.8%
12.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.7%
13.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.8%
14.	Any other business and closing	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Calling the meeting to order	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4.	Recording the legality of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
5.	Recording the attendance at the meeting and adoption of the list of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.9%
8.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.6%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	DAFÜR	✓ 98.4%
10.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 96.4%
11.	Approve remuneration policy (advisory vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 95.8%
12.	Approve directors' fees	DAFÜR	● DAGEGEN	The proposed board fees are excessive. ✓ 97.9%
13.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR	✓ 99.5%*
14.	Composition of the board of directors			
14.1.	Re-elect Mr. Timo Ahopelto	DAFÜR	DAFÜR	✓ 99.6%*
14.2.	Re-elect Ms. Sari Baldauf	DAFÜR	DAFÜR	✓ 99.6%*
14.3.	Re-elect Ms. Elizabeth Crain	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓ 99.4%*
14.4.	Re-elect Mr. Thomas Dannenfeldt	DAFÜR	DAFÜR	✓ 97.7%*
14.5.	Re-elect Ms. Lisa Hook	DAFÜR	DAFÜR	✓ 99.6%*
14.6.	Elect Mr. Michael McNamara	DAFÜR	DAFÜR	✓ 99.5%*
14.7.	Re-elect Mr. Thomas Saueressig	DAFÜR	DAFÜR	✓ 99.6%*
14.8.	Re-elect Mr. Søren Skou	DAFÜR	DAFÜR	✓ 99.5%*
14.9.	Re-elect Ms. Carla Smits-Nusteling	DAFÜR	DAFÜR	✓ 99.6%*
14.10.	Re-elect Mr. Kai Öistämö	DAFÜR	DAFÜR	✓ 99.5%*

No.	Traktanden	Board	Ethos	Resultat
15.	Approve auditors' fees: statutory audit	DAFÜR	DAFÜR	✓ 99.8%
16.	Election of auditor: statutory audit	DAFÜR	DAFÜR	✓ 99.7% *
17.	Approve auditors' fees: sustainability reporting assurance	DAFÜR	DAFÜR	✓ 99.4%
18.	Election of auditor: sustainability reporting assurance	DAFÜR	DAFÜR	✓ 99.6% *
19.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.6%
20.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 94.4%
21.1	Amendment of article 2 of the articles of association: Amend Corporate Purpose	DAFÜR	DAFÜR	✓ 98.9%
21.2	Amendment of article 7 of the articles of association: Auditor	DAFÜR	DAFÜR	✓ 99.8%
21.3	Amendment of article 9 of the articles of association: General Meeting	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 90.0%
21.4	Amendment of article 12 of the articles of association: Matters to be considered at the AGM	DAFÜR	DAFÜR	✓ 99.8%
22.	Closing of the meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Election of the chairman of the meeting	DAFÜR	DAFÜR	✓ 100.0%
3.	Election of (a) person(s) to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓ 100.0%
4.	Approval of the notice and the agenda	DAFÜR	DAFÜR	✓ 100.0%
5.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	✓ 99.2%
6.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.5%
7.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.5%
8.	Approve auditors' fees	DAFÜR	DAFÜR	✓ 98.8%
9.	Report on corporate governance	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
10.	Approve remuneration policy (advisory vote)	DAFÜR	DAFÜR	✓ 79.1%
11.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 77.0%
12.	Composition of the board of directors			
12.1.	Re-elect Mr. Rune Bjerke	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 95.9%
12.2.	Re-elect Ms. Kristin Fejerskov Kragseth	DAFÜR	DAFÜR	✓ 98.6%
12.3.	Re-elect Ms. Marianne Wiinholt	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.7%
12.4.	Re-elect Mr. Peter Kukielski	DAFÜR	DAFÜR	✓ 99.8%
12.5.	Re-elect Mr. Philip Graham New	DAFÜR	DAFÜR	✓ 99.7%
12.6.	Elect Ms. Jane Toogood	DAFÜR	DAFÜR	✓ 100.0%
12.7.	Elect Mr. Espen Gundersen	DAFÜR	DAFÜR	✓ 89.0%
13.	Election of the nomination committee			
13.1.	Re-elect Ms. Berit Ledel Henriksen as chairman of the nomination committee	DAFÜR	DAFÜR	✓ 99.9%
13.2.	Re-elect Ms. Susanne Munch Thore as member of the nomination committee	DAFÜR	DAFÜR	✓ 99.9%
14.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.9%
15.	Approve nomination committee fees	DAFÜR	DAFÜR	✓ 98.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.9%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 99.0%
5.1.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.8%
5.2.	Indemnification of the board of directors and executive management			
5.2 (a).	Indemnification of the board of directors	DAFÜR	DAFÜR	✓ 99.9%
5.2 (b).	Indemnification of the executive management	DAFÜR	DAFÜR	✓ 99.9%
5.2 (c).	Amend articles of association: scheme of indemnification	DAFÜR	DAFÜR	✓ 99.9%
5.3.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	Maximum notice period and severance payments are not in accordance with Ethos' guidelines. ✓ 99.2%
6.	Composition of the board of directors			
6.1.	Re-elect Mr. Helge Lund	DAFÜR	DAFÜR	✓ 97.5%*
6.2.	Re-elect Mr. Henrik Poulsen	DAFÜR	● ENTHALTUNG	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. Concerns over the director's time commitments. ✓ 96.3%*
6.3 (a).	Re-elect Ms. Laurence Debroux	DAFÜR	DAFÜR	✓ 99.7%*
6.3 (b).	Re-elect Mr. Andreas Fibig	DAFÜR	DAFÜR	✓ 99.9%*
6.3 (c).	Re-elect Ms. Sylvie Grégoire	DAFÜR	DAFÜR	✓ 99.5%*
6.3 (d).	Re-elect Mr. Kasim Kutay	DAFÜR	DAFÜR	✓ 96.8%*
6.3 (e).	Re-elect Ms. Choi Lai (Christina) Law	DAFÜR	DAFÜR	✓ 100.0%*
6.3 (f).	Re-elect Mr. Martin MacKay	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓ 95.3%*
7.	Election of auditor	DAFÜR	● ENTHALTUNG	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 99.3%*
8.1.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.9%
8.2.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.9%
8.3.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.8%

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

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No.	Traktanden	Board	Ethos	Resultat
1.	Amend articles of association: adoption of Novonesis A/S as secondary name of the company	DAFÜR	DAFÜR	✓ 100.0%
2.	Composition of the board of directors			
2a.	Elect Mr. Jesper Brandgaard	DAFÜR	DAFÜR	✓ 99.5%*
3a.	Elect Ms. Lise Kaae	DAFÜR	DAFÜR	✓ 99.5%*
3b.	Elect Mr. Kevin Lane	DAFÜR	DAFÜR	✓ 99.5%*
3c.	Re-elect Ms. Kim Stratton	DAFÜR	● ENTHAL- TUNG	Concerns over the director's time commitments. ✓ 90.7%*
4.	To authorise the meeting chairperson	DAFÜR	DAFÜR	✓ 100.0%

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

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.9%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%
4.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 86.5%
5.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.7%
6.	Composition of the board of directors			
6a.	Re-elect Mr. Cees de Jong	DAFÜR	DAFÜR	✓ 92.8% *
7.	Re-elect Mr. Jesper Brandgaard	DAFÜR	DAFÜR	✓ 99.4% *
8a.	Re-elect Mr. Heine Dalsgaard	DAFÜR	DAFÜR	✓ 88.9% *
8b.	Re-elect Ms. Sharon James	DAFÜR	DAFÜR	✓ 99.2% *
8c.	Re-elect Mr. Kasim Kutay	DAFÜR	DAFÜR	✓ 88.9% *
8d.	Re-elect Ms. Lise Kaae	DAFÜR	DAFÜR	✓ 99.9% *
8e.	Re-elect Mr. Kevin Lane	DAFÜR	DAFÜR	✓ 99.6% *
8f.	Re-elect Mr. Morten Sommer	DAFÜR	DAFÜR	✓ 99.0% *
8g.	Re-elect Ms. Kim Stratton	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓ 91.8% *
9.	Election of auditor	DAFÜR	DAFÜR	✓ 99.0% *
10a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.2%
10b.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.8%
10c.	Authorisation to distribute extraordinary dividend	DAFÜR	DAFÜR	✓ 99.9%
10d (i).	Amend articles of association: language of the AGM	DAFÜR	DAFÜR	✓ 100.0%
10d (ii).	Amend articles of association: formalization of share issue authorities	DAFÜR	DAFÜR	✓ 99.6%
10d (iii).	Amend articles of association: indemnification	DAFÜR	DAFÜR	✓ 100.0%
10d (iv).	Amend articles of association: editorial amendments	DAFÜR	DAFÜR	✓ 100.0%
11.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 98.1% Concerns over the severance payments which are considered excessive.
12.	To authorise the meeting chairperson	DAFÜR	DAFÜR	✓ 100.0%
13.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 85.1%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 97.1%
Elections to the board of directors				
5	Re-elect Ms. Christel Heydemann	DAFÜR	DAFÜR	✓ 96.3%
6	Re-elect Mr. Frédéric Sanchez	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 94.9%
7	Re-elect Mr. Thierry Chatelier	ZURÜCK-GEZOGEN	● DAFÜR	ITEM 7 was not submitted to shareholder vote as Mr. Chatelier was involved in a ruling by the Nanterre Commercial Court following allegations that the candidate's campaign for election to the Orange board of directors was not compliant. -
8	Ratify Deloitte as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.8%
9	Ratify KPMG as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.6%
10	Approve the remuneration report	DAFÜR	DAFÜR	✓ 98.9%
11	Approve the 2023 remuneration of Ms. Christel Heydemann, CEO	DAFÜR	DAFÜR	✓ 97.0%
12	Approve the 2023 remuneration of Mr. Jacques Aschenbroich, chair	DAFÜR	DAFÜR	✓ 99.9%
13	Approve the remuneration policy of Ms. Christel Heydemann, CEO	DAFÜR	DAFÜR	✓ 81.8%
14	Approve the remuneration policy of Mr. Jacques Aschenbroich, chair	DAFÜR	DAFÜR	✓ 85.1%
15	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.8%
16	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The potential maximum repurchase price is too high. ✓ 99.5%
17	Approve distribution of performance shares	DAFÜR	DAFÜR	✓ 82.8%
18	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR	✓ 98.4%
19	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 85.1%
20	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

Orange

22.05.2024

MIX

No.	Traktanden	Board	Ethos	Resultat
A	Shareholder resolution: Amendment to resolution 17 to distribute performance shares to all employees or to carry out an annual offer under an all employee share ownership plan with the same regularity as the LTIP	DAGEGEN	● DAFÜR	✘ 19.9%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.5%
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Toshio Kagami	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>✓ 93.0%</p>
2.2	Re-elect Ms. Yumiko Takano	DAFÜR	● DAGEGEN	<p>Executive director. The board is not sufficiently independent.</p> <p>✓ 94.8%</p>
2.3	Re-elect Mr. Kenji Yoshida	DAFÜR	● DAGEGEN	<p>Executive director. The board is not sufficiently independent.</p> <p>✓ 96.0%</p>
2.4	Re-elect Mr. Yuichi Katayama	DAFÜR	● DAGEGEN	<p>Executive director. The board is not sufficiently independent.</p> <p>✓ 98.7%</p>
2.5	Re-elect Mr. Wataru Takahashi	DAFÜR	● DAGEGEN	<p>Executive director. The board is not sufficiently independent.</p> <p>✓ 98.7%</p>
2.6	Re-elect Mr. Yuichi Kaneki	DAFÜR	● DAGEGEN	<p>Executive director. The board is not sufficiently independent.</p> <p>✓ 98.7%</p>
2.7	Re-elect Ms. Rika Kanbara	DAFÜR	● DAGEGEN	<p>Executive director. The board is not sufficiently independent.</p> <p>✓ 98.7%</p>
2.8	Re-elect Mr. Tsutomu Hanada	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>✓ 73.9%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
2.9	Re-elect Mr. Yuzaburo Mogi	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>✓ 89.6%</p>
2.10	Re-elect Mr. Kunio Tajiri	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>✓ 99.3%</p>
2.11	Re-elect Ms. Misao Kikuchi	DAFÜR	● DAGEGEN	<p>Non independent director (representative of an important shareholder). The board is not sufficiently independent.</p> <p>✓ 88.2%</p> <p>Concerns over the director's time commitments.</p>
2.12	Elect Mr. Koichiro Watanabe	DAFÜR	● DAGEGEN	<p>The director is over 70 years old, which exceeds guidelines for new nominees.</p> <p>✓ 99.7%</p>
3	Election of 4 Corporate Auditors			
3.1	Re-elect Mr. Shigeru Suzuki as a Corporate Auditor	DAFÜR	● DAGEGEN	<p>Inside corporate auditor. The board of corporate auditors does not include a majority of independent members.</p> <p>✓ 93.9%</p>
3.2	Re-elect Mr. Tatsuo Kainaka as a Corporate Auditor	DAFÜR	● DAGEGEN	<p>Outside non-independent corporate auditor. The board of corporate auditors does not include a majority of independent members.</p> <p>✓ 73.5%</p>
3.3	Re-elect Mr. Norio Saigusa as a Corporate Auditor	DAFÜR	● DAGEGEN	<p>Outside non-independent corporate auditor. The board of corporate auditors does not include a majority of independent members.</p> <p>✓ 63.4%</p>

No.	Traktanden	Board	Ethos	Resultat
3.4	Elect Mr. Yukihiro Mashimo as a Corporate Auditor	DAFÜR	● DAGEGEN	Outside non-independent corporate auditor. The board of corporate auditors does not include a majority of independent members. ✓ 67.3%
4	Approve revised restricted share plan for executive directors	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 98.5%
5	Approve maximum remuneration for corporate auditors	DAFÜR	DAFÜR	✓ 99.4%
6	Approve Donation of Treasury Shares to Oriental Land Happiness of Children Foundation	DAFÜR	DAFÜR	✓ 77.3%

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Makoto Inoue	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 97.8%
1.2	Re-elect Mr. Satoru Matsuzaki	DAFÜR	DAFÜR	✓ 99.4%
1.3	Re-elect Mr. Stan Koyanagi	DAFÜR	DAFÜR	✓ 99.4%
1.4	Re-elect Mr. Yasuaki Mikami	DAFÜR	DAFÜR	✓ 99.4%
1.5	Elect Mr. Hidetake Takahashi	DAFÜR	DAFÜR	✓ 99.3%
1.6	Re-elect Prof. Michael Cusumano	DAFÜR	DAFÜR	✓ 99.5%
1.7	Re-elect Ms. Sakie Akiyama	DAFÜR	DAFÜR	✓ 97.7%
1.8	Re-elect Mr. Hiroshi Watanabe	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 97.4%
1.9	Re-elect Prof. Aiko Sekine	DAFÜR	DAFÜR	✓ 98.5%
1.10	Re-elect Mr. Chikatomo Hodo	DAFÜR	DAFÜR	✓ 98.2%
1.11	Re-elect Prof. Noriyuki Yanagawa	DAFÜR	DAFÜR	✓ 99.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the company's activities	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
3.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration. ✓ 95.5%
4.	Discharge board members and executive management	DAFÜR	DAFÜR	✓ 95.5%
5.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
6.	Composition of the board of directors			
6.1.	Resolution on the number of shareholder-elected members of the board of directors	DAFÜR	DAFÜR	✓ 100.0%
6.2.	Re-elect Ms. Lene Skole	DAFÜR	● ENTHAL- TUNG	Concerns over the director's time commitments. ✓ 96.2% *
6.3.	Re-elect Mr. Andrew Brown	DAFÜR	DAFÜR	✓ 99.9% *
6.4 (a)	Re-elect Mr. Peter Korsholm	DAFÜR	DAFÜR	✓ 99.8% *
6.4 (b)	Re-elect Mr. Dieter Wemmer	DAFÜR	DAFÜR	✓ 98.3% *
6.4 (c)	Re-elect Ms. Julia King	DAFÜR	DAFÜR	✓ 99.9% *
6.4 (d)	Re-elect Ms. Annika Bresky	DAFÜR	DAFÜR	✓ 99.9% *
7.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.9%
8.1.	Election of auditor: statutory audit of annual and consolidated accounts	DAFÜR	DAFÜR	✓ 99.2% *
8.2.	Election of auditor: statutory assurance on consolidated sustainability reporting	DAFÜR	DAFÜR	✓ 99.2% *
9.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

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

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Kazuhiro Tsuga	DAFÜR	DAFÜR	✓ 94.0%
1.2	Re-elect Mr. Yuki Kusumi	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 95.4%
1.3	Re-elect Mr. Tetsuro Homma	DAFÜR	DAFÜR	✓ 97.1%
1.4	Re-elect Mr. Mototsugu Sato	DAFÜR	DAFÜR	✓ 96.9%
1.5	Re-elect Mr. Hirokazu Umeda	DAFÜR	DAFÜR	✓ 96.9%
1.6	Re-elect Mr. Yoshiyuki Miyabe	DAFÜR	DAFÜR	✓ 97.6%
1.7	Re-elect Ms. Ayako Shotoku	DAFÜR	DAFÜR	✓ 97.6%
1.8	Re-elect Ms. Shinobu Matsui	DAFÜR	DAFÜR	✓ 99.0%
1.9	Re-elect Mr. Keita Nishiyama	DAFÜR	DAFÜR	✓ 98.9%
1.10	Re-elect Mr. Kunio Noji	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 98.8%
1.11	Re-elect Mr. Michitaka Sawada	DAFÜR	DAFÜR	✓ 98.8%
1.12	Re-elect Mr. Kazuhiko Toyama	DAFÜR	DAFÜR	✓ 98.9%
1.13	Elect Mr. Ryusuke Shigetomi	DAFÜR	DAFÜR	✓ 99.6%
2.	Election of 2 Corporate Auditors			
2.1	Elect Mr. Yoshiaki Tokuda as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.6%
2.2	Re-elect Ms. Setsuko Yufu as a Corporate Auditor	DAFÜR	DAFÜR	✓ 98.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.3%
3.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 96.4%
4.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.4%
5.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
6.	Composition of the board of directors			
6.1.	Re-elect Mr. Peter A. Ruzicka	DAFÜR	DAFÜR	✓ 81.2% *
6.2.	Re-elect Mr. Christian Frigast	DAFÜR	DAFÜR	✓ 85.8% *
6.3.	Re-elect Ms. Lilian Fossum Biner	DAFÜR	DAFÜR	✓ 97.5% *
6.4.	Re-elect Ms. Birgitta Stymne Göransson	DAFÜR	DAFÜR	✓ 95.8% *
6.5.	Re-elect Ms. Marianne Kirkegaard	DAFÜR	DAFÜR	✓ 99.8% *
6.6.	Re-elect Ms. Catherine Spindler	DAFÜR	● ENTHALTUNG	Concerns over the director's attendance rate, which was below 75% during the year under review. ✓ 88.1% *
6.7.	Re-elect Mr. Jan Zijderveld	DAFÜR	DAFÜR	✓ 99.5% *
7.	Election of auditor	DAFÜR	DAFÜR	✓ 96.8% *
8.	Discharge board members and executive management	DAFÜR	DAFÜR	✓ 96.6%
9.1.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
9.2.	Approve amendment of indemnification scheme	DAFÜR	DAFÜR	✓ 98.9%
9.3 (a).	Approve remuneration policy: specification of the derogation clause in section 1 (binding vote)	DAFÜR	DAFÜR	✓ 98.0%
9.3 (b).	Approve remuneration policy: amendment of the terms for the maximum opportunity in the STI for the executive management (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. Concerns over the severance payments which are considered excessive. ✓ 94.2%
9.3 (c).	Approve remuneration policy: amendment of the method of calculating the travel allowance for members of the board (binding vote)	DAFÜR	DAFÜR	✓ 98.8%
9.4.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 98.5%
9.5.	To authorise the meeting chairperson	DAFÜR	DAFÜR	✓ 100.0%
10.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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

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

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

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

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

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

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

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

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
2	Approve the remuneration report	DAFÜR	DAFÜR	✓ 99.1%
3	Grant of Conditional Rights under the 2024 LTI Plan to the Group CEO	DAFÜR	DAFÜR	✓ 99.1%
4	Election of directors			
4.a	Re-elect Ms. Tan Le	DAFÜR	DAFÜR	✓ 98.9%
4.b	Elect Mr. Steve Ferguson	DAFÜR	DAFÜR	✓ 99.9%
4.c	Elect Ms. Penny James	DAFÜR	DAFÜR	✓ 99.9%
4.d	Elect Mr. Peter Wilson	DAFÜR	DAFÜR	✓ 99.9%

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

Recruit Holdings

20.06.2024

OGV

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Masumi Minegishi	DAFÜR	DAFÜR	✓ 97.0%
1.2	Re-elect Mr. Hisayuki Idekoba	DAFÜR	DAFÜR	✓ 98.0%
1.3	Re-elect Ms. Ayano Senaha	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.5%
1.4	Re-elect Mr. Rony Kahan	DAFÜR	DAFÜR	✓ 99.6%
1.5	Re-elect Mr. Naoki Izumiya	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.6%
1.6	Re-elect Mr. Hiroki Totoki	DAFÜR	DAFÜR	✓ 99.6%
1.7	Re-elect Ms. Keiko Honda	DAFÜR	DAFÜR	✓ 99.7%
1.8	Re-elect Ms. Katrina Lake	DAFÜR	DAFÜR	✓ 99.6%
2.	Election of 3 Corporate Auditors			
2.1	Elect Ms. Yukiko Nagashima as a Corporate Auditor	DAFÜR	DAFÜR	✓ 90.8%
2.2	Elect Mr. Yoichiro Ogawa as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%
2.3	Elect Mr. Katsuya Natori as a Corporate Auditor	DAFÜR	DAFÜR	✓ 96.5%
2.4	Elect Ms. Miho Tanaka as a Substitute Corporate Auditor	DAFÜR	DAFÜR	✓ 100.0%
3	Approve the maximum remuneration of corporate auditors	DAFÜR	DAFÜR	✓ 99.7%

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

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.0%
2	Amend Articles of Incorporation: Distribution of quarterly dividends	DAFÜR	● DAGEGEN	✓ 91.5% The amendment has a negative impact on the rights or interests of all or some of the shareholders.
3	Amend Articles of Incorporation: Transition to a board of directors with a 3-committee structure	DAFÜR	DAFÜR	✓ 99.9%
4	Election of Directors on a Kansayaku board			
4.1	Re-elect Mr. Hidetoshi Shibata	DAFÜR	● DAGEGEN	✓ 96.7% Combined chair and CEO.
4.2	Re-elect Mr. Jiro Iwasaki	DAFÜR	● DAGEGEN	✓ 99.1% The director is over 75 years old, which exceeds guidelines. Chair of the advisory nomination committee. The composition of the board is unsatisfactory.
4.3	Re-elect Ms. Selena Loh Lacroix	DAFÜR	DAFÜR	✓ 99.3%
4.4	Re-elect Mr. Noboru Yamamoto	DAFÜR	DAFÜR	✓ 99.4%
4.5	Re-elect Mr. Takuya Hirano	DAFÜR	DAFÜR	✓ 99.2%
4.6	Elect Ms. Tomoko Mizuno	DAFÜR	DAFÜR	✓ 99.5%

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 98.3%
3	Final dividend	DAFÜR	DAFÜR	✓ 99.4%
	Elections to the board of directors			
4	Elect Ms. Roisin Donnelly	DAFÜR	DAFÜR	✓ 100.0%
5	Re-elect Mr. Andrew Duff	DAFÜR	DAFÜR	✓ 98.8%
6	Re-elect Ms. Sangeeta Anand	DAFÜR	DAFÜR	✓ 99.9%
7	Re-elect Dr John Bates	DAFÜR	DAFÜR	✓ 99.9%
8	Re-elect Mr. Jonathan Bewes	DAFÜR	DAFÜR	✓ 100.0%
9	Re-elect Ms. Maggie Chan Jones	DAFÜR	DAFÜR	✓ 100.0%
10	Re-elect Ms. Annette Court	DAFÜR	DAFÜR	✓ 99.5%
11	Re-elect Mr. Derek Harding	DAFÜR	DAFÜR	✓ 100.0%
12	Re-elect Mr. Steve Hare	DAFÜR	DAFÜR	✓ 100.0%
13	Re-elect Mr. Jonathan Howell	DAFÜR	DAFÜR	✓ 99.9%
14	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.6%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
16	Political donations	DAFÜR	DAFÜR	✓ 99.2%
17	Authority to allot new shares	DAFÜR	DAFÜR	✓ 97.0%
18	General disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 89.1%
19	Additional disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 92.5%
20	Authority to purchase own shares on market	DAFÜR	DAFÜR	✓ 99.6%
21	Authority to call general meetings on short notice	DAFÜR	<p>● DAGEGEN</p> <p>14-days is insufficient for shareholders to vote in an informed manner.</p>	✓ 95.6%

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

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
5	Ratify Mazars as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 98.8%
6	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR	✓ 99.8%
7	Approve the remuneration report	DAFÜR	● DAGEGEN	✓ 94.8% The information provided is insufficient. Concerns over the remuneration of the chair and other board members.
8	Approve the 2023 remuneration of Mr. Jean Pascale Tricoire, chair/CEO until 3 May 2023	DAFÜR	● DAGEGEN	✓ 85.9% The realised value of the plan 2021-2023 is excessive given the performance of the company and considering that Mr. Tricoire stepped down as CEO during the year.
9	Approve the 2023 remuneration of Mr. Peter Herweck, CEO since 4 May 2023	DAFÜR	DAFÜR	✓ 96.2%
10	Approve the 2023 remuneration of Mr. Jean-Pascal Tricoire, chair since 4 May 2023	DAFÜR	● DAGEGEN	✓ 97.1% Excessive total remuneration.
11	Approve the remuneration policy of Mr. Peter Herweck, CEO	DAFÜR	DAFÜR	✓ 94.4%
12	Approve the remuneration policy of Mr. Jean-Pascal Tricoire, chair	DAFÜR	● DAGEGEN	✓ 97.6% Excessive total remuneration.
13	Approve the remuneration policy of directors	DAFÜR	● DAGEGEN	✓ 96.3% The remuneration of the lead director is excessive and not justified.
Elections to the board of directors				
14	Re-elect Mr. Fred Kindle	DAFÜR	DAFÜR	✓ 98.8%
15	Re-elect Ms. Cécile Cabanis	DAFÜR	DAFÜR	✓ 99.4%
16	Re-elect Ms. Jill Lee	DAFÜR	DAFÜR	✓ 98.7%
17	Elect Mr. Philippe Knoche	DAFÜR	DAFÜR	✓ 99.7%
18	Authorisation to purchase company shares (share buyback programme)	DAFÜR	DAFÜR	✓ 99.1%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	DAFÜR	DAFÜR	✓ 99.0%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	DAFÜR	DAFÜR	✓ 99.0%

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

No.	Traktanden	Board	Ethos	Resultat	
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%	
2.	Amend the Articles of Incorporation to decrease the board size	DAFÜR	DAFÜR	✓ 100.0%	
3.	Election of Directors on a Kansayaku board				
3.1	Re-elect Mr. Yasuyuki Yoshida	DAFÜR	● DAGEGEN	Combined chairman and CEO. Executive director. The board is not sufficiently independent.	✓ 91.6%
3.2	Re-elect Mr. Tatsuro Fuse	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.9%
3.3	Elect Mr. Yoshinori Yamanaka	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.6%
3.4	Elect Mr. Seiya Nagao	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.6%
3.5	Elect Mr. Takashi Nakada	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.7%
3.6	Elect Mr. Makoto Inaba	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 96.6%
3.7	Re-elect Mr. Takaharu Hirose	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 94.7%
3.8	Re-elect Mr. Hajime Watanabe	DAFÜR	DAFÜR		✓ 98.6%
3.9	Re-elect Ms. Miri Hara	DAFÜR	DAFÜR		✓ 98.7%
3.10	Elect Mr. Kosuke Matsuzaki	DAFÜR	DAFÜR		✓ 99.0%
3.11	Elect Ms. Yukari Suzuki	DAFÜR	DAFÜR		✓ 99.1%
4.	Approve remuneration for corporate auditors	DAFÜR	DAFÜR		✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Final dividend	DAFÜR	DAFÜR	✓ 99.5%
3	Remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 98.0%
Elections to the board of directors				
4	Re-elect Mr. Andy Harrison	DAFÜR	DAFÜR	✓ 97.3%
5	Re-elect Ms. Mary Barnard	DAFÜR	DAFÜR	✓ 99.9%
6	Re-elect Ms. Sue Clayton	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.6%
7	Re-elect Mr. Soumen Das	DAFÜR	DAFÜR	✓ 100.0%
8	Re-elect Ms. Carol Fairweather	DAFÜR	DAFÜR	✓ 100.0%
9	Re-elect Mr. Simon Fraser	DAFÜR	DAFÜR	✓ 100.0%
10	Re-elect Mr. David Sleath OBE	DAFÜR	DAFÜR	✓ 100.0%
11	Re-elect Ms. Linda Yueh CBE	DAFÜR	DAFÜR	✓ 94.9%
12	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.6%
13	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
14	Political donations	DAFÜR	DAFÜR	✓ 99.0%
15	General authority to allot shares	DAFÜR	DAFÜR	✓ 97.0%
16	Authority to offer scrip dividend	DAFÜR	DAFÜR	✓ 100.0%
17	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 96.6%
18	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 87.4%
19	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.7%
20	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 89.6%

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














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

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 100.0%
	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Ryuichi Isaka	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 97.1%
2.2	Re-elect Mr. Junro Ito	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.0%
2.3	Re-elect Mr. Fumihiko Nagamatsu	DAFÜR	DAFÜR	✓ 99.3%
2.4	Re-elect Mr. Joseph M. DePinto	DAFÜR	DAFÜR	✓ 99.0%
2.5	Re-elect Mr. Yoshimichi Maruyama	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.1%
2.6	Elect Mr. Tamaki Wakita	DAFÜR	DAFÜR	✓ 99.2%
2.7	Re-elect Mr. Stephen Hayes Dacus	DAFÜR	DAFÜR	✓ 99.6%
2.8	Re-elect Mr. Toshiro Yonemura	DAFÜR	DAFÜR	✓ 97.9%
2.9	Re-elect Mr. Yoshiyuki Izawa	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 98.8%
2.10	Re-elect Ms. Meyumi Yamada	DAFÜR	DAFÜR	✓ 99.2%
2.11	Re-elect Ms. Jenifer Simms Rogers	DAFÜR	DAFÜR	✓ 99.6%
2.12	Re-elect Mr. Shinji Wada	DAFÜR	DAFÜR	✓ 99.6%
2.13	Re-elect Mr. Fuminao Hachiuma	DAFÜR	DAFÜR	✓ 99.7%
2.14	Re-elect Mr. Paul Yonamine	DAFÜR	DAFÜR	✓ 99.7%
2.15	Re-elect Ms. Elizabeth Miin Meyerdirk	DAFÜR	DAFÜR	✓ 93.2%

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

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.7%
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. ✓ 97.0%
2.2	Re-elect Mr. Yasuhiko Saitoh	DAFÜR	DAFÜR	✓ 91.9%
2.3	Re-elect Mr. Susumu Ueno	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 98.2%
2.4	Re-elect Mr. Masahiko Todoroki	DAFÜR	DAFÜR	✓ 98.3%
2.5	Re-elect Mr. Hiroshi Komiyama	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 72.8%
2.6	Re-elect Mr. Kuniharu Nakamura	DAFÜR	DAFÜR	✓ 98.7%
2.7	Re-elect Mr. Michael H. McGarry	DAFÜR	DAFÜR	✓ 97.9%
2.8	Re-elect Prof. Mariko Hasegawa	DAFÜR	DAFÜR	✓ 96.4%
2.9	Elect Mr. Takashi Hibino	DAFÜR	DAFÜR	✓ 98.1%
3	Approve stock option plan for employees	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 96.0%













No individual caps are disclosed.

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓ 97.1%
3	Remuneration policy (binding vote)	DAFÜR	DAFÜR	✓ 95.8%
4	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
5 (a)	Re-elect Mr. Irial Finan	DAFÜR	DAFÜR	✓ 93.2%
5 (b)	Re-elect Mr. Anthony Smurfit	DAFÜR	DAFÜR	✓ 99.5%
5 (c)	Re-elect Mr. Ken Bowles	DAFÜR	DAFÜR	✓ 99.5%
5 (d)	Re-elect Ms. Anne Anderson	DAFÜR	DAFÜR	✓ 96.1%
5 (e)	Re-elect Mr. Frits Beurskens	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 85.9%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
5 (f)	Re-elect Ms. Carol Fairweather	DAFÜR	DAFÜR	✓ 99.5%
5 (g)	Re-elect Ms. Mary Lynn Ferguson-McHugh	DAFÜR	DAFÜR	✓ 99.8%
5 (h)	Re-elect Ms. Kaisa Hietala	DAFÜR	DAFÜR	✓ 96.4%
5 (i)	Re-elect Mr. James Lawrence	DAFÜR	● DAGEGEN	Non independent director sitting on the audit and remuneration committees, which is not line with UK market practice. ✓ 95.9%
5 (j)	Re-elect Ms. Lourdes Melgar	DAFÜR	DAFÜR	✓ 99.4%
5 (k)	Re-elect Mr. Jørgen Buhl Rasmussen	DAFÜR	DAFÜR	✓ 99.7%
6	Auditor's remuneration	DAFÜR	DAFÜR	✓ 96.7%
7	General authority to allot shares	DAFÜR	DAFÜR	✓ 95.4%
8	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.5%
9	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 99.4%
10	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.8%
11	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 93.1%

No.	Traktanden	Board	Ethos	Resultat
	Scheme Meeting			
1	To approve the Scheme of Arrangement	DAFÜR	DAFÜR	✓ 99.0%
	Extraordinary General Meeting			
1	Approval of the Combination	DAFÜR	DAFÜR	✓ 98.9%
2	Approval of the Scheme of Arrangement	DAFÜR	DAFÜR	✓ 99.2%
3	Approval of the LSE Listing Change	DAFÜR	DAFÜR	✓ 99.8%
4	Approval of the Amendment to Smurfit Kappa Articles of Association	DAFÜR	DAFÜR	✓ 99.2%
5	Non-Binding Advisory Resolution: Approval of the Share Capital Reduction of Smurfit WestRock	DAFÜR	DAFÜR	✓ 99.2%

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 99.6%
2	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 99.5%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 98.3%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR		✓ 99.8%
5	Approve the remuneration policy of Mr. Lorenzo Bini Smaghi, chair	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 92.3%
6	Approve the remuneration policy of the CEO and Deputy CEOs	DAFÜR	DAFÜR		✓ 89.6%
7	Approve the remuneration policy of directors	DAFÜR	DAFÜR		✓ 93.9%
8	Approve the maximum amount to be allocated to directors	DAFÜR	DAFÜR		✓ 91.4%
9	Approve the remuneration report	DAFÜR	DAFÜR		✓ 93.5%
10	Approve the 2023 remuneration of Mr. Lorenzo Bini Smaghi, chair	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 90.8%
11	Approve the 2023 remuneration of Mr. Frédéric Oudéa, CEO until 23 May 2023	DAFÜR	DAFÜR		✓ 91.7%
12	Approve the 2023 remuneration of Mr. Salwomir Krupa, CEO from 23 May 2023	DAFÜR	DAFÜR		✓ 92.5%
13	Approve the 2023 remuneration of Mr. Philippe Aymerich, Deputy CEO	DAFÜR	DAFÜR		✓ 92.4%
14	Approve the 2023 remuneration of Mr. Pierre Palmieri, Deputy CEO from 23 May 2023	DAFÜR	DAFÜR		✓ 93.0%
15	Approve the 2023 remuneration of Ms. Diony Lebot, Deputy CEO until 23 May 2023	DAFÜR	DAFÜR		✓ 92.5%
16	Consultative vote on the remuneration 2023 paid to the material key risk takers	DAFÜR	DAFÜR		✓ 98.0%
	Elections to the board of directors				
17	Re-election of Ms. Annette Messemer	DAFÜR	DAFÜR		✓ 94.0%
18	Ratify KPMG as statutory auditors	DAFÜR	DAFÜR		✓ 99.7%
19	Ratify PricewaterhouseCoopers as statutory auditors	DAFÜR	DAFÜR		✓ 99.7%
20	Ratify KPMG as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 99.4%
21	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	DAFÜR	DAFÜR		✓ 99.3%

No.	Traktanden	Board	Ethos	Resultat
22	Authorisation to purchase company shares (share buyback programme)	DAFÜR	● DAGEGEN	The authorisation is not in the long-term interest of shareholders.  98.5%
23	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	 96.8%
24	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	● DAGEGEN	The potential discount (10%) is above market practice (5%).  94.0%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	 96.4%
26	Authorisation to increase the share capital through conversion of convertible bonds	DAFÜR	DAFÜR	 95.9%
27	Authorisation to issue shares reserved for employees (share ownership plan)	DAFÜR	DAFÜR	 97.5%
28	Approve distribution of performance shares to certain employees	DAFÜR	DAFÜR	 94.6%
29	Approve distribution of performance shares to employees other than corporate officers	DAFÜR	DAFÜR	 98.1%
30	Authorisation to reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The capital reduction is incompatible with the long-term interests of the company's stakeholders.  98.5%
31	Amend articles of association: terms and conditions for the election of directors representing employees elected by employees	DAFÜR	DAFÜR	 99.1%
32	Amend articles of association: terms and conditions for the election of the director representing shareholder employees	DAFÜR	DAFÜR	 98.8%
33	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	 99.7%

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

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.9%
2.	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Mikio Okumura	DAFÜR	DAFÜR	✓ 62.0%
2.2	Elect Mr. Masahiro Hamada	DAFÜR	DAFÜR	✓ 97.8%
2.3	Elect Mr. Shinichi Hara	DAFÜR	DAFÜR	✓ 98.0%
2.4	Re-elect Prof. Scott Trevor Davis	DAFÜR	DAFÜR	✓ 91.9%
2.5	Re-elect Mr. Isao Endo	DAFÜR	DAFÜR	✓ 69.4%
2.6	Re-elect Mr. Kazuhiro Higashi	DAFÜR	DAFÜR	✓ 92.7%
2.7	Re-elect Ms. Misuzu Shibata	DAFÜR	DAFÜR	✓ 95.0%
2.8	Re-elect Mr. Takashi Nawa	DAFÜR	DAFÜR	✓ 93.9%
2.9	Re-elect Ms. Meyumi Yamada	DAFÜR	DAFÜR	✓ 94.9%
2.10	Re-elect Ms. Kumi Ito	DAFÜR	DAFÜR	✓ 94.8%
2.11	Re-elect Mr. Masayuki Waga	DAFÜR	DAFÜR	✓ 95.9%
2.12	Re-elect Mr. Toru Kajikawa	DAFÜR	DAFÜR	✓ 98.6%
2.13	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.	✓ 91.6%

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Kenichiro Yoshida	DAFÜR	DAFÜR	✓ 99.9%
1.2	Re-elect Mr. Hiroki Totoki	DAFÜR	DAFÜR	✓ 99.7%
1.3	Re-elect Mr. Yoshihiko Hatanaka	DAFÜR	DAFÜR	✓ 99.4%
1.4	Re-elect Ms. Wendy Becker	DAFÜR	DAFÜR	✓ 99.9%
1.5	Re-elect Ms. Sakie Akiyama	DAFÜR	DAFÜR	✓ 99.9%
1.6	Re-elect Ms. Keiko Kishigami	DAFÜR	DAFÜR	✓ 99.6%
1.7	Re-elect Dr. Neil Hunt	DAFÜR	DAFÜR	✓ 99.8%
1.8	Re-elect Mr. Joseph A. Kraft Jr.	DAFÜR	DAFÜR	✓ 99.9%
1.9	Re-elect Mr. William Morrow	DAFÜR	DAFÜR	✓ 99.9%
1.10	Elect Mr. Shingo Konomoto	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 96.7%
3	Final dividend	DAFÜR	DAFÜR	✓ 99.8%
4	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 99.9%
5	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
6	Re-elect Mr. Jamie Pike	DAFÜR	DAFÜR	✓ 94.2%
7	Re-elect Mr. Nimesh Patel	DAFÜR	DAFÜR	✓ 100.0%
8	Re-elect Ms. Angela Archon	DAFÜR	DAFÜR	✓ 100.0%
9	Elect Ms. Constance Baroudel	DAFÜR	DAFÜR	✓ 100.0%
10	Re-elect Mr. Peter France	DAFÜR	DAFÜR	✓ 100.0%
11	Re-elect Mr. Richard Gillingwater CBE	DAFÜR	DAFÜR	✓ 100.0%
12	Re-elect Ms. Caroline Johnstone	DAFÜR	DAFÜR	✓ 100.0%
13	Re-elect Ms. Jane Kingston	DAFÜR	DAFÜR	✓ 99.9%
14	Re-elect Mr. Kevin Thompson	DAFÜR	DAFÜR	✓ 100.0%
15	General authority to allot shares	DAFÜR	DAFÜR	✓ 97.1%
16	Authority to offer scrip dividend	DAFÜR	DAFÜR	✓ 99.8%
17	Change of Company Name to Spirax Group plc	DAFÜR	DAFÜR	✓ 99.9%
18	Amendment to Articles of Association	DAFÜR	DAFÜR	✓ 100.0%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.5%
20	Purchase of own shares	DAFÜR	<p>● DAGEGEN</p> <p>The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.</p>	✓ 99.5%

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.9%
2.	Amend the Articles of Incorporation: Share split	DAFÜR	DAFÜR	✓ 99.7%
3.	Election of Directors (with 3-committees)			
3.1	Re-elect Mr. Takeshi Kunibe	DAFÜR	DAFÜR	✓ 78.7%
3.2	Elect Mr. Toru Nakashima	DAFÜR	DAFÜR	✓ 94.9%
3.3	Re-elect Ms. Teiko Kudo	DAFÜR	DAFÜR	✓ 98.8%
3.4	Re-elect Mr. Fumihiko Ito	DAFÜR	DAFÜR	✓ 98.4%
3.5	Re-elect Mr. Toshihiro Isshiki	DAFÜR	DAFÜR	✓ 96.3%
3.6	Re-elect Mr. Yoshiyuki Gono	DAFÜR	● DAGEGEN	The director has held executive functions in the company during the last three years and sits on the audit committee. ✓ 96.3%
3.7	Re-elect Prof. Shozo Yamazaki	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.0%
3.8	Elect Mr. Sonosuke Kadonaga	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.2%
3.9	Re-elect Mr. Yoshinobu Tsutsui	DAFÜR	DAFÜR	✓ 96.7%
3.10	Re-elect Mr. Katsuyoshi Shinbo	DAFÜR	DAFÜR	✓ 99.0%
3.11	Re-elect Ms. Eriko Sakurai	DAFÜR	DAFÜR	✓ 98.7%
3.12	Re-elect Mr. Charles Ditmars Lake II	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.2%
3.13	Re-elect Ms. Jenifer Simms Rogers	DAFÜR	DAFÜR	✓ 99.4%
4	Shareholder resolution: Shareholder resolution: Director Competencies to Manage Climate-Related Business Risks and Opportunities	DAGEGEN	● DAFÜR	Ethos supports the nomination of directors to the board with competencies to manage climate-related business risks and opportunities. ✗ 26.6%
5	Shareholder resolution: Assessment of Clients' Climate Change Transition Plans	DAGEGEN	● DAFÜR	The resolution asks the company to disclose its alignment with climate goals and role in supporting its clients' decarbonisation process. ✗ 24.5%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 96.7%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 93.0%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 100.0%
6	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 84.1%
7.1	Amend Articles: Virtual general meetings (Section 19 (7))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 85.4%
7.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Section 10 (4))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 96.2%
8	Approve the creation of a new Authorised Capital 2024, the cancellation of the existing Authorised Capital 2019 and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 86.9%
9	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 85.5%

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

Target

12.06.2024

OGV

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

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 93.3%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Noboru Saito	DAFÜR	DAFÜR	✓ 95.9%
2.2	Re-elect Mr. Tetsuji Yamanishi	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 98.6%
2.3	Re-elect Mr. Shigeki Sato	DAFÜR	DAFÜR	✓ 99.6%
2.4	Re-elect Ms. Kozue Nakayama	DAFÜR	DAFÜR	✓ 99.3%
2.5	Re-elect Mr. Mutsuo Iwai	DAFÜR	DAFÜR	✓ 99.1%
2.6	Re-elect Mr. Shoei Yamana	DAFÜR	DAFÜR	✓ 99.6%
2.7	Elect Mr. Toro Katsumoto	DAFÜR	DAFÜR	✓ 99.9%
3.	Approve the Restricted and Performance-linked Share Plans	DAFÜR	● DAGEGEN	No individual caps are disclosed. Potential excessive awards with no individual cap for executives under this remuneration plan. ✓ 98.9%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the 2023 financial statements	DAFÜR	DAFÜR	✓ 99.7%
2	Allocation of net result and distribution of dividend	DAFÜR	DAFÜR	✓ 99.8%
3	Long term incentive Plan 2024-2028 based on performance shares	DAFÜR	DAFÜR	✓ 97.5%
4	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	✓ 98.4%
5.1	Binding vote on the remuneration policy	DAFÜR	DAFÜR	✓ 73.2%
5.2	Advisory vote on remuneration paid in 2023	DAFÜR	<p>● DAGEGEN</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>Concerns over the severance payments which are considered excessive.</p>	✓ 61.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	DAFÜR	✓ 97.7%
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Toshiaki Takagi	DAFÜR	DAFÜR	✓ 84.8%
2.2	Elect Mr. Hikaru Samejima	DAFÜR	DAFÜR	✓ 96.7%
2.3	Elect Mr. Toshihiko Osada	DAFÜR	DAFÜR	✓ 98.2%
2.4	Re-elect Mr. Kazunori Hirose	DAFÜR	DAFÜR	✓ 98.3%
2.5	Re-elect Mr. Norimasa Kunimoto	DAFÜR	DAFÜR	✓ 98.3%
2.6	Re-elect Mr. Hidenori Nishi	DAFÜR	DAFÜR	✓ 92.0%
2.7	Re-elect Prof. Keiya Ozawa	DAFÜR	DAFÜR	✓ 98.1%
2.8	Elect Ms. Mari Kogiso	DAFÜR	DAFÜR	✓ 100.0%
3.	Election of substitute directors of the audit and supervisory committee			
3.1	Elect Mr. Koichi Sakaguchi as a substitute audit and supervisory committee member	DAFÜR	DAFÜR	✓ 99.9%
3.2	Elect Mr. Hiroaki Kosugi as a substitute audit and supervisory committee member	DAFÜR	DAFÜR	✓ 99.9%

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

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

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

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

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

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

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

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




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

No.	Traktanden	Board	Ethos	Resultat
2	Election of directors			
2.a	Elect Mr. Gary Lennon	DAFÜR	DAFÜR	✓ 99.9%
2.b	Re-elect Mr. Craig Drummond	DAFÜR	DAFÜR	✓ 98.5%
2.c	Re-elect Mr. Timothy Reed	DAFÜR	DAFÜR	✓ 98.8%
2.d	Re-elect Mr. Robert Whitfield	DAFÜR	DAFÜR	✓ 94.9%
3	Advisory vote on the remuneration report	DAFÜR	DAFÜR	✓ 96.3%
4	Grant of performance shares to Ms. Michelle Jablko	DAFÜR	DAFÜR	✓ 99.2%

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Re-elect Ms. Jennifer S. Banner	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 96.8%
1b	Re-elect Mr. K. David Boyer Jr.	DAFÜR	DAFÜR	✔ 98.1%
1c	Re-elect Ms. Agnes Bundy Scanlan	DAFÜR	DAFÜR	✔ 94.3%
1d	Re-elect Mr. Dallas S. Clement	DAFÜR	DAFÜR	✔ 95.8%
1e	Re-elect Mr. Patrick C. Graney III	DAFÜR	DAFÜR	✔ 97.9%
1f	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR	✔ 98.5%
1g	Re-elect Ms. Donna S. Morea	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✔ 98.9%
1h	Re-elect Mr. Charles A. Patton	DAFÜR	DAFÜR	✔ 95.0%
1i	Re-elect Mr. William H. Rogers, Jr.	DAFÜR	● DAGEGEN	Combined chair and CEO. ✔ 93.4%
1j	Re-elect Mr. Thomas E. Skains	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✔ 93.9%
1k	Elect Mr. Laurence Stein	DAFÜR	DAFÜR	✔ 98.8%
1l	Re-elect Mr. Bruce L. Tanner	DAFÜR	DAFÜR	✔ 97.8%
1m	Re-elect Mr. Steven C. Voorhees	DAFÜR	DAFÜR	✔ 96.7%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✔ 96.6%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✔ 88.8%
				An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✘ 41.2%
5	Shareholder resolution: A Report on Board Oversight of Risks Related to Discrimination	DAGEGEN	DAGEGEN	✘ 2.2%

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

No.	Traktanden	Board	Ethos	Resultat	
Election of Directors with an Audit & Supervisory Committee					
1	Re-elect Mr. Takahisa Takahara	DAFÜR	● DAGEGEN	Combined chair and CEO. Executive director sitting on the remuneration committee, which is not best practice.	 93.6%
2	Re-elect Mr. Toshifumi Hikosaka	DAFÜR	DAFÜR		 97.7%
3	Re-elect Mr. Kenji Takaku	DAFÜR	DAFÜR		 98.0%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.4%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 98.0%
3	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 97.7%
4	Say on climate: approve the Unilever Climate Transition Action Plan (advisory vote)	DAFÜR	DAFÜR	✓ 97.6%
Elections to the board of directors				
5	Elect Mr. Fernando Fernandez	DAFÜR	DAFÜR	✓ 99.8%
6	Re-elect Mr. Adrian Hennah	DAFÜR	DAFÜR	✓ 94.2%
7	Re-elect Ms. Andrea Jung	DAFÜR	● DAGEGEN Chairman of the remuneration committee. We have serious concerns over remuneration.	✓ 98.2%
8	Re-elect Ms. Susan Kilsby	DAFÜR	DAFÜR	✓ 99.7%
9	Re-elect Ms. Ruby Lu	DAFÜR	DAFÜR	✓ 99.4%
10	Elect Mr. Ian Meakins	DAFÜR	DAFÜR	✓ 98.6%
11	Elect Ms. Judith McKenna	DAFÜR	DAFÜR	✓ 99.9%
12	Re-elect Mr. Nelson Peltz	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 98.5%
13	Re-elect Mr. Hein Schumacher	DAFÜR	DAFÜR	✓ 99.8%
14	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 98.9%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
16	Political donations	DAFÜR	DAFÜR	✓ 98.3%
17	General authority to allot shares	DAFÜR	DAFÜR	✓ 96.0%
18	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 98.5%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 98.3%
20	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.8%
21	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.8%
22	New Articles of association	DAFÜR	DAFÜR	✓ 99.9%

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

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

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	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	● DAGEGEN	The voting results of the 2023 AGM are not disclosed. ✓
10.	Approve remuneration report (advisory vote)	DAFÜR	DAFÜR	✓
11.	Approve remuneration policy (advisory vote)	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ Concerns over the excessive sign-on bonus granted to the new CEO.
12.	Approve directors' fees	DAFÜR	DAFÜR	✓
13.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR	✓
14.	Election of the board of directors	DAFÜR	DAFÜR	✓
15.	Approve auditors' fees	DAFÜR	DAFÜR	✓
16.	Election of auditor	DAFÜR	DAFÜR	✓
17.	Authorisation to issue shares	DAFÜR	DAFÜR	✓
18.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
19.	Authorisation to decide on donations	DAFÜR	DAFÜR	✓
20.	Closing of the meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

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

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.3%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.8%
4.	Approve remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 82.0%
5.	Approve directors' fees	DAFÜR	DAFÜR	✓ 98.2%
6.	Composition of the board of directors			
6a.	Re-elect Mr. Anders Runevad	DAFÜR	DAFÜR	✓ 72.1% *
6b.	Re-elect Ms. Eva Merete Søfelde Berneke	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓ 96.2% *
6c.	Re-elect Ms. Helle Thorning-Schmidt	DAFÜR	DAFÜR	✓ 97.3% *
6d.	Re-elect Mr. Karl-Henrik Sundström	DAFÜR	DAFÜR	✓ 94.6% *
6e.	Re-elect Ms. Lena Olving	DAFÜR	DAFÜR	✓ 98.2% *
6f.	Elect Mr. William (Bill) Fehrman	DAFÜR	DAFÜR	✓ 99.8% *
6g.	Elect Ms. Henriette Hallberg Thygesen	DAFÜR	DAFÜR	✓ 100.0% *
7.	Election of auditor	DAFÜR	DAFÜR	✓ 99.0% *
8.1.	Approve remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 81.7% Concerns over the severance payments which are considered excessive.
8.2.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 96.5%
9.	To authorise the meeting chairperson	DAFÜR	DAFÜR	✓ 100.0%
10.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%
	Elections to the board of directors			
2	Re-elect Mr. Jean-François van Boxmeer	DAFÜR	DAFÜR	✓ 98.1%
3	Re-elect Ms. Margherita Della Valle	DAFÜR	DAFÜR	✓ 99.7%
4	Elect Mr. Luka Mucic	DAFÜR	DAFÜR	✓ 99.6%
5	Re-elect Baron Stephen A. Carter CBE	DAFÜR	DAFÜR	✓ 98.0%
6	Re-elect Mr. Michel Demaré	DAFÜR	DAFÜR	✓ 97.1%
7	Elect Mr. Hatem Dowidar	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 92.6%
8	Re-elect Ms. Delphine Ernotte Cunci	DAFÜR	DAFÜR	✓ 98.8%
9	Re-elect Ms. Deborah Kerr	DAFÜR	DAFÜR	✓ 99.8%
10	Re-elect Ms. Maria Amparo Moraleda Martinez	DAFÜR	DAFÜR	✓ 98.0%
11	Re-elect Mr. David Nish	DAFÜR	DAFÜR	✓ 98.0%
12	Re-elect Ms. Christine Ramon	DAFÜR	DAFÜR	✓ 99.7%
13	Re-elect Mr. Simon Segars	DAFÜR	DAFÜR	✓ 99.8%
14	Final dividend	DAFÜR	DAFÜR	✓ 99.6%
15	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓ 96.4%
				Excessive variable remuneration.
16	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.5%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.6%
18	General authority to allot shares	DAFÜR	DAFÜR	✓ 95.6%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.1%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 98.8%
21	Purchase of own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital. ✓ 97.3%
22	Political donations	DAFÜR	DAFÜR	✓ 98.7%
23	Notice of general meetings	DAFÜR	● DAGEGEN	A 14-day notice is insufficient for shareholders to vote in an informed manner. ✓ 95.9%

No.	Traktanden	Board	Ethos	Resultat
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. ✓ 97.8%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 97.4%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 92.8%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
6	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 58.3%
7	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The information provided is insufficient. ✗ 40.4%
	Board main features			
8	Elections to the Supervisory Board: Birgit M. Bohle	DAFÜR	DAFÜR	✓ 99.9%

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

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

Waste Management

14.05.2024

OGV

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a	Elect Mr. Thomas L. Bené	DAFÜR	DAFÜR	✓ 99.0%
1b	Re-elect Mr. Bruce E. Chinn	DAFÜR	DAFÜR	✓ 98.9%
1c	Re-elect Mr. James C. Fish Jr.	DAFÜR	DAFÜR	✓ 99.0%
1d	Re-elect Mr. Andrés R. Gluski	DAFÜR	DAFÜR	✓ 96.9%
1e	Re-elect Ms. Victoria M. Holt	DAFÜR	DAFÜR	✓ 95.0%
1f	Re-elect Ms. Kathleen M. Mazzarella	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.8%
1g	Re-elect Mr. Sean E. Menke	DAFÜR	DAFÜR	✓ 97.3%
1h	Re-elect Mr. William B. Plummer	DAFÜR	DAFÜR	✓ 97.9%
1i	Re-elect Ms. Maryrose T. Sylvester	DAFÜR	DAFÜR	✓ 97.1%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.0%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.5% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAFÜR	● DAGEGEN	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 88.1%

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

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

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

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

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

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

Disclaimer

Ethos gibt Stimmempfehlungen in Übereinstimmung mit den eigenen Abstimmungsrichtlinien ab. Die Generalversammlungen der europäischen Gesellschaften ausserhalb der Schweiz werden teilweise von lokalen Partnern durchgeführt. Ethos führt eine systematische Überprüfung der Stimmempfehlungen ihrer Partner durch, um sicherzustellen, dass alle Analysen und Stimmempfehlungen mit den eigenen Richtlinien übereinstimmen. Die Informationen stammen aus Quellen, die Anlegern und der Öffentlichkeit zugänglich sind (z.B. Geschäftsberichte, Websites der Unternehmen sowie direkte Auskünfte der untersuchten Unternehmen). Obwohl die Angaben mehrfach geprüft wurden, kann ihre Richtigkeit nicht garantiert werden. Ethos lehnt jede Verantwortung für die Genauigkeit der veröffentlichten Informationen ab.