

Q4 | 2024

## Fonds Ethos

### Assemblées générales de sociétés non-suisse

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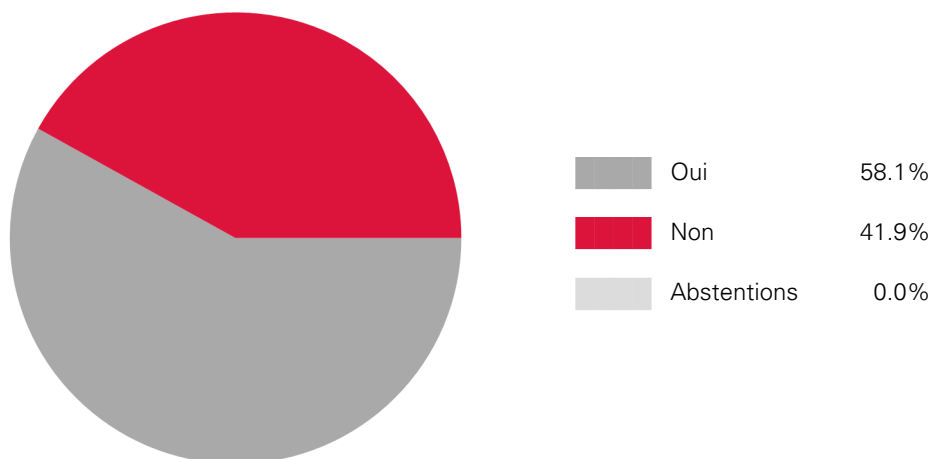
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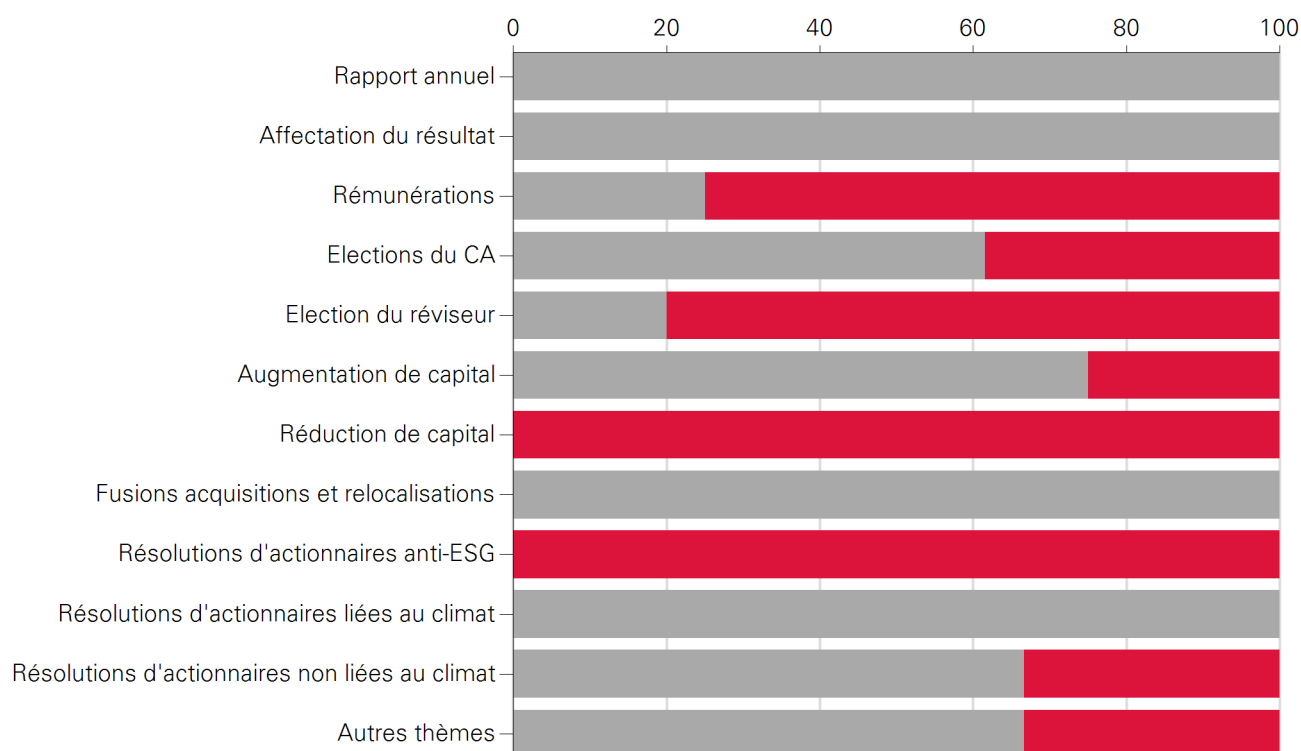
## 1 Résumé des analyses effectuées

Type d'assemblées générales	Nombre d'assemblées	Nombre de résolutions			
		Total	Oui	Non	Abstentions
Assemblées générales ordinaires	7	79	46	33	0
Assemblées générales extraordinaires	7	14	8	6	0
<b>Total</b>	<b>14</b>	<b>93</b>	<b>54</b>	<b>39</b>	<b>0</b>

### 1.1 Résumé des recommandations de vote d'Ethos



## 1.2 Recommandations de vote d'Ethos par catégorie de résolutions



	■ Résolutions approuvées		■ Résolutions refusées		■ Abstentions		Total Résolutions
	Count	%	Count	%	Count	%	
Rapport annuel	1	100.0%	0	0.0%	0	0.0%	1
Affectation du résultat	1	100.0%	0	0.0%	0	0.0%	1
Rémunérations	2	25.0%	6	75.0%	0	0.0%	8
Elections du CA	32	61.5%	20	38.5%	0	0.0%	52
Election du réviseur	1	20.0%	4	80.0%	0	0.0%	5
Augmentation de capital	3	75.0%	1	25.0%	0	0.0%	4
Réduction de capital	0	0.0%	1	100.0%	0	0.0%	1
Fusions acquisitions et relocalisations	1	100.0%	0	0.0%	0	0.0%	1
Résolutions d'actionnaires anti-ESG	0	0.0%	2	100.0%	0	0.0%	2
Résolutions d'actionnaires liées au climat	3	100.0%	0	0.0%	0	0.0%	3
Résolutions d'actionnaires non liées au climat	8	66.7%	4	33.3%	0	0.0%	12
Autres thèmes	2	66.7%	1	33.3%	0	0.0%	3

## 2 Résumé des recommandations de vote

### Type d'assemblées générales (Type)

- AGO Assemblées générales ordinaires  
AGE Assemblées générales extraordinaires

### Vote

- ✓ Pour  
◐ Partiellement pour  
✗ Contre  
✕ Abstention

Société	Date	Type	Rapport annuel	Affectation du résultat	Rémunérations	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Fusions acquisitions et relocalisations	Résolutions d'actionnaires anti-ESG	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Adyen	23.10.2024	AGE												✓
Aquafil	10.10.2024	AGE				✓		◐					✗	
Cisco Systems	09.12.2024	AGO			✗	◐	✗							
Corticeira Amorim	02.12.2024	AGE	✓	✓										
International Paper	11.10.2024	AGE								✓				✗
Lenzing	10.10.2024	AGE											◐	
Medtronic	17.10.2024	AGO			✗	◐	✗	✓	✗					
Meridian Energy	15.10.2024	AGO				✓								
Microsoft	10.12.2024	AGO			✗	◐	✗				✗	✓	✓	
Oracle	14.11.2024	AGO			✗	◐	✗					✓		
Westpac Banking	13.12.2024	AGO			✗	✓	✓					✓	✓	
Wolters Kluwer	28.10.2024	AGE				✓								
Woolworths	31.10.2024	AGO			✓	✓							✓	✓

## 3 Résultats des votes

### 3.1 Résultats moyens par thème

Type de résolution	Nombre de résolutions	Résultats disponibles	Taux d'approbation moyen
Rapport annuel	1	1	100.0%
Affectation du résultat	1	1	100.0%
Rémunérations	8	8	90.8%
Elections du CA	52	52	95.3%
Election du réviseur	5	5	94.8%
Augmentation de capital	4	4	73.9%
Réduction de capital	1	1	97.5%
Fusions acquisitions et relocalisations	1	1	99.7%
Résolutions d'actionnaires anti-ESG	2	2	18.4%
Résolutions d'actionnaires liées au climat	3	2	7.5%
Résolutions d'actionnaires non liées au climat	12	10	49.3%
Autres thèmes	3	2	89.5%
<b>Tous les thèmes</b>	<b>93</b>	<b>89</b>	<b>85.1%</b>

### 3.2 Résolutions du conseil refusées

Société	Date AG	No.	Résolution	Ethos	Résultat
Aquafil	10.10.2024	E.1.1	Authorization to increase the share capital for a maximum amount of EUR 40 million, including any share premium, through a rights issue	POUR	4.5%

### 3.3 Résolutions du conseil retirées

Société	Date AG	No.	Résolution	Ethos
Westpac Banking	13.12.2024	6.b	Shareholder resolution: approve transition plan assessments	POUR
Woolworths	31.10.2024	6.c	Shareholder resolution: farmed salmon sourcing	POUR
Woolworths	31.10.2024	5	Approve conditional spill resolution	POUR
Woolworths	31.10.2024	6.b	Shareholder resolution: farmed seafood reporting	POUR

### 3.4 Résolutions du conseil les plus contestées

Société	Date AG	No.	Résolution	Ethos	Résultat
Cisco Systems	09.12.2024	2	Advisory vote on executive remuneration	CONTRE	77.1%
Oracle	14.11.2024	2	Advisory vote on executive remuneration	CONTRE	78.0%
International Paper	11.10.2024	2	To approve the adjournment proposal	CONTRE	79.7%
Oracle	14.11.2024	1.11	Re-elect Mr. Leon E. Panetta	S'ABSTENIR	79.9%
Oracle	14.11.2024	1.5	Re-elect Mr. Bruce R. Chizen	S'ABSTENIR	79.9%
Oracle	14.11.2024	1.2	Re-elect Mr. Jeffrey S. Berg	S'ABSTENIR	80.1%
Woolworths	31.10.2024	3.a	Re-elect Ms. Maxine Brenner	POUR	82.5%
Oracle	14.11.2024	1.12	Re-elect Mr. William G. Parrett	S'ABSTENIR	83.5%
Oracle	14.11.2024	1.6	Re-elect Mr. George H. Conrades	S'ABSTENIR	89.6%
Medtronic	17.10.2024	2	To ratify, in a non-binding vote, the re-appointment of PricewaterhouseCoopers as auditor and auditor's remuneration (binding vote)	CONTRE	90.4%

### 3.5 Résolutions d'actionnaires

Société	Date AG	No.	Résolution	Ethos	Résultat
Aquafil	10.10.2024	E.1.2	Proposal submitted by the controlling shareholder Aquafin Holding to amend the authorization to increase the share capital	CONTRE	99.5%
Lenzing	10.10.2024	2.b	Shareholder resolution: elect Carlos Anibal de Almeida Junior	CONTRE	81.2%
Lenzing	10.10.2024	2.a	Shareholder resolution: elect Marcelo Feriozzi Bacci	CONTRE	81.2%
Lenzing	10.10.2024	1	Shareholder resolution: amend articles of association regarding elections to the Supervisory Board	POUR	77.6%
Lenzing	10.10.2024	2.c	Shareholder resolution: elect Dr. Markus Fürst	CONTRE	77.4%
Microsoft	10.12.2024	9	Shareholder resolution: report on AI data sourcing accountability	CONTRE	36.2%
Microsoft	10.12.2024	6	Shareholder resolution: report on risks of operating in countries with significant human rights concerns	POUR	32.0%
Microsoft	10.12.2024	8	Shareholder resolution: report on risks related to AI-generated misinformation and disinformation	POUR	18.7%
Microsoft	10.12.2024	4	Shareholder resolution: report on risks of weapons development	POUR	15.3%
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	POUR	9.7%
Westpac Banking	13.12.2024	6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	POUR	6.6%
Oracle	14.11.2024	4	Shareholder resolution: report on climate risks to retirement plan beneficiaries	POUR	5.3%
Woolworths	31.10.2024	6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	POUR	3.2%
Microsoft	10.12.2024	5	Shareholder resolution: assess and report on investing in bitcoin	CONTRE	0.5%

## 4 Analyses par société

Adyen

23.10.2024

AGE

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Elect Mr. Tom Adams as member of the executive board	POUR	POUR	✓ 99.3%
3.	Any other business and closing of the meeting	SANS VOTE	SANS VOTE	



No.	Ordre du jour	Board	Ethos	Résultat
1	Opening of meeting	SANS VOTE	SANS VOTE	
2	Notification of the intended appointment of Mr. Otto Krap as member of the executive board	SANS VOTE	SANS VOTE	
3	Closing of meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
Ordinary Agenda				
O.1	Ratification of the appointment of Mr. Roberto Siagri as non-executive director	POUR	POUR	✓ 100.0%
Extraordinary Agenda				
E.1.1	Authorization to increase the share capital for a maximum amount of EUR 40 million, including any share premium, through a rights issue	POUR	POUR	✗ 4.5%
E.1.2	Proposal submitted by the controlling shareholder Aquafin Holding to amend the authorization to increase the share capital	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. ✓ 99.5%
E.2	Authorization to increase the share capital for a maximum amount of EUR 40 million, including any share premium, without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. ✓ 98.9%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1.a	Re-elect Mr. Wesley G. Bush	POUR	POUR	✓ 95.8%	
1.b	Re-elect Mr. Michael D. Capellas	POUR	● CONTRE	Non independent lead director, which is not best practice.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.6%
1.c	Re-elect Mr. Mark S. Garrett	POUR	POUR	✓ 95.8%	
1.d	Re-elect Mr. John D. Harris II	POUR	POUR	✓ 95.5%	
1.e	Re-elect Dr. Kristina M. Johnson	POUR	POUR	✓ 94.3%	
1.f	Re-elect Ms. Sarah Rae Murphy	POUR	POUR	✓ 99.7%	
1.g	Re-elect Mr. Charles H. Robbins	POUR	● CONTRE	Combined chair and CEO.	✓ 91.6%
1.h	Re-elect Mr. Daniel H. Schulman	POUR	POUR	✓ 96.8%	
1.i	Re-elect Ms. Marianna Tessel	POUR	POUR	✓ 99.7%	
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 77.1%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 92.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approve the interim balance sheet as of 30 September 2024	POUR	POUR	✓ 100.0%
2	Approve the distribution of dividend	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approve share issuance in connection with the acquisition of DS Smith	POUR	POUR	✓ 99.7%
2	To approve the adjournment proposal	POUR	● CONTRE	When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result. ✓ 79.7%

No.	Ordre du jour	Board	Ethos		Résultat
1	Shareholder resolution: amend articles of association regarding elections to the Supervisory Board	PAS DE RECOMMA ND.	● POUR	The proposal aims at improving the company's corporate governance.	✓ 77.6%
2	Elections to the Supervisory Board				
2.a	Shareholder resolution: elect Marcelo Feriozzi Bacci	PAS DE RECOMMA ND.	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.  Concerns over the director's time commitments.	✓ 81.2%
2.b	Shareholder resolution: elect Carlos Aníbal de Almeida Junior	PAS DE RECOMMA ND.	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 81.2%
2.c	Shareholder resolution: elect Dr. Markus Fürst	PAS DE RECOMMA ND.	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 77.4%

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

No.	Ordre du jour	Board	Ethos	Résultat
	Election of directors			
1	Re-elect Ms. Tania Simpson	POUR	POUR	✓ 98.3%



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

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

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

No.	Ordre du jour	Board	Ethos		Résultat
2	Election of the auditor	POUR	POUR		✓ 99.0%
3	Advisory vote on the remuneration report	POUR	● CONTRE	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.5%
4	Grant of equity to the incoming CEO	POUR	● CONTRE	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 97.7%
5	Election of directors				
5.a	Re-elect Ms. Nerida Caesar	POUR	POUR		✓ 99.7%
5.b	Re-elect Ms. Margaret L. Seale	POUR	POUR		✓ 94.2%
5.c	Elect Mr. Andy Maguire	POUR	POUR		✓ 99.6%
6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	CONTRE	● POUR	The proposal aims at improving shareholder rights.	✗ 6.6%
6.b	Shareholder resolution: approve transition plan assessments	RETIRÉE	● POUR	As ITEM 6.a was rejected by shareholders, ITEM 6.b was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:  The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	–

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
	Election of the supervisory board			
2.	Elect Ms. Anjana Harve	POUR	POUR	✓ 97.9%
3.	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
2	Advisory vote on the remuneration report	POUR	POUR	✓ 96.5%
3	Election of directors			
3.a	Re-elect Ms. Maxine Brenner	POUR	POUR	✓ 82.5%
3.b	Re-elect Mr. Philip W. Chronican	POUR	POUR	✓ 97.4%
4	Grant of performance shares to Amanda Bardwell (CEO)	POUR	POUR	✓ 97.4%
5	Approve conditional spill resolution	RETIRÉE	● POUR	<p>As ITEM 2 obtained more than 75% of approval by shareholders, ITEM 5 was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:</p> <p>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).</p>
6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	CONTRE	● POUR	<p>The proposal aims at improving shareholder rights.</p> <p>✗ 3.2%</p>
6.b	Shareholder resolution: farmed seafood reporting	RETIRÉE	● POUR	<p>As ITEM 6.a was rejected by shareholders, ITEM 6.b was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:</p> <p>Enhanced disclosure on environmental issues.</p>
6.c	Shareholder resolution: farmed salmon sourcing	RETIRÉE	● POUR	<p>As ITEM 6.a was rejected by shareholders, ITEM 6.c was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:</p> <p>This proposal supports the protection of biodiversity.</p>

## Disclaimer

Les analyses d'assemblées générales et les positions de vote reposent sur les lignes directrices de vote d'Ethos. Les assemblées générales européennes (non suisses) ont été réalisées en partie par des partenaires locaux. Ethos procède à une vérification systématique des recommandations de vote de ses partenaires afin d'assurer que l'ensemble des analyses et des recommandations de vote sont conformes à ses lignes directrices de vote. Les données ont été recueillies auprès de sources accessibles aux investisseurs et au public en général, par exemple les rapports de sociétés et les sites internet, ainsi que d'informations communiquées lors de contacts directs avec les sociétés. Malgré des vérifications multiples, l'information ne peut être certifiée exacte. Ethos ne prend aucune responsabilité sur l'exactitude des informations publiées.