

2023

Ethos Funds

General meetings of companies outside Switzerland

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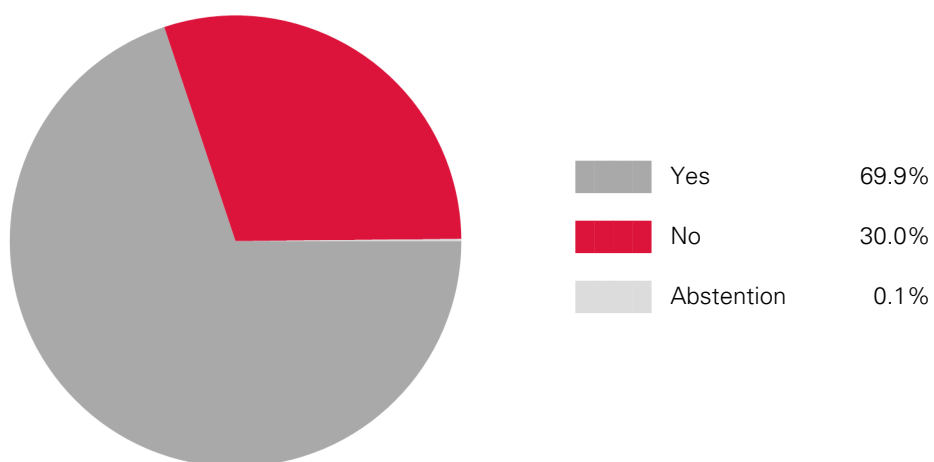
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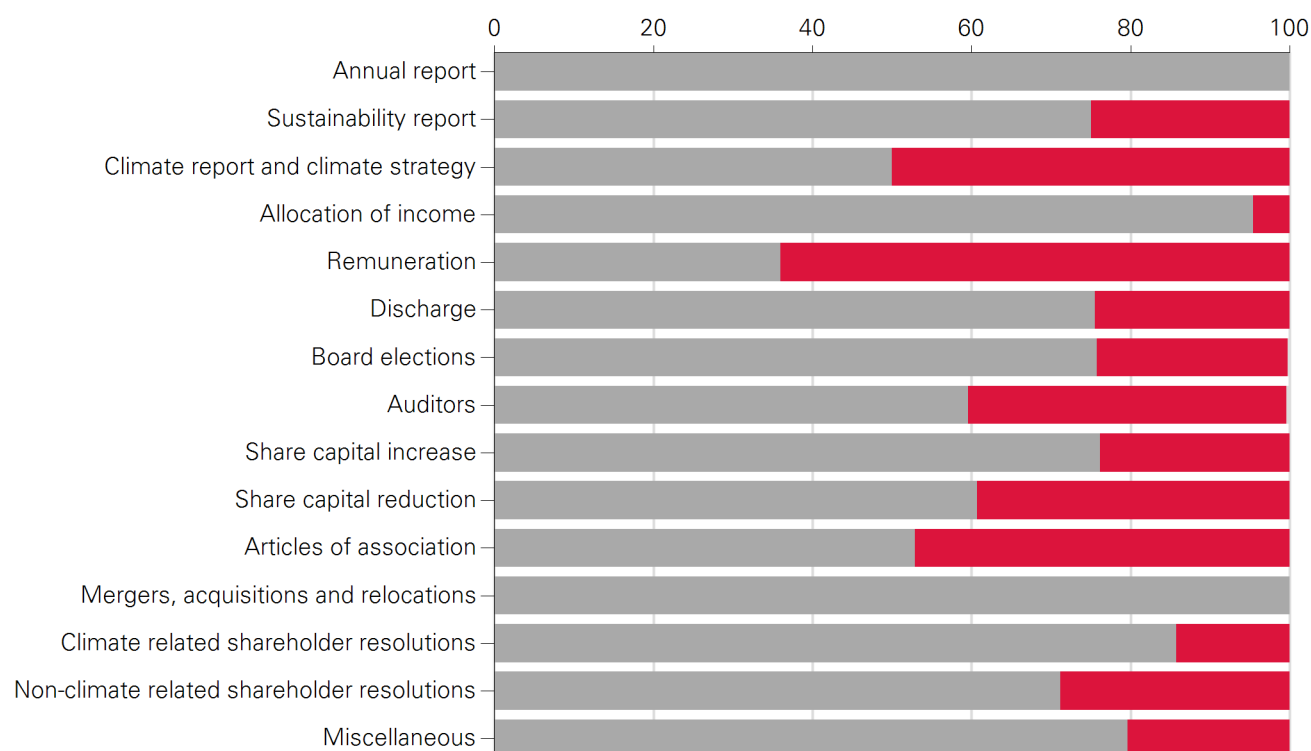
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	216	3331	2332	993	6
Extraordinary general meetings	13	39	20	19	0
Annual and extraordinary general meetings	26	635	447	188	0
Total	255	4005	2799	1200	6

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



	■ Proposals approved		■ Proposals refused		■ Abstain		Number of proposals
Annual report	118	100.0%	0	0.0%	0	0.0%	118
Sustainability report	3	75.0%	1	25.0%	0	0.0%	4
Climate report and climate strategy	1	50.0%	1	50.0%	0	0.0%	2
Allocation of income	103	95.4%	5	4.6%	0	0.0%	108
Remuneration	192	36.0%	342	64.0%	0	0.0%	534
Discharge	182	75.5%	59	24.5%	0	0.0%	241
Board elections	1450	75.7%	460	24.0%	5	0.3%	1915
Auditors	146	59.6%	98	40.0%	1	0.4%	245
Share capital increase	214	76.2%	67	23.8%	0	0.0%	281
Share capital reduction	74	60.7%	48	39.3%	0	0.0%	122
Articles of association	37	52.9%	33	47.1%	0	0.0%	70
Mergers, acquisitions and relocations	4	100.0%	0	0.0%	0	0.0%	4
Climate related shareholder resolutions	12	85.7%	2	14.3%	0	0.0%	14
Non-climate related shareholder resolutions	111	71.2%	45	28.8%	0	0.0%	156
Miscellaneous	152	79.6%	39	20.4%	0	0.0%	191

2 Overview of the voting recommendations

Type of General Meeting (Type)

AGM	Annual general meetings
EGM	Extraordinary general meetings
MIX	Annual and extraordinary general meetings

Votings

✓	For
○	Partly for
✗	Oppose
✗	Abstain

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	Allocation of income	Remuneration	Discharge	Board elections	Auditors	Share capital increase	Share capital reduction	Articles of association	Mergers, acquisitions and relocations	Climate related shareholder resolutions	Non-climate related shareholder resolutions	Miscellaneous
3i	29.06.2023	AGM	✓			✓	✗		○	✓	✓	✓					○
Adobe	20.04.2023	AGM					✗		○	✗						✓	
Advanced Micro Devices	18.05.2023	AGM					✗		○	✗							
Advantest	27.06.2023	AGM							○								✓
Adyen	11.05.2023	AGM	✓				✓	✓	✓	✓	✓	✗	✓				✓
AFLAC	01.05.2023	AGM					✗		○	✗							
Ahold Delhaize	12.04.2023	AGM	✓			✓	✗	✓	✓	✓	✓	✓					✓
	05.07.2023	EGM															✓
AIA Group	18.05.2023	AGM	✓			✓	✗		✗	✓	✓	✗					
Alfen	19.09.2023	EGM							✓								
Ally Financial	03.05.2023	AGM					✗		○	✗							
Alstom	11.07.2023	MIX	✓			✓	○		○		○	○					✓
American Express Company	02.05.2023	AGM					✗		○	✓						✓	
American International Group	10.05.2023	AGM					✗		○	✗						✓	
American Water Works	10.05.2023	AGM					✗		○	✗						✓	
Ameriprise Financial	26.04.2023	AGM					✗		○	✓							
Amgen	19.05.2023	AGM					✗		○	✗							
Amundi	12.05.2023	MIX	✓		✗	✓	✓		○		○	○					✓
Anglo American	26.04.2023	AGM	✓			✓	✗		○	✓	✓	✗					✗
Aon	16.06.2023	AGM					✗		○	✗							✓

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Apple	10.03.2023	AGM					✗		🟡	✔️						🟡	
Aquafil	27.04.2023	AGM	✔️			✔️	🟡		✔️								
Arcadis	12.05.2023	AGM	✔️			✔️	✔️	✔️	✔️	✔️	✔️	✔️					✔️
	13.12.2023	EGM							✔️								
Arch Capital Group	04.05.2023	AGM					🟡		🟡	✗							✔️
Ashtead Group	06.09.2023	AGM	✔️			✔️	✗		🟡	✔️	✔️	✔️					✗
ASML	26.04.2023	AGM	✔️			✔️	🟡	✔️	✔️	✔️	✔️	✔️					
AstraZeneca	27.04.2023	AGM	✔️			✗	✗		🟡	✔️	✔️	✗	✗				✗
AT&T	18.05.2023	AGM					✗		✔️	✗						🟡	
Australia & New Zealand Banking	21.12.2023	AGM					✗		✔️								
Automatic Data Processing	08.11.2023	AGM					✗		🟡	✗							
Autozone	20.12.2023	AGM					✗		🟡	✗							
Bath & Body Works	08.06.2023	AGM					✗		🟡	✗							✗
Baxter	02.05.2023	AGM					✗		🟡	✗							✔️
BBVA	17.03.2023	AGM	✔️	✔️		✔️	✗	✔️	✔️			✔️					✔️
Becton Dickinson	24.01.2023	AGM					✗		🟡	✗							✔️
Befesa	15.06.2023	AGM	✔️			✔️	🟡	✔️		✔️							
bioMérieux	23.05.2023	MIX	✔️			✔️	✔️	✔️	✔️	✔️	🟡	🟡					✔️
BMW	11.05.2023	AGM				✔️	✗	🟡	✔️	✔️				🟡			
BNP Paribas	16.05.2023	MIX	✔️			✔️	🟡		🟡		🟡	✗	✗				✔️
Booking Holdings	06.06.2023	AGM					✗		✔️	✗							✔️
Bouygues	27.04.2023	MIX	✔️			✔️	🟡		🟡		🟡	🟡					🟡
Brenntag	15.06.2023	AGM				✔️	🟡	✔️	✔️	✔️			🟡				✗
Bristol-Myers Squibb	02.05.2023	AGM					✗		🟡	✗							🟡
BT Group	13.07.2023	AGM	✔️			✔️	✗		🟡	✔️	✔️	✔️					🟡
Burberry	12.07.2023	AGM	✔️			✔️	✗		🟡	✔️	✔️	✗					🟡
C.H. Robinson Worldwide	04.05.2023	AGM					✗		✔️	✗							
Cadence Design Systems	04.05.2023	AGM					✗		🟡	✔️							✗
Canon	30.03.2023	AGM				✔️	✔️		🟡								✔️
Carrefour	26.05.2023	MIX	✔️	✔️	✔️	✔️	🟡		🟡	✔️	🟡	🟡					✔️

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CBRE Group	17.05.2023	AGM					✗		✓	✓						✗	
Church & Dwight	27.04.2023	AGM					⦿		⦿	✗						✓	
Cigna	26.04.2023	AGM					✗		⦿	✗			✓			✓	
Cisco Systems	06.12.2023	AGM					✗		⦿	✗						✓	
CME Group	04.05.2023	AGM					✗		⦿	✗							
CNH Industrial	14.04.2023	AGM	✓			✓	✗	✓	⦿	✓	⦿	✓					
Cognizant Technology Solutions	06.06.2023	AGM					⦿		⦿	✗						✓	
Colgate-Palmolive	12.05.2023	AGM					✗		⦿	✗						⦿	
Commerzbank	31.05.2023	AGM				✓	✗	✓	⦿	✓	⦿		⦿				
Compass Group	09.02.2023	AGM	✓			✓	✗		⦿	✓	✓	✓					⦿
Corbion	17.05.2023	AGM	✓			✓	✓	✓	⦿	✓	⦿	✓					✓
Corticeira Amorim	28.04.2023	AGM	✓	✓		✓	✓	✓			✓	✓					⦿
	04.12.2023	EGM	✓			✓											
CSL	11.10.2023	AGM					✗		✓	✓							
Cummins	09.05.2023	AGM					⦿		⦿	✓						✓	
CVS Health	18.05.2023	AGM					✗		⦿	✓						⦿	
Daiichi Sankyo	19.06.2023	AGM				✓	✗		⦿								✓
Deere & Co.	22.02.2023	AGM					✗		⦿	✗						✓	
Dell Technologies	20.06.2023	AGM					✗		⦿	✗							
Diageo	28.09.2023	AGM	✓			✓	⦿		✓	✓	✓	✗	✓				⦿
Discover Financial	11.05.2023	AGM					✗		⦿	✓							
Dollar General	31.05.2023	AGM					✗		⦿	✗						⦿	
Dollarama	07.06.2023	AGM					✗		⦿	✓					✓	✓	
Dropbox	18.05.2023	AGM					✗		⦿	✓							
DSM Firmenich	23.01.2023	EGM						✓						✓			
E.ON	17.05.2023	AGM				✓	✗	✓	⦿	✓			⦿				
Edenred	11.05.2023	MIX	✓			✓	⦿				✗	✓					✓
Electrolux Professional	26.04.2023	AGM	✓			✓	⦿	✗	✓	✓	✓						✓
Eli Lilly	01.05.2023	AGM					✗		⦿	✗			✓			⦿	
Elis	25.05.2023	MIX	✓			✓	⦿		⦿		⦿	⦿				✓	⦿
Eni	10.05.2023	MIX	✓			✓	⦿		✓			✗				✗	✓

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Equinix	25.05.2023	AGM					✗		🟡	✗						✓	
Ericsson	29.03.2023	AGM	✓			✓	🟡	✓	🟡	✓							✓
Essity	29.03.2023	AGM	✓			✓	✓	✓	🟡	✓	✓	✓					✓
Everest Group	17.05.2023	AGM					✗		🟡	✗			✓				
Expeditors	02.05.2023	AGM					✗		✓	✗						✓	
Extra Space Storage	18.07.2023	EGM												✓			✗
FedEx Corporation	21.09.2023	AGM					✗		🟡	✗					✓	✓	
Ferguson	28.11.2023	AGM	✓				✗		✓	✓	✓	✓	✓				
Fidelity National Information Services	24.05.2023	AGM					✗		🟡	✓							
Ford Motors	11.05.2023	AGM					✗		🟡	✗						🟡	
Fresenius Medical Care AG & Co. KGaA	16.05.2023	AGM	✓			✓	✗	🟡		✓			✗				
	14.07.2023	EGM							🟡	✓							✓
Fresenius SE & Co. KGaA	17.05.2023	AGM	✓			✓	✗	✓		✓			🟡				
Fujifilm Holdings	29.06.2023	AGM				✓			✓				✓				✓
Galp Energia, SGPS, S.A.	03.05.2023	AGM	✓			✓	✓	✓	🟡			🟡	✓				🟡
GEA Group	27.04.2023	AGM				✓	✓	✓	✓	✗		✓	🟡				
General Motors	20.06.2023	AGM					✗		🟡	✓					✓	✗	
Genmab	29.03.2023	AGM	✓			✗	✗		🟡	✗		✗					✓
Genuine Parts	01.05.2023	AGM					✗		🟡	✗							
Gilead Sciences	03.05.2023	AGM					🟡		🟡	✗						🟡	
GoDaddy	07.06.2023	AGM					✗		✓	✓							
Goodman Group	14.11.2023	AGM					✗		🟡	✓							
Grainger	26.04.2023	AGM					✗		🟡	✓							
Hang Seng Bank	04.05.2023	AGM							🟡	✓	✓	✓	✗				✓
HelloFresh	12.05.2023	AGM				✓	✗	✓	🟡	✓			🟡				
Hennes & Mauritz	04.05.2023	AGM	✓			✓	✓	✗	🟡	✓		✓				✓	✓
Hera	27.04.2023	AGM	✓			✓	✗		✓			✓					🟡
Hermes International	20.04.2023	MIX	✓			✓	🟡	✓	🟡	🟡	🟡	✓					✓
Hewlett Packard Enterprise	05.04.2023	AGM					✗		🟡	✓						✓	
Hilton Worldwide	18.05.2023	AGM					✗		🟡	✗							

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Hologic	09.03.2023	AGM					🟡		🟡	✗							
Home Depot	18.05.2023	AGM					✗		🟡	✗						🟡	
Honda Motor	21.06.2023	AGM							🟡								
Hong Kong Exchange & Clearing	26.04.2023	AGM	✔						✔	✔	✔	✔					
HP	24.04.2023	AGM					✗		🟡	✗						✔	
HubSpot	06.06.2023	AGM					✗		🟡	✔							
Humana Inc.	20.04.2023	AGM					✗		🟡	✗							
Iberdrola	28.04.2023	AGM	✔	✗		✔	✗	✔	🟡		✔	✔	✔				✔
IBM	25.04.2023	AGM					✗		🟡	✗						🟡	
Idexx Laboratories	17.05.2023	AGM					✗		✔	✗							
Inditex	11.07.2023	AGM	✔	✔		✔	🟡	✔	🟡		✔						✔
Insulet	23.05.2023	AGM					✗		✔	✔							
Intel	11.05.2023	AGM					✗		🟡	✗						🟡	
Intercontinental Hotels Group	05.05.2023	AGM	✔			✔	✗		🟡	✔	✔	✔					🟡
Investor AB	03.05.2023	AGM	✔			✔	🟡	✗	🟡	✔	✔	✔					✔
Japan Exchange	16.06.2023	AGM							🟡				✗				
Jerónimo Martins, SGPS, S.A.	20.04.2023	AGM	✔			✔	✗	✔		✔							
Johnson Controls	08.03.2023	AGM					✗		🟡	🟡	✔	✔					✔
Juniper Networks	10.05.2023	AGM					✗		🟡	✗							
Kingspan Group	28.04.2023	AGM	✔			✗	🟡		🟡	✔	✔	✗					✗
	20.07.2023	EGM											✔				
KION Group	17.05.2023	AGM				✔	✗	🟡	✔	✔			✗				
Kone	28.02.2023	AGM	✔			✔	🟡	✔	🟡	✔	✔	✔	✗				
Koninklijke Philips	09.05.2023	AGM	✔			✔	✔	✗	✔	✔	✔	✗					✔
Kroger	22.06.2023	AGM					✗		🟡	✗				✔	🟡		
Laboratory Corporation of America	11.05.2023	AGM					✗		🟡	✔					✔		
Lam Research	07.11.2023	AGM					✗		🟡	✗							
Lennox International	18.05.2023	AGM					✗		🟡	✗							
Lenzing	19.04.2023	AGM					✗	✔	🟡	✔	✗						
Liberty Global	14.06.2023	AGM					✗		✗	🟡	🟡	✗					✗

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Liberty Global	13.07.2023	EGM									✗	✗	✗				✗
Link REIT	19.07.2023	AGM							✓			✓					
London Stock Exchange	27.04.2023	AGM	✓			✓	✗		✓	✓	✓	✗					🟡
L'Oréal	21.04.2023	MIX	✓			✓	🟡		🟡		✓	✓					✓
Lowe's Companies	26.05.2023	AGM					✗		🟡	✗						✓	
LPL Financial	11.05.2023	AGM					✗		🟡	✗							
LVMH	20.04.2023	MIX	✓			✓	🟡		🟡		🟡	✓					✗
Marketaxess Holdings	07.06.2023	AGM					✗		🟡	✗							
Mastercard	27.06.2023	AGM					🟡		🟡	✗						🟡	
Mazda Motor	27.06.2023	AGM				✓	✗		🟡								
Medtronic	19.10.2023	AGM					✗		🟡	✗	✓	✗					
Mercedes-Benz Group	03.05.2023	AGM				✓	✗	✓	✗	✓	✗		🟡				
Merck	23.05.2023	AGM					✗		🟡	✗						🟡	
Mettler Toledo International (MT)	04.05.2023	AGM					✗		🟡	✓							
Microchip Technology	22.08.2023	AGM					🟡		🟡	✗						✓	
Micron Technology	12.01.2023	AGM					✗		🟡	✗							
Microsoft	07.12.2023	AGM					✗		🟡	✗					✓	🟡	
MIPS	10.05.2023	AGM	✓			✓	✓	✓	🟡	✓	✓	✓					✓
Molson Coors	17.05.2023	AGM					✗		🟡								
Moodys	18.04.2023	AGM					✗		✓	✓							
Motorola Solutions	16.05.2023	AGM					✗		🟡	✓							
Munich Re	05.05.2023	AGM				✓	✗	✓		✗			🟡				
Munters Group	17.05.2023	AGM	✓			✓	🟡	✗	🟡	✗	✓						✓
National Australia Bank	15.12.2023	AGM					🟡		🟡						✓	✓	
National Grid	10.07.2023	AGM	✓			✓	✗		✓	✓	✓	✗					✗
NatWest Group	25.04.2023	AGM	✓			✓	✗		✓	✓	🟡	🟡					🟡
NEC Corp.	22.06.2023	AGM							🟡				✓				
Neste	28.03.2023	AGM	✓			✓	✓	✓	✓	✓	✓	✓	✗				
Neurocrine Biosciences	17.05.2023	AGM					✗		🟡	✗							
Newmont Corporation	26.04.2023	AGM					✗		🟡	✓							
	11.10.2023	EGM									✗			✓			✗

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	Allocation of income	Remuneration	Discharge	Board elections	Auditors	Share capital increase	Share capital reduction	Articles of association	Mergers, acquisitions and relocations	Climate related shareholder resolutions	Non-climate related shareholder resolutions	Miscellaneous
Nexans	11.05.2023	MIX	✓			✓	✓		○		○	○					○
Next	18.05.2023	AGM	✓			✓	✗		○	✓	✓	✗					✗
Nike	12.09.2023	AGM					✗		○	✗						✓	
Novo Nordisk	23.03.2023	AGM	✓			✓	○		○	✓	✓	✓				✗	
Nvidia	22.06.2023	AGM					✗		○	✓							
Oracle	15.11.2023	AGM					✗		○	✗						✓	
Orsted	07.03.2023	AGM	✓			✓	✓	✓	○	✓							✓
Owens Corning	20.04.2023	AGM					✗		○	✗			✓				
Paccar	25.04.2023	AGM					✗		○	✗					✓	✓	
Palo Alto Networks	12.12.2023	AGM					✗		○	✓						✓	
Pandora	16.03.2023	AGM	✓			✓	✓	✓	✓	✓		✓					✓
Paramount Global	08.05.2023	AGM					✗		○	✗						✓	
Paychex	12.10.2023	AGM					✗		○	✓							
Pearson	28.04.2023	AGM	✓			✓	✗		✓	✓	✓	✗					✗
PepsiCo	03.05.2023	AGM					✗		○	✗					✗	○	
Pernod Ricard	10.11.2023	AGM	✓			✓	✓		✓	✓	○	○					✓
Pfizer	27.04.2023	AGM					✗		○	✗						✓	
Principal Financial Group	16.05.2023	AGM					✗		○	✗							
Progressive Corp	12.05.2023	AGM					✗		○	✗							
Prudential Financial	09.05.2023	AGM					✗		○	✗						✓	
Prysmian	19.04.2023	MIX	✓			✓	○				✓	✓					
PTC	16.02.2023	AGM					○		○	✗							
Publicis Groupe	31.05.2023	MIX	✓			✓	○		✓	✓	✓	✓					✓
Qualcomm	08.03.2023	AGM					✗		○	✗							
Quest Diagnostics	17.05.2023	AGM					✗		○	✗					✓		
Raiffeisen Bank International	30.03.2023	AGM				✓	✗	○	✓	✓							
	21.11.2023	EGM				✓			✗				✗				
Reckitt Benckiser	03.05.2023	AGM	✓			✗	✗		✓	✓	✓	✗					○
Recruit Holdings	26.06.2023	AGM					✗		○								✓
Regeneron Pharmaceutical	09.06.2023	AGM					✗		○	✗						✓	
Renault	11.05.2023	MIX	✓			✓	○		○			○					○

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	Allocation of income	Remuneration	Discharge	Board elections	Auditors	Share capital increase	Share capital reduction	Articles of association	Mergers, acquisitions and relocations	Climate related shareholder resolutions	Non-climate related shareholder resolutions	Miscellaneous
Rexel	20.04.2023	MIX	✓			✓	⦿		✓		⦿	✓	✓				✓
Rohm	27.06.2023	AGM				✓			⦿							✗	
Ross Stores	17.05.2023	AGM					✗		⦿	✗							
S&P Global	03.05.2023	AGM					✗		✓	✗							
Sanofi	25.05.2023	MIX	✓			✓	⦿		✓	✗	⦿	✓	✓				✓
Scor	25.05.2023	MIX	✓			✓	⦿		⦿		⦿	⦿					✓
SEI Investments	31.05.2023	AGM					✗		✗	✓							
Seiko Epson	27.06.2023	AGM				✓	✓		⦿				✓				
Shiseido	24.03.2023	AGM				✓	✗		⦿								✓
Singapore Telecommunications	28.07.2023	AGM	✓			✓	⦿		⦿	✓	✗	✓					✓
Société Générale	23.05.2023	MIX	✓			✓	⦿		⦿		✓	✗	✓				✓
Softbank Corp	20.06.2023	AGM							⦿				✗				✓
SolarEdge Technologies	01.06.2023	AGM					✗		✓	✓			⦿				✓
SPIE	10.05.2023	MIX	✓			✓	✓		✓	✓	✓	✓					✓
Starbucks	23.03.2023	AGM					✗		⦿	✗					✗	⦿	
STMicroelectronics	24.05.2023	AGM	✓			✗	✗	✓	⦿		✓	✓					
Stora Enso	16.03.2023	AGM	✓			✓	⦿	✓	✓	✓	✓	✓	✗				
Symrise	10.05.2023	AGM				✓	✓	✓	✓	✗							
Synchrony Financial	18.05.2023	AGM					✗		✓	✓							
T Rowe Price Group	09.05.2023	AGM					⦿		✓	✗							
Takeda Pharmaceutical	28.06.2023	AGM				✓	✓		⦿								
Target	14.06.2023	AGM					✗		⦿	✗							✓
Teleperformance	13.04.2023	MIX	✓			✓	⦿		⦿	⦿	✓	⦿					✓
Tesco	16.06.2023	AGM	✓			✓	✗		✓	✓	✓	✗					⦿
The Hershey Company	16.05.2023	AGM					✗		⦿	✓						✓	
Thule Group	27.04.2023	AGM	✓			✓	⦿	✓	⦿	✓							✓
Tomra Systems	27.04.2023	AGM	✓				✓		✓	✗	✓	✓	✓				⦿
Trane Technologies	01.06.2023	AGM					✗		⦿	✗	⦿						✓
Transurban Group	19.10.2023	AGM					⦿		✓								
UniCredit	27.10.2023	EGM										✗	✓				
Unilever	03.05.2023	AGM	✓				✗		⦿	✓	✓	✓					⦿

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	Allocation of income	Remuneration	Discharge	Board elections	Auditors	Share capital increase	Share capital reduction	Articles of association	Mergers, acquisitions and relocations	Climate related shareholder resolutions	Non-climate related shareholder resolutions	Miscellaneous
United Parcel Service	04.05.2023	AGM					✗		○	✗					✓	○	
United Rentals	04.05.2023	AGM					✗		○	✗			✓			✓	
UPM Kymmene	12.04.2023	AGM	✓			✓	○	✓	✓	○	✓	✓	✗				✓
V.F.	25.07.2023	AGM					✗		○	✗							
Veolia Environnement	27.04.2023	MIX	✓			✓	○		○	✗	✓	✓	✗				✓
Verallia	25.04.2023	MIX	✓			✓	○		✓		○	✓					✓
Verizon Communications	11.05.2023	AGM					✗		○	✗						○	
Vertex Pharmaceuticals	17.05.2023	AGM					✗		○	✗							
Vinci	13.04.2023	MIX	✓			✓	○		○		○	✓					✓
Visa	24.01.2023	AGM					✗		○	✓						✓	
Vivendi	24.04.2023	MIX	✓			✓	○		✓	✓	✓	✗					✓
Vodafone	25.07.2023	AGM	✓			✓	✗		✓	✓	✓	✓					○
Walgreens Boots Alliance	26.01.2023	AGM					✗		○	✗						○	
Wesfarmers	26.10.2023	AGM					✓		○								
Whirlpool	18.04.2023	AGM					✗		○	✗							
Wienerberger	05.05.2023	AGM				✓	✗	✓	✓	✓							
Wolters Kluwer	10.05.2023	AGM	✓			✓	✗	✓	✓	✓	✓	✗					
Woolworths	26.10.2023	AGM					✓		✓								
Xylem	11.05.2023	EGM												✓			✗
	18.05.2023	AGM					✗		○	✓						✗	
Yum! Brands	18.05.2023	AGM					✗		○	✗						○	

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals*	Available results*	Average approval rate*
Annual report	118	109	99.5%
Sustainability report	4	4	99.7%
Climate report and climate strategy	2	2	95.8%
Allocation of income	108	97	99.7%
Remuneration	534	495	90.2%
Discharge	241	138	96.8%
Board elections	1826	1704	96.0%
Auditors	241	219	97.1%
Share capital increase	281	274	94.4%
Share capital reduction	122	116	98.2%
Articles of association	70	63	93.0%
Mergers, acquisitions and relocations	4	4	96.9%
Climate related shareholder resolutions	14	13	21.0%
Non-climate related shareholder resolutions	156	147	21.9%
Miscellaneous	189	154	97.7%
All topics	3910	3539	92.1%

#Error

3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
UPM Kymmene	12.04.2023	19.	Amendment of the Articles of Association: virtual meetings (article 10)	OPPOSE	
National Australia Bank	15.12.2023	1.f	Elect an external nominee Mr. Stephen Mayne	OPPOSE	1.3%
Hera	27.04.2023	8.2	Slate of nominees submitted by Gruppo Società Gas Rimini SpA	DO NOT VOTE	8.2%
HelloFresh	12.05.2023	8	Amend Articles: Term of office of Supervisory Board members (Article 8 (2))	OPPOSE	18.7%
Befesa	15.06.2023	8.	Approve remuneration report	OPPOSE	22.1%
Koninklijke Philips	09.05.2023	2e.	Discharge of executive board	OPPOSE	23.6%
CME Group	04.05.2023	3.	Advisory vote on executive remuneration	OPPOSE	32.1%
American International Group	10.05.2023	2	Advisory vote on executive remuneration	OPPOSE	32.4%
HelloFresh	12.05.2023	7	Approve Remuneration Report	OPPOSE	36.9%
Palo Alto Networks	12.12.2023	3	Advisory vote on executive remuneration	OPPOSE	37.9%
Unilever	03.05.2023	2	Advisory vote on directors' remuneration report	OPPOSE	42.0%
Owens Corning	20.04.2023	6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	FOR	71.6%

3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos
Cigna	26.04.2023	7	Shareholder resolution: Disclose political contributions	FOR
Equinix	25.05.2023	1c.	Re-elect Mr. Ron Guerrier	FOR
National Australia Bank	15.12.2023	5.b	Shareholder resolution: Transition plan assessments	FOR
Paramount Global	08.05.2023	6	Shareholder resolution: Disclose political contributions	FOR
Tesco	16.06.2023	5	Re-elect Mr. John Allan	WITHDRAWN
Veolia Environnement	27.04.2023	22	Amend articles of association: Company purpose	OPPOSE
Vinci	13.04.2023	8	Election of Ms. Agnès Daney de Marcillac	FOR
Vinci	13.04.2023	9	Election of Mr. Ronald Kouwenhoven	OPPOSE
Xylem	11.05.2023	2	Approve the adjournment of the special meeting to solicit additional proxies	OPPOSE
Yum! Brands	18.05.2023	7.	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	OPPOSE
Yum! Brands	18.05.2023	8.	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	FOR

3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
Befesa	15.06.2023	7.	Approve (executive) remuneration policy	OPPOSE	50.0%
Canon	30.03.2023	2.1	Re-elect Mr. Fujio Mitarai	OPPOSE	50.7%
Ally Financial	03.05.2023	2	Advisory vote on executive remuneration	OPPOSE	51.7%
Pearson	28.04.2023	12	Binding vote on directors' remuneration policy	OPPOSE	53.6%
Scor	25.05.2023	21	Re-elect Ms. Fields Wicker-Miurin	FOR	53.7%
American Express Company	02.05.2023	3.	Advisory vote on executive remuneration	OPPOSE	54.2%
CME Group	04.05.2023	1d.	Re-elect Mr. Charles P. Carey	OPPOSE	54.5%
Prysmian	19.04.2023	O.6	Advisory vote on the remuneration paid in FY 2022	FOR	56.4%
Carrefour	26.05.2023	10	Approve the remuneration policy of the Chairman and CEO	OPPOSE	56.8%
Scor	25.05.2023	15	Re-elect Mr. Augustin de Romanet	OPPOSE	57.7%

4 Detailed voting recommendations

3i 29.06.2023 **AGM**

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 100.0%
2	Directors' remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.2%
3	Directors' remuneration policy (binding vote)	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 95.1%
4	Non-executive directors' fees	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive.	✓ 99.8%
5	Final dividend	FOR	FOR		✓ 100.0%
Elections to the board of directors					
6	Re-elect Mr. Simon Borrows	FOR	FOR		✓ 99.4%
7	Re-elect Mr. Stephen Daintith	FOR	FOR		✓ 98.0%
8	Re-elect Ms. Jasi Halai	FOR	● OPPOSE	Executive director. The number of executives on the board exceeds market practice.	✓ 99.3%
9	Re-elect Mr. James Hatchley	FOR	FOR		✓ 99.2%
10	Re-elect Mr. David Hutchison	FOR	● OPPOSE	Non independent member of the remuneration committees which is not best UK market practice.	✓ 91.7%
11	Re-elect Ms. Lesley Knox OBE	FOR	FOR		✓ 98.0%
12	Re-elect Ms. Coline Lucille McConville	FOR	FOR		✓ 95.6%
13	Re-elect Mr. Peter McKellar	FOR	FOR		✓ 94.4%
14	Re-elect Ms. Alexandra Schaapveld	FOR	FOR		✓ 98.1%
15	Re-appoint KPMG as auditors	FOR	FOR		✓ 98.2%
16	Auditor's remuneration	FOR	FOR		✓ 99.9%
17	Political donations	FOR	FOR		✓ 98.3%
18	Authority to allot shares	FOR	FOR		✓ 93.7%
19	Disapplication of pre-emption rights	FOR	FOR		✓ 98.9%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 96.9%
21	Purchase of own shares	FOR	FOR		✓ 97.8%
22	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.5%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Dr. iur. Amy L. Banse	FOR	FOR		✓ 92.8%
1.b	Re-elect Mr. Brett Biggs	FOR	FOR		✓ 99.3%
1.c	Re-elect Ms. Melanie Boulden	FOR	FOR		✓ 97.4%
1.d	Re-elect Mr. Frank A. Calderoni	FOR	FOR		✓ 95.9%
1.e	Re-elect Ms. Laura B. Desmond	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.6%
1.f	Re-elect Mr. Shantanu Narayen	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.6%
1.g	Re-elect Mr. Spencer Neumann	FOR	FOR		✓ 99.3%
1.h	Re-elect Ms. Kathleen Oberg	FOR	FOR		✓ 96.9%
1.i	Re-elect Mr. Dheeraj Pandey	FOR	FOR		✓ 99.3%
1.j	Re-elect Mr. David A. Ricks	FOR	FOR		✓ 97.1%
1.k	Re-elect Mr. Daniel L. Rosensweig	FOR	FOR		✓ 96.0%
1.l	Re-elect Dr. John E. Warnock	FOR	● OPPOSE	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.	✓ 98.5%
2	To approve the amendment of the 2019 Equity Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines. An important part of the variable remuneration is based on continued employment only.	✓ 94.2%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.7%
4	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 88.2%
5	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.6%
6	Shareholder resolution: Eliminating discrimination through inclusive hiring	OPPOSE	● FOR	We support corporate policies that encourage social responsibility.	✗ 17.0%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Ms. Nora M. Denzel	FOR	FOR		✓ 98.4%
1b.	Re-elect Mr. Mark Durcan	FOR	FOR		✓ 97.6%
1c.	Re-elect Mr. Michael P. Gregoire	FOR	FOR		✓ 97.9%
1d.	Re-elect Mr. Joseph A. Householder	FOR	FOR		✓ 98.4%
1e.	Re-elect Mr. John W. Marren	FOR	FOR		✓ 99.4%
1f.	Re-elect Mr. Jon A. Olson	FOR	FOR		✓ 98.7%
1g.	Re-elect Dr. Lisa T. Su	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.1%
1h.	Re-elect Mr. Abhi Y. Talwalkar	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 85.0%
1i.	Re-elect Ms. Elizabeth W. Vanderslice	FOR	FOR		✓ 97.6%
2.	To approve 2023 Equity Incentive Plan	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.2%
3.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.0%
4.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 85.7%
5.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.5%

Item	Agenda	Board	Ethos		Result
1	Election of Directors with an Audit & Supervisory Committee				
1.1	Re-elect Mr. Yoshiaki Yoshida	FOR	● OPPOSE	Combined chairman and CEO.	✓ 98.0%
1.2	Re-elect Mr. Douglas Lefever	FOR	FOR		✓ 98.7%
1.3	Re-elect Mr. Koichi Tsukui	FOR	FOR		✓ 98.7%
1.4	Re-elect Mr. Toshimitsu Urabe	FOR	FOR		✓ 98.4%
1.5	Re-elect Mr. Nicholas Benes	FOR	FOR		✓ 99.3%
1.6	Elect Mr. Naoto Nishida	FOR	FOR		✓ 99.3%
2.1	Re-elect Mr. Yuichi Kurita	FOR	FOR		✓ 96.3%
2.2	Elect Ms. Tomoko Nakada	FOR	FOR		✓ 100.0%
3	Elect Mr. Nicholas Benes as a substitute audit and supervisory committee member	FOR	FOR		✓ 98.7%

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
2a.	Report of the executive - and supervisory board of the past financial year	NON-VOTING	NON-VOTING	
2b.	Adoption of the financial statements	FOR	FOR	✓ 96.9%
2c.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING	
2d.	Approve remuneration report	FOR	FOR	✓ 97.7%
2e.	Approve executive remuneration policy	FOR	FOR	✓ 97.8%
2f.	Approve remuneration of the supervisory board	FOR	FOR	✓ 99.7%
2g.	Approval of an increased cap on variable remuneration outside the European Economic Area to 200% of fixed remuneration	FOR	FOR	✓ 99.4%
3.	Discharge of executive board	FOR	FOR	✓ 98.9%
4.	Discharge of supervisory board	FOR	FOR	✓ 98.9%
5.	Re-elect Mr. Ingo Uytdehaage as member of the executive board	FOR	FOR	✓ 100.0%
6.	Re-elect Ms. Mariëtte Swart as member of the executive board	FOR	FOR	✓ 100.0%
7.	Elect Ms. Brooke Nayden as member of the executive board	FOR	FOR	✓ 100.0%
8.	Elect Mr. Ethan Tandowsky as member of the executive board	FOR	FOR	✓ 100.0%
	Composition of the supervisory board			
9.	Re-elect Ms. Pamela Joseph	FOR	FOR	✓ 97.3%
10.	Re-elect Mr. Joep van Beurden	FOR	FOR	✓ 92.2%
11.	Amendment of Articles 2 and 18.1 of the Articles of Association	FOR	FOR	✓ 99.8%
12.	Authorisation to issue shares	FOR	FOR	✓ 99.7%
13.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR	✓ 98.7%
14.	Authorisation to repurchase own shares	FOR	● OPPOSE	The share repurchase replaces the dividend in cash. ✓ 98.8%
15.	Election of auditor	FOR	FOR	✓ 99.9%
16.	Any other business and closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Daniel P. Amos	FOR	● OPPOSE	Combined chairman and CEO.	✓ 98.3%
1.b	Re-elect Mr. W. Paul Bowers	FOR	FOR		✓ 99.3%
1.c	Re-elect Mr. Arthur R. Collins	FOR	FOR		✓ 99.5%
1.d	Elect Prof. Miwako Hosoda	FOR	FOR		✓ 99.6%
1.e	Re-elect Mr. Thomas J. Kenny	FOR	FOR		✓ 99.7%
1.f	Re-elect Ms. Georgette D. Kiser	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.1%
1.g	Re-elect Ms. Karole F. Lloyd	FOR	FOR		✓ 99.4%
1.h	Re-elect Mr. Nobuchika Mori	FOR	FOR		✓ 99.6%
1.i	Re-elect Mr. Joseph L. Moskowitz	FOR	FOR		✓ 98.8%
1.j	Re-elect Prof. Dr. Barbara K. Rimer	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 98.3%
1.k	Re-elect Prof. Katherine T. Rohrer	FOR	FOR		✓ 98.7%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 97.3%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.5%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 97.4%

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
2.	Report of the executive - and supervisory board of the past financial year	NON-VOTING	NON-VOTING	
3.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING	
4.	Adoption of the financial statements	FOR	FOR	✓ 100.0%
5.	Approve allocation of income	FOR	FOR	✓ 99.9%
6.	Approve remuneration report	FOR	● OPPOSE	✓ 94.4% Excessive total remuneration. Performance targets are not sufficiently challenging.
7.	Discharge of executive board	FOR	FOR	✓ 98.4%
8.	Discharge of supervisory board	FOR	FOR	✓ 98.4%
	Composition of the supervisory board			
9.	Re-elect Mr. Peter Agnefjäll	FOR	FOR	✓ 99.5%
10.	Re-elect Mr. Bill McEwan	FOR	FOR	✓ 96.0%
11.	Re-elect Ms. Katie Doyle	FOR	FOR	✓ 99.7%
12.	Elect Ms. Julia Vander Ploeg	FOR	FOR	✓ 99.8%
13.	Re-elect Mr. Frans Muller to the executive board	FOR	FOR	✓ 100.0%
14.	Elect Mr. JJ Fleeman to the executive board	FOR	FOR	✓ 100.0%
15.	Election of auditor	FOR	FOR	✓ 99.9%
16.	Authorisation to issue shares	FOR	FOR	✓ 98.4%
17.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR	✓ 97.0%
18.	Authorisation to repurchase own shares	FOR	FOR	✓ 97.7%
19.	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.8%
20.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
2.	Elect Ms. Jolanda Poots-Bijl as member of the executive board	FOR	FOR	✓ 100.0%
3.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Accept financial statements and statutory reports of the company	FOR	FOR		✓ 99.0%
2	Approve final dividend	FOR	FOR		✓ 99.7%
	Elections of directors				
3	Re-elect Mr. Edmund Sze-Wing Tse	FOR	● OPPOSE	Chairman of the nomination committee. The composition of the board and the nomination committee is unsatisfactory. The director is 85 years old, which exceeds guidelines.	✓ 86.7%
4	Re-elect Mr. Jack Chak-Kwong So	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 88.4%
5	Re-elect Prof. Lawrence Juen-Yee Lau	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 95.7%
6	Re-election of the auditor and fix their remuneration	FOR	FOR		✓ 96.4%
7.a	Mandate to issue shares	FOR	FOR		✓ 97.3%
7.b	Mandate to buyback shares	FOR	● OPPOSE	The dividend is not covered by earnings, therefore we do not approve that the company uses its funds to buyback shares instead of investing in its business or paying dividends to its shareholders.	✓ 99.0%
8	Approve the annual limit for board fees	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive and not justified.	✓ 91.7%
9	To approve and adopt the proposed amendments to the share option scheme	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 78.3%
10	To approve and adopt the restricted share unit scheme	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 83.8%
11	To approve and adopt the employee share purchase plan	FOR	● OPPOSE	Individual cap is egregious.	✓ 96.1%
12	To approve and adopt the agency share purchase plan	FOR	● OPPOSE	Individual cap is egregious.	✓ 96.1%

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
	Composition of the supervisory board			
2.	Elect Ms. Maria Anhalt	FOR	FOR	✓ 100.0%
3.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Franklin W. Hobbs	FOR	● OPPOSE	The director is 75 years old, which exceeds guidelines.	✓ 93.9%
1.b	Re-elect Mr. Kenneth J. Bacon	FOR	FOR		✓ 94.7%
1.c	Re-elect Mr. William H. Cary	FOR	FOR		✓ 99.0%
1.d	Re-elect Ms. Mayree Carroll Clark	FOR	FOR		✓ 94.2%
1.e	Re-elect Mr. Kim S. Fennebresque	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 85.7%
1.f	Re-elect Ms. Melissa Goldman	FOR	FOR		✓ 99.8%
1.g	Re-elect Ms. Marjorie Magner	FOR	FOR		✓ 94.3%
1.h	Re-elect Mr. David Reilly	FOR	FOR		✓ 99.4%
1.i	Re-elect Mr. Brian H. Sharples	FOR	FOR		✓ 99.3%
1.j	Re-elect Mr. Michael F. Steib	FOR	FOR		✓ 99.3%
1.k	Re-elect Mr. Jeffrey J. Brown	FOR	FOR		✓ 99.3%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 51.7%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.2%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.5%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
Elections to the board of directors					
5	Re-elect Ms. Sylvie Kandé de Beaupuy	FOR	FOR		✓ 100.0%
6	Re-elect Mr. Henri Poupart-Lafarge	FOR	● OPPOSE	Combined chairman and CEO.	✓ 84.2%
7	Re-elect Ms. Sylvie Rucar	FOR	FOR		✓ 97.8%
8	Elect Mr. Jay Walder	FOR	FOR		✓ 98.8%
9	Elect Bpifrance Investissement	FOR	FOR		✓ 99.5%
10	Approve the remuneration policy of the Chairman and CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 96.8%
11	Approve the remuneration policy of directors	FOR	FOR		✓ 99.4%
12	Approve the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 97.7%
13	Approve the 2022 remuneration of Mr. Poupart-Lafarge, Chairman and CEO	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 94.5%
14	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 98.7%
15	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 98.1%
16	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.9%
17	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 96.8%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	FOR		✓ 90.8%
19	Delegation to issue shares and capital securities as consideration as consideration for an exchange of shares	FOR	FOR		✓ 99.2%
20	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	FOR		✓ 88.2%
21	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 97.9%

Item	Agenda	Board	Ethos		Result
22	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR		✓ 97.9%
23	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	● OPPOSE	Capital may be issued at a lower price than the one specified by Article R22-10-32 of the French Commercial Code	✓ 88.2%
24	"Green shoe" authorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 86.1%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 98.4%
26	Authorisation to increase the company's share capital by allowing subsidiaries to issue shares without pre-emptive rights	FOR	FOR		✓ 88.4%
27	Approve distribution of performance shares	FOR	FOR		✓ 91.9%
28	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a.	Re-elect Mr. Thomas J. Baltimore Jr.	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 79.8%
1b.	Re-elect Mr. John J. Brennan	FOR	FOR		✓ 96.7%
1c.	Re-elect Mr. Peter Chernin	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.4%
1d.	Elect Dr. iur. Walter J. Clayton III	FOR	FOR		✓ 99.5%
1e.	Re-elect Mr. Ralph de la Vega	FOR	FOR		✓ 98.0%
1f.	Re-elect Mr. Theodore J. Leonsis	FOR	FOR		✓ 95.7%
1g.	Elect Ms. Deborah P. Majoras	FOR	FOR		✓ 99.2%
1h.	Re-elect Ms. Karen L. Parkhill	FOR	FOR		✓ 99.6%
1i.	Re-elect Mr. Charles E. Phillips Jr.	FOR	FOR		✓ 98.4%
1j.	Re-elect Ms. Lynn A. Pike	FOR	FOR		✓ 98.6%
1k.	Re-elect Mr. Stephen J. Squeri	FOR	● OPPOSE	Combined chairman and CEO.	✓ 96.0%
1l.	Re-elect Dr. med. Daniel L. Vasella	FOR	FOR		✓ 96.4%
1m.	Re-elect Ms. Lisa W. Wardell	FOR	FOR		✓ 99.1%
1n.	Re-elect Mr. Christopher D. Young	FOR	FOR		✓ 97.5%
2.	Re-election of the auditor	FOR	FOR		✓ 98.4%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. Excessive total remuneration.	✓ 54.2%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.9%
5.	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 35.2%
6.	Shareholder resolution: Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalising Abortion Access	OPPOSE	● FOR	Protecting customer privacy is crucial for maintaining a good reputation and building trust with customers.	✗ 11.5%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Elect Ms. Paola Bergamaschi	FOR	FOR		✓ 99.8%
1b	Re-elect Mr. James Cole Jr.	FOR	FOR		✓ 99.5%
1c	Re-elect Mr. W. Don Cornwell	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 97.6%
1d	Re-elect Ms. Linda A. Mills	FOR	FOR		✓ 87.3%
1e	Elect Ms. Diana M. Murphy	FOR	FOR		✓ 99.8%
1f	Re-elect Mr. Peter R. Porrino	FOR	FOR		✓ 98.9%
1g	Re-elect Mr. John G. Rice	FOR	FOR		✓ 98.3%
1h	Re-elect Ms. Therese M. Vaughan	FOR	FOR		✓ 95.9%
1i	Elect Ms. Vanessa A. Wittman	FOR	FOR		✓ 99.6%
1j	Re-elect Mr. Peter Zaffino	FOR	● OPPOSE	Combined chairman and CEO.	✓ 95.2%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration.	✗ 32.4%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.6%
4	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The separation of functions allows an effective supervision of the management by the board.	✗ 45.1%

Item	Agenda	Board	Ethos	Result
1.	Elections of directors			
1a.	Re-elect Mr. Jeffrey N. Edwards	FOR	FOR	✓ 96.2%
1b.	Re-elect Ms. Martha Clark Goss	FOR	● OPPOSE	✓ 94.9%
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1c.	Re-elect Ms. M. Susan Hardwick	FOR	FOR	✓ 99.4%
1d.	Re-elect Ms. Kimberly J. Harris	FOR	FOR	✓ 96.1%
1e.	Elect Ms. Laurie P. Havanec	FOR	FOR	✓ 99.6%
1f.	Re-elect Ms. Julia L. Johnson	FOR	FOR	✓ 95.3%
1g.	Re-elect Ms. Patricia Leonard Kampling	FOR	FOR	✓ 96.7%
1h.	Re-elect Mr. Karl F. Kurz	FOR	FOR	✓ 97.8%
1i.	Elect Mr. Michael L. Marberry	FOR	FOR	✓ 99.3%
1j.	Re-elect Dr. James Stavridis	FOR	FOR	✓ 92.6%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	✓ 93.5%
			Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.4%
4.	Re-election of the auditor	FOR	● OPPOSE	✓ 91.6%
			The auditor's long tenure raises independence concerns.	
5.	Shareholder resolution: Oversee and Report a Racial Equity Audit	OPPOSE	● FOR	✗ 39.1%
			Enhanced disclosure on human rights to prevent discrimination.	

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. James M. Cracchiolo	FOR	● OPPOSE	Combined chairman and CEO.	✓ 90.1%
1.b	Re-elect Mr. Robert F. Sharpe	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.8%
1.c	Re-elect Ms. Diane Neal Blixt	FOR	FOR		✓ 88.0%
1.d	Re-elect Ms. Amy DiGeso	FOR	FOR		✓ 99.0%
1.e	Re-elect Mr. Christopher J. Williams	FOR	FOR		✓ 87.7%
1.7	Elect Mr. Armando Pimentel, Jr.	FOR	FOR		✓ 94.8%
1.g	Re-elect Mr. Brian T. Shea	FOR	FOR		✓ 97.5%
1.h	Re-elect Mr. W. Edward Walter	FOR	FOR		✓ 94.7%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 81.9%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.8%
4	To approve the amendment of the 2005 Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 88.2%
5	Re-election of the auditor	FOR	FOR		✓ 98.5%

Item	Agenda	Board	Ethos	Result
1.	Elections of directors			
1a.	Re-elect Dr. Wanda M. Austin	FOR	FOR	✓ 99.1%
1b.	Re-elect Mr. Robert A. Bradway	FOR	● OPPOSE	Combined chairman and CEO. ✓ 93.8%
1c.	Elect Mr. Dr. med. Michael V. Drake	FOR	● OPPOSE	Non independent director (various reasons). The board is not sufficiently independent. ✓ 98.9%
				The director is over 70 years old, which exceeds guidelines for new nominees.
1d.	Re-elect Dr. Brian J. Druker	FOR	FOR	✓ 99.2%
1e.	Re-elect Mr. Robert A. Eckert	FOR	FOR	✓ 92.2%
1f.	Re-elect Mr. Greg C. Garland	FOR	FOR	✓ 87.7%
1g.	Re-elect Mr. Charles M. Holley Jr.	FOR	FOR	✓ 94.5%
1h.	Re-elect Dr. S. Omar Ishrak	FOR	FOR	✓ 99.1%
1i.	Re-elect Prof. Dr. Tyler Jacks	FOR	FOR	✓ 97.7%
1j.	Re-elect Ms. Ellen J. Kullman	FOR	FOR	✓ 96.0%
1k.	Re-elect Ms. Amy E. Miles	FOR	FOR	✓ 95.5%
1l.	Re-elect Dr. Ronald D. Sugar	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓ 90.9%
				The director is over 75 years old, which exceeds guidelines.
1m.	Re-elect Prof. Dr. R. Sanders Williams	FOR	● OPPOSE	Non independent director (various reasons). The board is not sufficiently independent. ✓ 95.7%
				The director is over 75 years old, which exceeds guidelines.
2.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.1%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. ✓ 94.0%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. ✓ 95.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR		FOR	✓ 99.5%
2	Approval of the consolidated financial statements	FOR		FOR	✓ 99.5%
3	Approve allocation of income and dividend	FOR		FOR	✓ 100.0%
4	Approval of the suspension of the employment contract between Mr. Nicolas Calcoen and Amundi Asset Management during his appointment as corporate officer (deputy CEO)	FOR		FOR	✓ 100.0%
5	Approve the remuneration report	FOR		FOR	✓ 98.5%
6	Approve the 2022 remuneration of Mr. Yves Perrier, Chairman of the board	FOR		FOR	✓ 99.9%
7	Approve the 2022 remuneration of Ms. Valérie Baudson, CEO	FOR		FOR	✓ 97.8%
8	Approve the 2022 remuneration of Mr. Nicolas Calcoen, deputy CEO as from 1 April 2022	FOR		FOR	✓ 97.8%
9	Approve the remuneration policy of directors	FOR		FOR	✓ 99.9%
10	Approve the remuneration policy of the Chairman of the board	FOR		FOR	✓ 99.9%
11	Approve the remuneration policy of the CEO	FOR		FOR	✓ 97.1%
12	Approve the remuneration policy of the deputy CEO	FOR		FOR	✓ 97.8%
13	Consultative vote on the remuneration 2022 paid to the material key risk takers	FOR		FOR	✓ 99.4%
Elections to the board of directors					
14	Elect Mr. Philippe Brassac	FOR		FOR	✓ 94.9%
15	Elect Ms. Nathalie Wright	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 94.7%
16	Re-elect Ms. Laurence Danon	FOR		FOR	✓ 99.6%
17	Re-elect Ms. Christine Gandon	FOR		FOR	✓ 95.2%
18	Re-elect Ms. Hélène Molinari	FOR		FOR	✓ 98.8%
19	Re-elect Mr. Christian Rouchon	FOR	● OPPOSE	Non independent director (representative of the main shareholder and board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 85.7%
20	Advisory vote on the climate strategy	FOR	● OPPOSE	The CO2e emission reduction targets do not cover all direct and indirect emissions.	✓ 98.3%

Item	Agenda	Board	Ethos		Result
21	Authorisation to the board to trade up to 10% of the company's shares	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.8%
22	Authorisation to increase capital by issuing shares with pre-emptive rights	FOR	FOR		✓ 99.9%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 99.7%
24	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.5%
25	Approve distribution of performance shares	FOR	● OPPOSE	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓ 98.9%
26	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.2%
27	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	2022 Annual Report and Accounts	FOR	FOR		✓ 99.0%
2	Final dividend	FOR	FOR		✓ 100.0%
Elections to the Board of Directors					
3	Elect Ms. Magali Anderson	FOR	FOR		✓ 99.5%
4	Re-elect Mr. Stuart Chambers	FOR	FOR		✓ 96.8%
5	Re-elect Mr. Duncan Wanblad	FOR	FOR		✓ 99.6%
6	Re-elect Mr. Stephen Pearce	FOR	FOR		✓ 99.7%
7	Re-elect Mr. Ian Ashby	FOR	● OPPOSE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 93.6%
8	Re-elect Mr. Marcelo Bastos	FOR	FOR		✓ 99.5%
9	Re-elect Ms. Hilary Maxson	FOR	FOR		✓ 100.0%
10	Re-elect Ms. Hixonia Nyasulu	FOR	FOR		✓ 99.3%
11	Re-elect Ms. Nonkululeko Nyembezi	FOR	FOR		✓ 99.5%
12	Re-elect Mr. Ian Tyler	FOR	FOR		✓ 99.8%
13	Re-appoint PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.3%
14	Auditor's remuneration	FOR	FOR		✓ 100.0%
15	Binding vote on Directors' Remuneration policy	FOR	● OPPOSE	Potential excessive awards.	✓ 95.9%
16	Advisory vote on Directors' Remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.6%
17	Authority to allot shares	FOR	FOR		✓ 94.6%
18	Disapplication of pre-emption rights on the issue of shares for cash	FOR	FOR		✓ 87.1%
19	Authority to purchase own shares	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 88.0%
20	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 91.4%

Item	Agenda	Board	Ethos		Result
Elections of directors					
1.1	Re-elect Mr. Lester B. Knight	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 93.5%
1.2	Re-elect Mr. Gregory C. Case	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 98.8%
1.3	Re-elect Mr. Jin-Yong Cai	FOR	FOR		✓ 99.3%
1.4	Re-elect Mr. Jeffrey C. Campbell	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 92.4%
1.5	Re-elect Mr. Fulvio Conti	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 96.5%
1.6	Re-elect Ms. Cheryl A. Francis	FOR	FOR		✓ 96.8%
1.7	Elect Ms. Adriana Karaboutis	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.1%
1.8	Re-elect Mr. Richard C. Notebaert	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.4%
1.9	Re-elect Ms. Gloria Santona	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.8%
1.10	Elect Ms. Sarah E. Smith	FOR	FOR		✓ 99.7%
1.11	Re-elect Mr. Byron O. Spruell	FOR	FOR		✓ 99.1%
1.12	Re-elect Dr. Carolyn Y. Woo	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.0%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 92.3%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.0%
4	Re-election of Ernst & Young as auditors	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.3%
5	Re-election of Ernst & Young Chartered Accountants as auditors (Irish Law)	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.5%
6	Authorize the Board to Fix Remuneration of Auditors (Irish Law)	FOR	FOR		✓ 98.4%
7	To approve the amendment of the Aon 2011 Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 94.6%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. James A. Bell	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 99.3%
1.b	Re-elect Mr. Timothy D. Cook	FOR	FOR		✓ 98.4%
1.c	Re-elect Mr. Al Gore	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 92.0%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1.d	Re-elect Mr. Alex Gorsky	FOR	FOR		✓ 98.1%
1.e	Re-elect Ms. Andrea Jung	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 93.3%
				Chairman of the remuneration committee. We have serious concerns over remuneration and there is no say-on-pay.	
1.f	Re-elect Dr. Arthur D. Levinson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.2%
1.g	Re-elect Ms. Monica C. Lozano	FOR	FOR		✓ 99.4%
1.h	Re-elect Dr. Ronald D. Sugar	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 93.8%
1.i	Re-elect Ms. Susan L. Wagner	FOR	● OPPOSE	Chairman of the nomination committee. The composition of the board is unsatisfactory.	✓ 96.2%
2	Re-election of the auditor	FOR	FOR		✓ 98.8%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration.	✓ 89.1%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.4%
5	Shareholder resolution: Civil Rights and Non-Discrimination Audit Proposal	OPPOSE	OPPOSE		✗ 1.4%
6	Shareholder resolution: Communist China Audit	OPPOSE	OPPOSE		✗ 4.4%
7	Shareholder resolution: Board Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	OPPOSE	● FOR	The proposal aims at improving the dialogue between the company and its external shareholders.	✗ 6.5%
8	Shareholder resolution: Report on Racial and Gender Pay Gaps	OPPOSE	● FOR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 33.8%
9	Shareholder resolution: Proxy Access Amendments	OPPOSE	● FOR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.	✗ 31.0%

Item	Agenda	Board	Ethos		Result
1	Financial statements as at 31 December 2022	FOR	FOR		✓ 99.4%
2	Allocation of net income and dividend distribution	FOR	FOR		✓ 99.5%
3.a	Binding vote on the remuneration policy	FOR	FOR		✓ 99.2%
3.b	Advisory vote on the remuneration paid in 2022	FOR	● OPPOSE	The information provided is insufficient.	✓ 92.1%
4.1	Definition of the number of members of the Board of Directors	FOR	FOR		✓ 99.6%
4.2	Definition of the term of office of Directors	FOR	FOR		✓ 99.6%
4.3	Appointment of Board members				
4.3.1	Slate of nominees submitted by Aquafil Holding SpA	NO RECOMME ND.	● DO NOT VOTE	The overall independence of the slate of nominees is not sufficient and the number of executives is above market practices.	✓ 91.0% *
4.3.2	Slate of nominees submitted by a group of institutional investors	NO RECOMME ND.	● FOR	The nominees in the slate are independent from the company and its shareholders.	✓ 9.0% *
4.4	Definition of the remuneration of Directors	FOR	FOR		✓ 99.6%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos	Result
1a.	Opening of the Meeting	NON-VOTING	NON-VOTING	
1b.	Notifications	NON-VOTING	NON-VOTING	
2.	Report of the supervisory board of the past financial year	NON-VOTING	NON-VOTING	
3.	Report of the executive board of the past financial year	NON-VOTING	NON-VOTING	
4a.	Adoption of the financial statements	FOR	FOR	✓ 100.0%
4b.	Approve allocation of income	FOR	FOR	✓ 99.7%
5a.	Discharge of executive board	FOR	FOR	✓ 98.4%
5b.	Discharge of supervisory board	FOR	FOR	✓ 98.4%
6.	Election of auditor	FOR	FOR	✓ 100.0%
7a.	Approve remuneration report	FOR	FOR	✓ 98.3%
7b.	Approve remuneration of the supervisory board	FOR	FOR	✓ 99.5%
8.	Elect Mr. Alan Brookes to the executive board	FOR	FOR	✓ 100.0%
9.	Composition of the supervisory board			
9a.	Re-elect Mr. Michiel Lap	FOR	FOR	✓ 98.2%
9b.	Elect Ms. Barbara Duganier	FOR	FOR	✓ 99.4%
9c.	Announcement concerning vacancies in the supervisory board arising in 2023	NON-VOTING	NON-VOTING	
10a.	Authorisation to issue shares	FOR	FOR	✓ 98.8%
10b.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR	✓ 97.7%
11.	Authorisation to repurchase own shares	FOR	FOR	✓ 99.3%
12.	Approve share-related LT incentive plan 2023	FOR	FOR	✓ 99.3%
13.	Any other business	NON-VOTING	NON-VOTING	
14.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1a.	Opening of the Meeting	NON-VOTING	NON-VOTING	
1b.	Notifications	NON-VOTING	NON-VOTING	
2.	Composition of the supervisory board			
2a.	Elect Ms. L.M. (Linda) Morant	FOR	FOR	✓ 100.0%
2b.	Elect Mr. Peter de Wit	FOR	FOR	✓ 100.0%
3.	Any other business	NON-VOTING	NON-VOTING	
4.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.a	Re-elect Mr. Francis Ebong	FOR	FOR	✓ 88.7%
1.b	Re-elect Ms. Eileen A. Mallesch	FOR	FOR	✓ 96.1%
1.c	Re-elect Mr. Louis J. Paglia	FOR	FOR	✓ 94.7%
1.d	Re-elect Mr. Brian S. Posner	FOR	● OPPOSE	Non-independent chairman of the risk committee. The independence of this committee is insufficient. ✓ 93.7%
1.e	Re-elect Mr. John D. Vollaro	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. Non-independent director and the board size is excessive. ✓ 97.8%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 93.9%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.8%
4	To approve the 2007 Employee Stock Purchase Plan	FOR	FOR	✓ 99.9%
5	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. ✓ 96.6%
6	Election of Subsidiary Directors			
6.a	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.9%
6.b	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.9%
6.c	Elect Director H. Beau Franklin as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.6%
6.d	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.9%
6.e	Elect Director James Haney as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.9%
6.f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.9%
6.g	Elect Director Pierre Jal as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.9%
6.h	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 94.4%
6.i	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos	Result
6.j	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 93.4%
6.k	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.9%
6.l	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 100.0%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 96.6%
3	Final dividend	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
4	Re-elect Mr. Paul Walker	FOR	FOR		✓ 91.1%
5	Re-elect Mr. Brendan Horgan	FOR	FOR		✓ 100.0%
6	Re-elect Mr. Michael Pratt	FOR	FOR		✓ 99.7%
7	Re-elect Mr. Angus Cockburn	FOR	FOR		✓ 98.0%
8	Re-elect Ms. Lucinda Riches	FOR	● OPPOSE	Chairman of the remuneration committee and the company has failed to adequately amend the remuneration practices following a highly contested vote on the remuneration report.	✓ 95.5%
9	Re-elect Ms. Tanya Fratto	FOR	FOR		✓ 97.7%
10	Re-elect Mr. John Lindsley Ruth	FOR	FOR		✓ 98.0%
11	Re-elect Ms. Jillian Easterbrook	FOR	FOR		✓ 97.3%
12	Re-elect Ms. Renata Ribeiro	FOR	FOR		✓ 98.1%
13	Election of auditor	FOR	FOR		✓ 99.4%
14	Auditor's remuneration	FOR	FOR		✓ 100.0%
15	Authority to allot shares	FOR	FOR		✓ 95.7%
16	Disapplication of pre-emption rights	FOR	FOR		✓ 99.2%
17	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 98.4%
18	Purchase of own shares	FOR	FOR		✓ 97.2%
19	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.5%

Item	Agenda	Board	Ethos		Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING		
2.	Report of the executive - and supervisory board of the past financial year	NON-VOTING	NON-VOTING		
3a.	Approve remuneration report	FOR	● OPPOSE	Excessive discretion of the remuneration committee in adjusting the performance criteria after the performance period has passed.	✓ 93.2%
3b.	Adoption of the financial statements	FOR	FOR		✓ 99.1%
3c.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING		
3d.	Approve allocation of income	FOR	FOR		✓ 99.9%
4a.	Discharge of executive board	FOR	FOR		✓ 98.5%
4b.	Discharge of supervisory board	FOR	FOR		✓ 98.5%
5.	Approve the number of shares to be granted to members of the executive board under the LTI	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 94.3%
6a.	Approve remuneration of the supervisory board	FOR	● OPPOSE	The proposed special fee payment for additional work excessive.	✓ 98.9%
6b.	Approve supervisory directors' fees	FOR	FOR		✓ 99.2%
7.	Elect Mr. Wayne Allan to the executive board	NON-VOTING	NON-VOTING		
8.	Composition of the supervisory board				
8a.	Elect Mr. Nils Andersen	FOR	FOR		✓ 97.7%
8b.	Elect Mr. Jack de Kreij	FOR	FOR		✓ 96.7%
8c.	Announcement concerning vacancies in the supervisory board arising in 2024	NON-VOTING	NON-VOTING		
9.	Election of auditor	FOR	FOR		✓ 99.9%
10a.	Authorisation to issue shares	FOR	FOR		✓ 99.6%
10b.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR		✓ 98.9%
11.	Authorisation to repurchase own shares	FOR	FOR		✓ 99.1%
12.	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.5%
13.	Any other business	NON-VOTING	NON-VOTING		
14.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	2022 annual report and accounts	FOR	FOR		✓ 99.8%
2	Final dividend	FOR	● OPPOSE	The proposed dividend is inconsistent with the company's financial situation.	✓ 98.9%
3	Re-appoint PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.4%
4	Auditor's remuneration	FOR	FOR		✓ 100.0%
Elections to the board of directors					
5a	Re-elect Mr. Michel Demaré	FOR	FOR		✓ 97.9%
5b	Re-elect Mr. Pascal Soriot	FOR	FOR		✓ 99.4%
5c	Re-elect Ms. Dr Aradhana Sarin	FOR	FOR		✓ 99.8%
5d	Re-elect Mr. Philip Broadley	FOR	FOR		✓ 99.3%
5e	Re-elect Mr. Euan Ashley	FOR	FOR		✓ 100.0%
5f	Re-elect Ms. Deborah DiSanzo	FOR	FOR		✓ 100.0%
5g	Re-elect Ms. Diana Layfield	FOR	FOR		✓ 100.0%
5h	Re-elect Ms. Sherilyn McCoy	FOR	FOR		✓ 97.9%
5i	Re-elect Mr. Tony Mok	FOR	FOR		✓ 100.0%
5j	Re-elect Ms. Nazneen Rahman	FOR	FOR		✓ 99.9%
5k	Re-elect Dr. pharm. Andreas Rummelt	FOR	FOR		✓ 100.0%
5l	Re-elect Mr. Marcus Wallenberg	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 80.9%
6	Advisory vote on directors' remuneration report	FOR	● OPPOSE	Excessive total remuneration.	✓ 94.2%
7	Political donations and political expenditure	FOR	● OPPOSE	Authorisation to make political donations exceeds our guidelines.	✓ 97.8%
8	Authority to allot shares	FOR	FOR		✓ 92.0%
9	General authority to disapply pre-emption rights	FOR	FOR		✓ 94.2%
10	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	FOR	FOR		✓ 91.2%
11	Authority to purchase own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 98.9%
12	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.4%
13	Adoption of new articles of association	FOR	● OPPOSE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 99.3%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Scott T. Ford	FOR	FOR		✓ 97.3%
1.2	Re-elect Mr. Glenn H. Hutchins	FOR	FOR		✓ 82.5%
1.3	Re-elect Mr. William E. Kennard	FOR	FOR		✓ 93.6%
1.4	Re-elect Mr. Stephen J. Luczo	FOR	FOR		✓ 97.6%
1.5	Re-elect Mr. Michael B. McCallister	FOR	FOR		✓ 96.9%
1.6	Re-elect Ms. Beth E. Mooney	FOR	FOR		✓ 93.8%
1.7	Re-elect Mr. Matthew K. Rose	FOR	FOR		✓ 96.4%
1.8	Re-elect Mr. John T. Stankey	FOR	FOR		✓ 97.2%
1.9	Re-elect Ms. Cynthia B. Taylor	FOR	FOR		✓ 96.7%
1.10	Re-elect Mr. Luis A. Ubinas	FOR	FOR		✓ 88.9%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.2%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 92.3%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 95.7%
5.	Shareholder resolution: Independent chairman	OPPOSE	OPPOSE		✗ 34.4%
6.	Shareholder resolution: Racial equity audit	OPPOSE	● FOR	Enhanced disclosure on human rights to prevent discrimination.	✗ 21.5%

Item	Agenda	Board	Ethos		Result
	Elections of directors				
2	Elect Ms. Holly Kramer	FOR	FOR		✓ 99.6%
3	Advisory vote on the remuneration report	FOR	● OPPOSE	An important part of the variable remuneration is based on continued employment only.	✓ 94.3%
4	Grant of Restricted and Performance Rights to the CEO	FOR	● OPPOSE	An important part of the variable remuneration is based on continued employment only.	✓ 97.4%

Item	Agenda	Board	Ethos	Result	
1.	Elections of directors				
1.a	Re-elect Mr. Peter Bisson	FOR	FOR	✓ 99.1%	
1.b	Elect Ms. Maria Black	FOR	FOR	✓ 99.7%	
1.c	Re-elect Mr. David V. Goeckeler	FOR	FOR	✓ 98.7%	
1.d	Re-elect Ms. Linnie M. Haynesworth	FOR	FOR	✓ 98.9%	
1.e	Re-elect Mr. John P. Jones	FOR	● OPPOSE	<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>	✓ 96.5%
1.f	Re-elect Ms. Francine S. Katsoudas	FOR	FOR	✓ 98.9%	
1.g	Re-elect Ms. Nazzic S. Keene	FOR	FOR	✓ 99.4%	
1.h	Re-elect Mr. Thomas J. Lynch	FOR	FOR	✓ 98.5%	
1.i	Re-elect Mr. Scott F. Powers	FOR	FOR	✓ 98.6%	
1.j	Re-elect Mr. William J. Ready	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 68.8%
1.k	Re-elect Mr. Carlos A. Rodriguez	FOR	FOR	✓ 96.5%	
1.l	Re-elect Ms. Sandra S. Wijnberg	FOR	FOR	✓ 94.8%	
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 91.3%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.4%	
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Michael A. George	FOR	FOR		✓ 99.3%
1.2	Re-elect Ms. Linda A. Goodspeed	FOR	FOR		✓ 95.3%
1.3	Re-elect Mr. Earl J. Graves Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.1%
1.4	Re-elect Mr. Enderson Guimaraes	FOR	FOR		✓ 95.5%
1.5	Re-elect Mr. Brian Hannasch	FOR	FOR		✓ 97.7%
1.6	Re-elect Mr. D. Bryan Jordan	FOR	FOR		✓ 94.2%
1.7	Re-elect Ms. Gale V. King	FOR	FOR		✓ 97.2%
1.8	Re-elect Mr. George R. Mrkonic Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 87.6%
1.9	Re-elect Mr. William C. Rhodes III	FOR	FOR		✓ 91.0%
1.10	Re-elect Ms. Jill A. Soltau	FOR	FOR		✓ 98.2%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.5%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 78.6%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.9%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Ms. Patricia Bellinger	FOR	FOR		✓ 95.9%
1.2	Re-elect Mr. Alessandro Bogliolo	FOR	FOR		✓ 98.6%
1.3	Re-elect Ms. Gina R. Boswell	FOR	FOR		✓ 99.7%
1.4	Elect Ms. Lucy Brady	FOR	FOR		✓ 99.7%
1.5	Re-elect Ms. Francis A. Hondal	FOR	FOR		✓ 98.6%
1.6	Elect Mr. Thomas J. Kuhn	FOR	● OPPOSE	Representative of an important shareholder who is sufficiently represented on the board.	✓ 99.7%
1.7	Re-elect Ms. Danielle Lee	FOR	FOR		✓ 98.5%
1.8	Re-elect Mr. Michael G. Morris	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 97.3%
1.9	Re-elect Ms. Sarah E. Nash	FOR	FOR		✓ 98.5%
1.10	Re-elect Mr. Juan Rajlin	FOR	FOR		✓ 99.7%
1.11	Re-elect Mr. Stephen D. Steinour	FOR	FOR		✓ 99.4%
1.12	Re-elect Mr. J. K. Symancyk	FOR	FOR		✓ 99.7%
1.13	Elect Mr. Steven E. Voskuil	FOR	FOR		✓ 99.7%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 98.1%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 68.3%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.1%
5	Shareholder resolution: Independent chairman	OPPOSE	OPPOSE		✗ 32.2%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Jose E. Almeida	FOR	● OPPOSE	Combined chairman and CEO.	✓ 91.5%
1.b	Re-elect Mr. Michael F. Mahoney	FOR	FOR		✓ 96.5%
1.c	Re-elect Ms. Patricia B. Morrison	FOR	FOR		✓ 99.0%
1.d	Re-elect Dr. Stephen N. Oesterle	FOR	FOR		✓ 97.7%
1.e	Re-elect Ms. Nancy M. Schlichting	FOR	FOR		✓ 95.6%
1.f	Elect Mr. Brent Shafer	FOR	FOR		✓ 99.0%
1.g	Re-elect Ms. Cathy R. Smith	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 91.4%
1.h	Re-elect Ms. Amy A. Wendell	FOR	FOR		✓ 97.0%
1.i	Re-elect Dr. David S. Wilkes	FOR	FOR		✓ 99.0%
1.j	Elect Mr. Peter M. Wilver	FOR	FOR		✓ 96.1%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 77.5%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.7%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.3%
5	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 9.7%
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	OPPOSE	● FOR	Mandatory equity ownership for executives promotes accountability and encourages them to create long-term value.	✗ 31.1%

Item	Agenda	Board	Ethos		Result
1.1	Approval of the annual accounts of BBVA and its consolidated group	FOR	FOR		✓ 99.0%
1.2	Approval of the non-financial information statement	FOR	FOR		✓ 99.2%
1.3	Allocation of results	FOR	FOR		✓ 99.2%
1.4	Approval of the discharge of the Board	FOR	FOR		✓ 98.4%
2	Elections of directors				
2.1	Re-elect Mr. Raúl Catarino Galamba de Oliveira	FOR	FOR		✓ 98.8%
2.2	Re-elect Ms. Lourdes Máiz Carro	FOR	FOR		✓ 98.5%
2.3	Re-elect Ms. Ana Leonor Revenga Shanklin	FOR	FOR		✓ 98.9%
2.4	Re-elect Mr. Carlos Vicente Salazar Lomelín	FOR	FOR		✓ 93.8%
2.5	Elect Ms. Sonia Lilia Dulá	FOR	FOR		✓ 98.6%
3	Approve share capital reduction	FOR	FOR		✓ 99.1%
4	Approval of the Remuneration Policy 2023-2026	FOR	● OPPOSE	Excessive fixed and total remuneration.	✓ 95.0%
5	Approval of a maximum level of variable remuneration of up to 200% of the fixed component	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 98.1%
6	Delegation of powers	FOR	FOR		✓ 99.3%
7	Consultative vote on the Directors' Annual Remuneration Report	FOR	● OPPOSE	Excessive total remuneration.	✓ 91.8%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Elect Mr. William M. Brown	FOR	FOR		✓ 98.4%
1.2	Re-elect Ms. Catherine M. Burzik	FOR	FOR		✓ 96.3%
1.3	Re-elect Ms. Carrie L. Byington	FOR	FOR		✓ 99.5%
1.4	Re-elect Mr. R. Andrew Eckert	FOR	FOR		✓ 97.6%
1.5	Re-elect Ms. Claire M. Fraser	FOR	FOR		✓ 97.0%
1.6	Re-elect Mr. Jeffrey W. Henderson	FOR	● OPPOSE	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓ 87.2%
1.7	Re-elect Mr. Christopher Jones	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Chairman of the nomination committee. The composition of the board is unsatisfactory.	✓ 90.8%
1.8	Re-elect Mr. Marshall O. Larsen	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 92.4%
1.9	Re-elect Mr. Thomas E. Polen	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.1%
1.10	Re-elect Mr. Timothy M. Ring	FOR	FOR		✓ 99.5%
1.11	Re-elect Mr. Bertram L. Scott	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 20 years, which exceeds guidelines.	✓ 87.9%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.4%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.9%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.4%
5	To approve the amendment to the 2004 Employee and Director Equity Based Compensation Plan	FOR	● OPPOSE	The potential dilution is excessive.	✓ 95.8%
6	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✓ 61.7%

Item	Agenda	Board	Ethos		Result
1.	Report of the board of directors and report of the independent auditor on the annual accounts	NON-VOTING	NON-VOTING		
2.	Adoption of the financial statements	FOR	FOR		✓ 100.0%
3.	Adoption of the parent company's financial statements	FOR	FOR		✓ 100.0%
4.	Approve allocation of income	FOR	FOR		✓ 100.0%
5.	Discharge of the members of the board of directors	FOR	FOR		✓ 85.3%
6.	Approve directors' fees	FOR	FOR		✓ 96.7%
7.	Approve (executive) remuneration policy	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 50.0%
8.	Approve remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✗ 22.1%
9.	Election of auditor	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.8%
3	Discharge board members	FOR	FOR		✓ 90.5%
4	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
5	Approval of the related-party agreement with the Fondation Christophe et Rodolphe Mérieux	FOR	FOR		✓ 100.0%
6	Approval of the related-party agreement with Institut Mérieux relating to the acquisition of Specific Diagnostics	FOR	FOR		✓ 100.0%
	Board main features				
7	Re-elect Dr. Philippe Archinard	FOR	FOR		✓ 90.6%
8	Re-elect Grant Thornton as auditors	FOR	FOR		✓ 99.2%
9	Approve the remuneration policy	FOR	FOR		✓ 98.9%
10	Approve the remuneration policy of the Chairman and CEO	FOR	FOR		✓ 88.4%
11	Approve the remuneration policy of the Deputy CEO	FOR	FOR		✓ 86.5%
12	Approve the remuneration policy of directors	FOR	FOR		✓ 99.9%
13	Approve the remuneration report	FOR	FOR		✓ 98.1%
14	Approve the 2022 remuneration of Mr. Mérieux, Chairman and CEO	FOR	FOR		✓ 98.4%
15	Approve the 2022 remuneration of Mr. Boulud, Deputy CEO	FOR	FOR		✓ 86.9%
16	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.6%
17	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.6%
18	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	FOR	● OPPOSE	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 88.7%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights. Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 84.2%

Item	Agenda	Board	Ethos		Result
20	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights. Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 84.2%
21	Authorisation to derogate from the rules on the fixation of the issuance price	FOR	● OPPOSE	The discount is excessive.	✓ 85.9%
22	"Green shoe" authorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 85.0%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 87.2%
24	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.8%
25	Authorise the Board to issue shares or other securities giving access to shares without pre-emptive rights (through the holding or subsidiaries)	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 84.5%
26	Authorise capital increases to allocate shares or options to corporate officers and employees	FOR	● OPPOSE	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓ 85.9%
27	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.0%
28	Removal of preemptive rights in relation to the ESOP	FOR	FOR		✓ 99.1%
29	Determination of the overall limit for capital increases with or without pre-emptive rights	FOR	FOR		✓ 98.7%
30	Ratification of the decision to cancel the planned conversion of the Company into a European Company (Societas Europaea) and the terms of the proposed conversion	FOR	FOR		✓ 100.0%
31	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR		✓ 98.3%
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chairman)	FOR	● OPPOSE	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 96.3%
4.2	Approve Discharge of Supervisory Board member Manfred Schoch (Vice Chairman)	FOR	FOR		✓ 97.0%
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chairman)	FOR	FOR		✓ 94.6%
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chairman)	FOR	FOR		✓ 97.0%
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chairman)	FOR	FOR		✓ 97.3%
4.6	Approve Discharge of Supervisory Board member Christiane Benner	FOR	FOR		✓ 97.3%
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer	FOR	FOR		✓ 97.3%
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner	FOR	FOR		✓ 97.3%
4.9	Approve Discharge of Supervisory Board member Rachel Empey	FOR	FOR		✓ 97.3%
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	FOR	FOR		✓ 97.3%
4.11	Approve Discharge of Supervisory Board member Johann Horn	FOR	FOR		✓ 97.3%
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	FOR	FOR		✓ 96.4%
4.13	Approve Discharge of Supervisory Board member Jens Köhler	FOR	FOR		✓ 97.3%
4.14	Approve Discharge of Supervisory Board member Gerhard Kurz (member since 11 July 2022)	FOR	FOR		✓ 97.3%
4.15	Approve Discharge of Supervisory Board member André Mandl (member since 4 April 2022)	FOR	FOR		✓ 97.3%
4.16	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	FOR	FOR		✓ 97.0%
4.17	Approve Discharge of Supervisory Board member Anke Schäferkordt	FOR	FOR		✓ 97.3%

Item	Agenda	Board	Ethos		Result
4.18	Approve Discharge of Supervisory Board member Prof. Dr. Christoph M. Schmidt	FOR	FOR		✓ 97.3%
4.19	Approve Discharge of Supervisory Board member Dr. Vishal Sikka	FOR	FOR		✓ 97.0%
4.20	Approve Discharge of Supervisory Board member Sibylle Wankel (member since 4 January 2022)	FOR	FOR		✓ 97.3%
4.21	Approve Discharge of Supervisory Board member Dr. Thomas Wittig (member until 31 May 2022)	FOR	FOR		✓ 97.3%
4.22	Approve Discharge of Supervisory Board member Werner Zierer (member until 31 March 2022)	FOR	FOR		✓ 97.3%
5	Approve Remuneration Report	FOR	● OPPOSE	Excessive total remuneration.	✓ 94.1%
6	Appoint the Auditors	FOR	FOR		✓ 99.8%
	Board main features				
7	Elections to the Supervisory Board: Dr. Kurt Bock	FOR	FOR		✓ 93.4%
8.1	Amend Articles: Virtual general meetings (Article 16)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.9%
8.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 16)	FOR	FOR		✓ 97.4%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 99.5%
5	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 98.8%
Elections to the board of directors					
6	Re-elect Mr. Jean Lemierre	FOR	● OPPOSE	The director has a major conflict of interest that is incompatible with his role as board member.	✓ 97.3%
7	Re-elect Mr. Jacques Aschenbroich	FOR	● OPPOSE	The director has a major conflict of interest that is incompatible with his role as board member.	✓ 77.3%
8	Re-elect Ms. Monique Cohen	FOR	FOR		✓ 97.9%
9	Re-elect Ms. Daniela Schwarzer	FOR	FOR		✓ 99.4%
10	Approve the remuneration policy of directors	FOR	FOR		✓ 99.7%
11	Approve the remuneration policy of Mr. Jean Lemierre, chairman	FOR	● OPPOSE	Excessive total remuneration.	✓ 96.7%
12	Approve the remuneration policy of corporate officers	FOR	FOR		✓ 87.8%
13	Approve the remuneration report	FOR	FOR		✓ 97.0%
14	Approve the 2022 remuneration of Mr. Jean Lemierre, chairman	FOR	● OPPOSE	Excessive total remuneration.	✓ 96.9%
15	Approve the 2022 remuneration of Mr. Jean-Laurent Bonnafé, CEO	FOR	FOR		✓ 90.6%
16	Approve the 2022 remuneration of Mr. Yann Gérardin, Deputy CEO	FOR	FOR		✓ 94.6%
17	Approve the 2022 remuneration of Mr. Thierry Laborde, Deputy CEO	FOR	FOR		✓ 96.2%
18	Consultative vote on the remuneration 2022 paid to the material key risk takers	FOR	FOR		✓ 99.3%
19	Authorisation to issue contingent convertible bonds without pre-emptive rights	FOR	● OPPOSE	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.	✓ 97.1%
20	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 98.9%
21	Authorisation to reduce share capital via cancellation of shares	FOR	● OPPOSE	The share repurchase is inconsistent with the long-term interests of shareholders.	✓ 99.8%

Item	Agenda	Board	Ethos		Result
22	Amendments of the articles of association relating to the age limit of the chairman	FOR	● OPPOSE	The amendment exceeds Etho's limit of 75 years old for directors.	✓ 97.8%
23	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Booking Holdings

06.06.2023

AGM

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.1	Re-elect Mr. Glenn D. Fogel	FOR	FOR		✓ 99.8%
1.2	Re-elect Dr. Mirian M. Graddick-Weir	FOR	FOR		✓ 96.5%
1.3	Re-elect Ms. Wei Hopeman	FOR	FOR		✓ 98.9%
1.4	Re-elect Mr. Robert J. Mylod Jr.	FOR	FOR		✓ 97.0%
1.5	Re-elect Mr. Charles H. Noski	FOR	FOR		✓ 97.7%
1.6	Elect Mr. Joseph (Larry) Quinlan	FOR	FOR		✓ 99.9%
1.7	Re-elect Mr. Nicholas J. Read	FOR	FOR		✓ 99.6%
1.8	Re-elect Mr. Thomas E. Rothman	FOR	FOR		✓ 98.6%
1.9	Re-elect Mr. Sumit Singh	FOR	FOR		✓ 98.8%
1.10	Re-elect Ms. Lynn Vojvodich Radakovich	FOR	FOR		✓ 97.9%
1.11	Re-elect Ms. Vanessa A. Wittman	FOR	FOR		✓ 98.5%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 87.6%
3.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 91.1%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.1%
5.	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 7.5%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	● OPPOSE	An agreement between the company and a company in which it has a majority shareholding raises concerns.	✓ 63.4%
5	Approve directors' fees	FOR	FOR		✓ 99.9%
6	Approve the remuneration policy of the Chairman	FOR	FOR		✓ 99.9%
7	Approve the remuneration policy of the CEO	FOR	● OPPOSE	Excessive total remuneration. The potential variable remuneration exceeds our guidelines.	✓ 91.3%
8	Approve the remuneration report	FOR	FOR		✓ 98.1%
9	Approve the 2022 remuneration of Mr. Martin Bouygues, chairman of the board of directors	FOR	FOR		✓ 99.9%
10	Approve the 2022 remuneration of Mr. Olivier Roussat, CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 78.3%
11	Approve the 2022 remuneration of Mr. Pascal Grangé, deputy CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 78.3%
12	Approve the 2022 remuneration of Mr. Edward Bouygues, deputy CEO	FOR	FOR		✓ 93.4%
13	Re-elect Mr. Benoît Maes	FOR	FOR		✓ 96.5%
14	Re-elect Mr. Alexandre de Rothschild	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 93.5%
15	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The authorisation allows for share repurchase during a period of public offer and can potentially be used as an anti-takeover device.	✓ 78.1%
16	Reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
17	Authorisation to increase capital by issuing shares with pre-emptive rights	FOR	● OPPOSE	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 76.7%
18	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 97.0%
19	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 73.3%

Item	Agenda	Board	Ethos		Result
20	Authorisation to increase capital by issuing shares without pre-emptive rights by private placement	FOR	● OPPOSE	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 73.3%
21	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	● OPPOSE	The discount on the issuance price is excessive.	✓ 73.5%
22	"Green shoe" autorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 73.5%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	● OPPOSE	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 75.5%
24	Delegation to issue shares and capital securities as consideration for share exchange takeover	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 73.6%
25	Authorisation to increase capital by issuing shares without pre-emptive rights via a subsidiary	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 73.5%
26	Authorise capital increases related to an all-employee share ownership plan	FOR	● OPPOSE	The discount on the issuance price is excessive.	✓ 94.0%
27	Approve distribution of stock options to employees and member of the management (2% of the share capital)	FOR	FOR		✓ 79.1%
28	Approve distribution of shares to members of the management (1% of the share capital)	FOR	● OPPOSE	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓ 91.9%
29	Approve distribution of shares as pension contribution to employees and members of the management (0.125%)	FOR	● OPPOSE	The company has already a generous pension system. Ethos sees no reason to grant shares on the top of the existing plan.	✓ 97.8%
30	Authority to issue warrants in period of unfriendly public offer	FOR	● OPPOSE	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 73.9%
31	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR		✓ 99.9%
4	Approve Discharge of Supervisory Board	FOR	FOR		✓ 95.1%
5	Appoint the Auditors	FOR	FOR		✓ 99.6%
6	Approve Remuneration System for the Management Board members	FOR	● OPPOSE	Certain elements of the remuneration structure are not in line with best practice.	✓ 94.1%
7	Approve Remuneration of the Supervisory Board members	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive.	✓ 95.3%
8	Approve Remuneration Report	FOR	FOR		✓ 89.2%
	Board main features				
9.1	Elections to the Supervisory Board: Richard Ridinger	FOR	FOR		✓ 62.7%
9.2	Elections to the Supervisory Board: Sujatha Chandrasekaran	FOR	FOR		✓ 61.8%
10.1	Amend Articles: Virtual general meetings (Section 16 (3))	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.7%
10.2	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Section 17 (4))	FOR	FOR		✓ 91.7%
	Unannounced shareholder proposal made during the AGM: special audit relating to the Univar projects	OPPOSE	OPPOSE		✗ 17.6%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Peter J. Arduini	FOR	FOR		✓ 97.1%
1b.	Elect Prof. Dr. Deepak L. Bhatt	FOR	FOR		✓ 99.4%
1c.	Re-elect Dr. Giovanni Caforio	FOR	● OPPOSE	Combined chairman and CEO.	✓ 92.4%
1d.	Re-elect Dr. Julia A. Haller	FOR	FOR		✓ 98.4%
1e.	Re-elect Prof. Dr. Manuel Hidalgo Medina	FOR	FOR		✓ 98.4%
1f.	Re-elect Prof. Paula A. Price	FOR	FOR		✓ 97.3%
1g.	Re-elect Mr. Derica W. Rice	FOR	FOR		✓ 95.4%
1h.	Re-elect Mr. Theodore R. Samuels	FOR	FOR		✓ 94.8%
1i.	Re-elect Mr. Gerald L. Storch	FOR	FOR		✓ 92.7%
1j.	Re-elect Dr. Karen H. Vousden	FOR	FOR		✓ 97.3%
1k.	Re-elect Ms. Phyllis R. Yale	FOR	FOR		✓ 98.1%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.0%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.9%
4.	Re-election of the auditor	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 96.8%
5.	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The separation of functions allows an effective supervision of the management by the board.	✗ 31.7%
6.	Shareholder resolution: Workplace Non-Discrimination Audit	OPPOSE	OPPOSE		✗ 1.5%
7.	Shareholder resolution: Call Special Shareholder Meetings	OPPOSE	OPPOSE		✗ 5.8%

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 99.9%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive total remuneration.	✓ 98.2%
3	Remuneration policy (binding vote)	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 98.2%
4	Final dividend	FOR	FOR		✓ 100.0%
Elections to the board of directors					
5	Re-elect Mr. Adam Crozier	FOR	FOR		✓ 98.1%
6	Re-elect Mr. Philip Jansen	FOR	FOR		✓ 99.9%
7	Re-elect Mr. Simon Lowth	FOR	FOR		✓ 99.8%
8	Re-elect Mr. Adel Al-Saleh	FOR	FOR		✓ 98.2%
9	Re-elect Ms. Isabel Hudson	FOR	● OPPOSE	Non independent member of the remuneration committee which is not best UK market practice.	✓ 98.9%
10	Re-elect Mr. Matthew Key	FOR	FOR		✓ 99.0%
11	Re-elect Ms. Allison Kirkby	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 87.6%
12	Re-elect Ms. Sara Weller	FOR	FOR		✓ 99.0%
13	Elect Ms. Ruth Cairnie	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.8%
14	Elect Ms. Maggie Chan Jones	FOR	FOR		✓ 99.9%
15	Elect Mr. Steven Guggenheimer	FOR	FOR		✓ 99.9%
16	Re-appoint KPMG as auditors	FOR	FOR		✓ 99.2%
17	Auditor's remuneration	FOR	FOR		✓ 99.9%
18	Authority to allot shares	FOR	FOR		✓ 96.0%
19	Disapplication of pre-emption rights	FOR	FOR		✓ 99.3%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 98.4%
21	Purchase of own shares	FOR	FOR		✓ 99.0%
22	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 97.7%
23	Political donations	FOR	FOR		✓ 99.0%

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 100.0%
2	Remuneration policy (binding vote)	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 91.0%
3	Remuneration report (advisory vote)	FOR	● OPPOSE	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.6%
4	Final dividend	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
5	Re-elect Dr. Gerard Murphy	FOR	FOR		✓ 97.7%
6	Re-elect Mr. Jonathan Akeroyd	FOR	FOR		✓ 100.0%
7	Re-elect Ms. Orna Ni-Chionna	FOR	FOR		✓ 99.1%
8	Re-elect Ms. Fabiola Arredondo	FOR	FOR		✓ 99.1%
9	Re-elect Mr. Sam Fischer	FOR	FOR		✓ 99.1%
10	Re-elect Mr. Ronald Frasch	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 98.9%
11	Re-elect Ms. Danuta Gray	FOR	FOR		✓ 98.9%
12	Re-elect Ms. Debra Lee	FOR	FOR		✓ 98.8%
13	Re-elect Mr. Antoine de Saint-Affrique	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 73.9%
14	Elect Mr. Alan Stewart	FOR	FOR		✓ 99.0%
15	Re-appoint Ernst & Young as auditors	FOR	FOR		✓ 99.3%
16	Auditor's remuneration	FOR	FOR		✓ 99.9%
17	Political donations	FOR	FOR		✓ 98.9%
18	Authority to allot shares	FOR	FOR		✓ 98.1%
19	Disapplication of pre-emption rights	FOR	FOR		✓ 99.4%
20	Purchase of own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.2%
21	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.7%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1a.	Re-elect Mr. Scott P. Anderson	FOR	FOR	✓ 98.9%
1b.	Elect Mr. James J. Barber	FOR	FOR	✓ 94.4%
1c.	Re-elect Mr. Kermit R. Crawford	FOR	FOR	✓ 79.4%
1d.	Re-elect Dr. Timothy C. Gokey	FOR	FOR	✓ 98.1%
1e.	Re-elect Mr. Mark A. Goodburn	FOR	FOR	✓ 99.0%
1f.	Re-elect Dr. iur. Jodee A. Kozlak	FOR	FOR	✓ 92.3%
1g.	Re-elect Mr. Henry J. Maier	FOR	FOR	✓ 87.3%
1h.	Re-elect Mr. James B. Stake	FOR	FOR	✓ 90.3%
1i.	Re-elect Ms. Mary J. Steele Guilfoile	FOR	FOR	✓ 95.4%
1j.	Re-elect Ms. Paula C. Tolliver	FOR	FOR	✓ 99.1%
1k.	Re-elect Mr. Henry W. Winship	FOR	FOR	✓ 94.2%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 92.7%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.7%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. ✓ 94.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Mark W. Adams	FOR	FOR		✓ 96.8%
1.2	Re-elect Ms. Ita M. Brennan	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 88.5%
1.3	Re-elect Mr. Lewis Chew	FOR	FOR		✓ 99.8%
1.4	Re-elect Dr. Anirudh Devgan	FOR	FOR		✓ 99.5%
1.5	Re-elect Ms. Mary Louise Krakauer	FOR	FOR		✓ 96.7%
1.6	Re-elect Ms. Julia Liuson	FOR	FOR		✓ 97.6%
1.7	Re-elect Dr. James D. Plummer	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 96.8%
1.8	Re-elect Dr. Alberto Sangiovanni-Vincentelli	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.5%
1.9	Re-elect Dr. John B. Shoven	FOR	● OPPOSE	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.	✓ 95.7%
1.10	Re-elect Mr. Young Sohn	FOR	FOR		✓ 99.4%
2	To approve the amendment of the Omnibus Equity Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 94.5%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 88.9%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.3%
5	Re-election of the auditor	FOR	FOR		✓ 99.9%
6	Shareholder resolution: Remove One-Year Holding Period Requirement to Call Special Meeting	OPPOSE	OPPOSE		✗ 6.3%

Item	Agenda	Board	Ethos		Result
1	Dividend Allocation	FOR	FOR		✓ 99.7%
2	Election of Directors				
2.1	Re-elect Mr. Fujio Mitarai	FOR	● OPPOSE	Combined chairman and CEO.	✓ 50.7%
2.2	Re-elect Mr. Toshizo Tanaka	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 77.5%
2.3	Re-elect Mr. Toshio Homma	FOR	FOR		✓ 77.6%
2.4	Re-elect Mr. Kunitaro Saida	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 88.1%
2.5	Re-elect Mr. Yusuke Kawamura	FOR	FOR		✓ 92.5%
3	Election of 2 Corporate Auditors				
3.1	Elect Mr. Hideya Hatamochi as a Corporate Auditor	FOR	FOR		✓ 96.9%
3.2	Re-elect Mr. Yutaka Tanaka as a Corporate Auditor	FOR	FOR		✓ 99.6%
4.	Approve bonus payment for directors	FOR	FOR		✓ 98.9%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
Elections to the board of directors					
5	Re-elect Mr. Alexandre Bompard	FOR	● OPPOSE	Combined chairman and CEO.	✓ 80.5%
6	Re-elect Ms. Marie-Laure Sauty de Chalon	FOR	FOR		✓ 97.3%
7	Re-elect Mazars as auditors	FOR	FOR		✓ 99.1%
8	Approve the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 82.7%
9	Approve the 2022 remuneration of Mr. Bompard, Chairman and CEO	FOR	● OPPOSE	Excessive variable and total remuneration.	✓ 60.7%
10	Approve the remuneration policy of the Chairman and CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 56.8%
11	Approve the remuneration policy of directors	FOR	FOR		✓ 97.7%
12	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.6%
13	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 98.0%
14	Authorisation to increase capital by issuing shares with pre-emptive rights	FOR	FOR		✓ 98.2%
15	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	FOR		✓ 95.4%
16	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	FOR		✓ 94.4%
17	"Green shoe" authorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 90.8%
18	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 96.6%
19	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.9%
20	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.5%
21	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
22	Approve distribution of performance shares	FOR	● OPPOSE	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓ 68.5%
23	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%
24	Approve Opinion on Quantification of the Company's various scope 3 action levers	FOR	FOR		✓ 93.3%
25	Shareholder proposal: question on the environmental information provided by the company	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result	
1.	Elections of directors				
1a.	Re-elect Mr. Brandon B. Boze	FOR	FOR	✓ 99.1%	
1b.	Re-elect Ms. Beth F. Cobert	FOR	FOR	✓ 97.6%	
1c.	Re-elect Mr. Reginald H. Gilyard	FOR	FOR	✓ 94.7%	
1d.	Re-elect Ms. Shira D. Goodman	FOR	FOR	✓ 99.1%	
1e.	Elect Mr. E.M. Blake Hutcheson	FOR	FOR	✓ 98.7%	
1f.	Re-elect Mr. Christopher T. Jenny	FOR	FOR	✓ 92.3%	
1g.	Re-elect Mr. Gerardo I. Lopez	FOR	FOR	✓ 96.5%	
1h.	Elect Ms. Susan Meaney	FOR	FOR	✓ 97.3%	
1i.	Re-elect Mr. Oscar Munoz	FOR	FOR	✓ 97.0%	
1j.	Re-elect Mr. Robert Sulentic	FOR	FOR	✓ 99.7%	
1k.	Re-elect Mr. Sanjiv Yajnik	FOR	FOR	✓ 99.1%	
2.	Re-election of the auditor	FOR	FOR	✓ 98.2%	
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p> <p>Concerns over the severance payments which are considered excessive.</p>	✓ 93.1%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.6%	
5.	Shareholder resolution: Mandatory Retention of Significant Stock by Executives	OPPOSE	OPPOSE	✗ 26.1%	

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Bradlen S. Cashaw	FOR	FOR		✓ 98.8%
1.b	Re-elect Mr. Matthew T. Farrell	FOR	● OPPOSE	Combined chairman and CEO.	✓ 91.5%
1.c	Re-elect Mr. Bradley C. Irwin	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.7%
1.d	Re-elect Mr. Penry W. Price	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 94.9%
1.e	Re-elect Ms. Susan G. Saideman	FOR	FOR		✓ 95.8%
1.f	Re-elect Mr. Ravichandra K. Saligram	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.3%
1.g	Re-elect Mr. Robert K. Shearer	FOR	FOR		✓ 94.5%
1.h	Re-elect Ms. Janet S. Vergis	FOR	FOR		✓ 94.3%
1.i	Re-elect Mr. Arthur B. Winkleblack	FOR	● OPPOSE	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓ 92.5%
1.j	Re-elect Ms. Laurie J. Yoler	FOR	FOR		✓ 96.1%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 83.0%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.4%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.0%
5	To approve the Employee Stock Purchase Plan	FOR	FOR		✓ 98.8%
6	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The separation of functions allows an effective supervision of the management by the board.	✗ 34.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. David M. Cordani	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.8%
1b	Re-elect Mr. William J. DeLaney	FOR	FOR		✓ 98.5%
1c	Re-elect Mr. Eric J. Foss	FOR	FOR		✓ 95.3%
1d	Re-elect Dr. Elder Granger	FOR	FOR		✓ 98.6%
1e	Re-elect Ms. Neesha Hathi	FOR	FOR		✓ 99.5%
1f	Re-elect Mr. George Kurian	FOR	FOR		✓ 98.3%
1g	Re-elect Ms. Kathleen M. Mazarella	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 95.6%
1h	Re-elect Prof. Dr. Mark B. McClellan	FOR	FOR		✓ 98.8%
1i	Re-elect Ms. Kimberly A. Ross	FOR	FOR		✓ 99.3%
1j	Re-elect Mr. Eric C. Wiseman	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 97.2%
1k	Re-elect Ms. Donna F. Zarcone	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.3%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 88.0%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.3%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.6%
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	FOR	FOR		✓ 88.5%
6	Shareholder resolution: Special Shareholder Meeting Improvement	OPPOSE	● FOR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 46.6%
7	Shareholder resolution: Disclose political contributions	WITH-DRAWN	● FOR	The shareholder proposal was withdrawn by the proponent two days prior to the AGM. Ethos initially recommended to vote FOR for the following reason: Enhanced disclosure on political donations.	–

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a	Re-elect Mr. Wesley G. Bush	FOR	FOR		✓ 97.4%
1b	Re-elect Mr. Michael D. Capellas	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.5%
1c	Re-elect Mr. Mark S. Garrett	FOR	FOR		✓ 96.1%
1d	Re-elect Mr. John D. Harris II	FOR	FOR		✓ 97.1%
1e	Re-elect Dr. Kristina M. Johnson	FOR	FOR		✓ 94.5%
1f	Re-elect Ms. Sarah Rae Murphy	FOR	FOR		✓ 99.2%
1g	Re-elect Mr. Charles H. Robbins	FOR	● OPPOSE	Combined chairman and CEO.	✓ 92.0%
1h	Elect Mr. Daniel H. Schulman	FOR	FOR		✓ 99.4%
1i	Re-elect Ms. Marianna Tessel	FOR	FOR		✓ 99.5%
2.	To approve the amendment of the Stock Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 94.5%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 75.0%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.5%*
5.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.1%
6.	Shareholder resolution: Report on tax transparency set forth in the Global Reporting Initiative's tax standard	OPPOSE	● FOR	Enhanced disclosure on the tax practices of the company.	✗ 25.2%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Terrence A. Duffy	FOR	● OPPOSE	Combined chairman and CEO.	✓ 90.9%
1b.	Elect Ms. Kathryn Benesh	FOR	FOR		✓ 99.1%
1c.	Re-elect Mr. Timothy S. Bitsberger	FOR	FOR		✓ 69.7%
1d.	Re-elect Mr. Charles P. Carey	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 54.5%
1e.	Re-elect Mr. Bryan T. Durkin	FOR	FOR		✓ 94.0%
1f.	Elect Mr. Harold Ford Jr.	FOR	FOR		✓ 98.9%
1g.	Re-elect Mr. Martin J. Gepsman	FOR	● OPPOSE	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.	✓ 82.5%
1h.	Re-elect Mr. Larry G. Gerdes	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 81.1%
1i.	Re-elect Mr. Daniel R. Glickman	FOR	● OPPOSE	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.	✓ 62.0%
1j.	Re-elect Mr. Daniel G. Kaye	FOR	FOR		✓ 96.1%
1k.	Re-elect Ms. Phyllis M. Lockett	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 66.4%
1l.	Re-elect Prof. Deborah J. Lucas	FOR	FOR		✓ 98.0%
1m.	Re-elect Ms. Terry L. Savage	FOR	● OPPOSE	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.	✓ 63.7%
1n.	Re-elect Ms. Rahael Seifu	FOR	FOR		✓ 73.1%

Item	Agenda	Board	Ethos	Result	
1o.	Re-elect Mr. William R. Shepard	FOR	● OPPOSE	<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>	✓ 90.9%
1p.	Re-elect Mr. Howard J. Siegel	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 87.9%
1q.	Re-elect Mr. Dennis A. Suskind	FOR	● OPPOSE	<p>Non-independent chairman of the risk committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 84.6%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.8%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✗ 32.1%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.3%

Item	Agenda	Board	Ethos		Result
1	Opening	NON-VOTING	NON-VOTING		
2.a	Policy on additions to reserves and on dividends	NON-VOTING	NON-VOTING		
2.b	Adoption of the Annual Accounts 2022	FOR	FOR		✓ 99.9%
2.c	Approval of 2022 dividend	FOR	FOR		✓ 99.9%
2.d	Granting of discharge to the Directors in respect of the performance of their duties during the financial year 2022	FOR	FOR		✓ 99.8%
3.a	Advisory vote on the Remuneration Report 2022	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.8%
3.b	Approval of an equity incentive plan for executive Directors	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.9%
4	Appointment of the members of the Board of Directors: composition of the Board				
4.a	Re-appointment of Ms. Suzanne Heywood as executive Director	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 86.3%
4.b	Re-appointment of Mr. Scott W. Wine as executive Director	FOR	FOR		✓ 100.0%
4.c	Re-appointment of Mr. Howard W. Buffett as non-executive Director	FOR	FOR		✓ 97.1%
4.d	Re-appointment of Ms. Karen Linehan as non-executive Director	FOR	FOR		✓ 97.5%
4.e	Re-appointment of Mr. Alessandro Nasi as non-executive Director	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 80.2%
4.f	Re-appointment of Mr. Vagn Sørensen as non-executive Director	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.5%
4.g	Re-appointment of Ms. Åsa Tamsons as non-executive Director	FOR	FOR		✓ 99.8%
4.h	Appointment of Ms. Elizabeth Bastoni as non-executive Director	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 95.1%
4.i	Appointment of Mr. Richard J. Kramer as non-executive Director	FOR	FOR		✓ 98.5%
5.a	Authorization to issue shares and/or grant rights to subscribe for shares	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos		Result
5.b	Authorization to limit or exclude pre-emptive rights	FOR	FOR		✓ 99.3%
5.c	Authorization to issue special voting shares	FOR	● OPPOSE	The amendment contravenes the "one share = one vote" principle.	✓ 67.4%
5.d	Authorization to repurchase own shares	FOR	FOR		✓ 99.6%
6	Re-appointment of Deloitte as independent auditor for FY 2024	FOR	FOR		✓ 99.9%
7	Closing	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Zein Abdalla	FOR	FOR		✓ 96.4%
1b.	Re-elect Ms. Vinita Bali	FOR	FOR		✓ 97.7%
1c.	Elect Mr. Eric Branderiz	FOR	FOR		✓ 99.2%
1d.	Re-elect Ms. Archana Deskus	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.3%
1e.	Re-elect Mr. John M. Dineen	FOR	FOR		✓ 99.4%
1f.	Elect Ms. Nella Domenici	FOR	FOR		✓ 99.8%
1g.	Elect Mr. Ravi Kumar	FOR	FOR		✓ 99.7%
1h.	Re-elect Mr. Leo S. Mackay Jr.	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 91.5%
1i.	Re-elect Mr. Michael Patsalos-Fox	FOR	FOR		✓ 98.5%
1j.	Re-elect Mr. Stephen Rohleder	FOR	FOR		✓ 97.9%
1k.	Elect Mr. Abraham (Bram) Schot	FOR	FOR		✓ 99.6%
1l.	Re-elect Mr. Joseph M. Velli	FOR	FOR		✓ 98.5%
1m.	Re-elect Ms. Sandra S. Wijnberg	FOR	FOR		✓ 95.1%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.4%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.2%
4.	To approve the 2023 Incentive Award Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 95.6%
5.	To amend the 2004 Employee Stock Purchase Plan	FOR	FOR		✓ 99.8%
6.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.6%
7.	Shareholder resolution: Approval of Certain Provisions Related to Director Nominations by Shareholders	OPPOSE	● FOR	The proposal aims at improving shareholder rights.	✗ 20.4%
8.	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 8.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. John P. Bilbrey	FOR	FOR		✓ 96.9%
1.b	Re-elect Mr. John T. Cahill	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.5%
1.c	Elect Mr. Steve Cahillane	FOR	FOR		✓ 99.0%
1.d	Re-elect Ms. Lisa M. Edwards	FOR	FOR		✓ 97.8%
1.e	Re-elect Dr. C. Martin Harris	FOR	FOR		✓ 96.8%
1.f	Re-elect Ms. Martina Hund-Mejean	FOR	FOR		✓ 98.7%
1.g	Re-elect Ms. Kimberly A. Nelson	FOR	FOR		✓ 97.3%
1.h	Re-elect Ms. Lorrie M. Norrington	FOR	● OPPOSE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 90.0%
1.i	Re-elect Mr. Michael B. Polk	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.5%
1.j	Re-elect Mr. Stephen I. Sadove	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.0%
1.k	Re-elect Mr. Noel R. Wallace	FOR	● OPPOSE	Combined chairman and CEO.	✓ 92.7%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 89.3%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.4%
5	Shareholder resolution: Independent chairman	OPPOSE	● FOR	An independent chairman can ensure independent oversight of management.	✗ 34.3%
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	OPPOSE	OPPOSE		✗ 29.7%

Item	Agenda	Board	Ethos	Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING	
2	Approve the Dividend	FOR	FOR	✓ 100.0%
3.1	Approve Discharge of Dr. Manfred Knof as member of the Management Board	FOR	FOR	✓ 96.0%
3.2	Approve Discharge of Dr. Bettina Orlopp as member of the Management Board	FOR	FOR	✓ 96.0%
3.3	Approve Discharge of Dr. Marcus Chromik as member of the Management Board	FOR	FOR	✓ 96.0%
3.4	Approve Discharge of Mr. Michael Kotzbauer as member of the Management Board	FOR	FOR	✓ 96.0%
3.5	Approve Discharge of Dr. Jörg Oliveri del Castillo-Schulz as member of the Management Board	FOR	FOR	✓ 96.0%
3.6	Approve Discharge of Mr. Thomas Schaufler as member of the Management Board	FOR	FOR	✓ 96.0%
3.7	Approve Discharge of Ms. Sabine Schmittroth as member of the Management Board	FOR	FOR	✓ 96.0%
4.1	Approve Discharge of Mr. Helmut Gottschalk as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.2	Approve Discharge of Mr. Uwe Tschäge as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.3	Approve Discharge of Ms. Heike Anscheit as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.4	Approve Discharge of Mr. Alexander Boursanoff as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.5	Approve Discharge of Mr. Gunnar de Buhr as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.6	Approve Discharge of Mr. Stefan Burghardt as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.7	Approve Discharge of Dr. Frank Czichowski as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.8	Approve Discharge of Ms. Sabine Dietrich as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.9	Approve Discharge of Dr. Jutta Dönges as member of the Supervisory Board	FOR	FOR	✓ 96.4%

Item	Agenda	Board	Ethos	Result
4.10	Approve Discharge of Ms. Monika Fink as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.11	Approve Discharge of Mr. Stefan Jennes as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.12	Approve Discharge of Ms. Kerstin Jerchel as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.13	Approve Discharge of Mr. Burkhard Keese as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.14	Approve Discharge of Ms. Alexandra Krieger as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.15	Approve Discharge of Ms. Daniela Mattheus as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.16	Approve Discharge of Ms. Caroline Seifert as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.17	Approve Discharge of Mr. Robin Stalker as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.18	Approve Discharge of Dr. Gertrude Tumpel-Gugerell as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.19	Approve Discharge of Mr. Frank Westhoff as member of the Supervisory Board	FOR	FOR	✓ 96.4%
4.20	Approve Discharge of Mr. Stefan Wittmann as member of the Supervisory Board	FOR	FOR	✓ 96.4%
5.1	Appoint the Auditors	FOR	FOR	✓ 99.3%
5.2	Appoint the Auditors for the audit review of (any) interim financial information for the quarters in the financial year 2024 before the AGM 2024	FOR	FOR	✓ 99.3%
6	Approve Remuneration Report	FOR	● OPPOSE	✓ 85.8% Excessive total remuneration for the CEO. Excessive remuneration for the chairman.
Board main features				
7.1	Elections to the Supervisory Board: Harald Christ	FOR	FOR	✓ 94.3%
7.2	Elections to the Supervisory Board: Dr. Frank Czichowski	FOR	FOR	✓ 99.2%
7.3	Elections to the Supervisory Board: Sabine U. Dietrich	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
7.4	Elections to the Supervisory Board: Dr. Jutta A. Dönges	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 81.3%
7.5	Elections to the Supervisory Board: Burkhard Keese	FOR	FOR		✓ 96.5%
7.6	Elections to the Supervisory Board: Daniela Mattheus	FOR	FOR		✓ 99.8%
7.7	Elections to the Supervisory Board: Caroline Seifert	FOR	FOR		✓ 99.8%
7.8	Elections to the Supervisory Board: Dr. Gertrude Tumpel-Gugerell	FOR	FOR		✓ 91.2%
7.9	Elections to the Supervisory Board: Dr. Jens Weidmann	FOR	FOR		✓ 99.2%
7.10	Elections to the Supervisory Board: Frank Westhoff	FOR	FOR		✓ 96.8%
8	Approve the creation of a new Authorised Capital 2023/I, the cancellation of the existing Authorised Capital 2019/I and related amendments to the Articles of Association	FOR	FOR		✓ 95.7%
9	Approve the creation of a new Authorised Capital 2023/II, the cancellation of the existing Authorised Capital 2019/II and related amendments to the Articles of Association	FOR	FOR		✓ 96.8%
10	Authorisation to issue profit sharing rights and other hybrid debt instruments with the possibility to exclude the shareholders' subscription right	FOR	● OPPOSE	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓ 98.6%
11	Amend Articles: Virtual general meetings (§ 17a)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 87.7%
12	Amend Articles: Virtual participation of Supervisory Board members at virtual general meetings (§ 17 (7))	FOR	FOR		✓ 94.9%
13	Amend Articles: Location of the general meeting (§ 16)	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts for the year ended 30 September 2022	FOR	FOR		✓ 100.0%
2	Advisory vote on Directors' Remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 70.3%
3	Declare a final dividend	FOR	FOR		✓ 100.0%
Elections to the Board of Directors					
4	Re-elect Mr. Ian Meakins	FOR	FOR		✓ 97.6%
5	Re-elect Mr. Dominic Blakemore	FOR	FOR		✓ 99.1%
6	Re-elect Mr. Palmer Brown	FOR	FOR		✓ 99.4%
7	Re-elect Mr. Gary Green	FOR	FOR		✓ 98.6%
8	Re-elect Ms. Carol Arrowsmith	FOR	● OPPOSE	Chairman of the remuneration committee. We have serious concerns over remuneration.	✓ 89.3%
9	Re-elect Mr. Stefan Bomhard	FOR	FOR		✓ 97.7%
10	Re-elect Mr. John Bryant	FOR	FOR		✓ 96.2%
11	Re-elect Ms. Arlene Isaacs-Lowe	FOR	FOR		✓ 98.2%
12	Re-elect Ms. Anne-Francoise Nesmes	FOR	FOR		✓ 98.1%
13	Re-elect Mr. Sundar Raman	FOR	FOR		✓ 97.8%
14	Re-elect Mr. Nelson Silva	FOR	FOR		✓ 97.8%
15	Re-elect Ms. Ireena Vittal	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 87.3%
16	Re-appoint KPMG as auditor	FOR	FOR		✓ 99.5%
17	Auditor's remuneration	FOR	FOR		✓ 100.0%
18	Political donations and political expenditure	FOR	FOR		✓ 95.6%
19	Directors' authority to allot shares	FOR	FOR		✓ 91.6%
20	Disapplication of pre-emption rights on the issue of shares for cash	FOR	FOR		✓ 95.9%
21	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	FOR	FOR		✓ 95.3%
22	Purchase of own shares	FOR	FOR		✓ 98.9%
23	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.9%

Item	Agenda	Board	Ethos		Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING		
2.	Report of the executive board of the past financial year	NON-VOTING	NON-VOTING		
3.	Adoption of the financial statements	FOR	FOR		✓ 100.0%
4.	Approve remuneration report	FOR	FOR		✓ 87.7%
5.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING		
6.	Approve allocation of income	FOR	FOR		✓ 100.0%
7.	Discharge of executive board	FOR	FOR		✓ 96.8%
8.	Discharge of supervisory board	FOR	FOR		✓ 96.8%
9.	Re-elect Mr. Olivier Rigaud to the executive board	FOR	FOR		✓ 100.0%
	Composition of the supervisory board				
10.	Re-elect Mr. Mathieu Vrijzen	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 97.8%
11.	Re-elect Ms. Elizabeth Doherty	FOR	FOR		✓ 99.1%
12.	Authorisation to issue shares for general purposes	FOR	FOR		✓ 98.4%
13.	Authorisation to restrict or exclude pre-emptive rights for general purposes	FOR	FOR		✓ 96.9%
14.	Authorisation to issue additional shares in connection with mergers, acquisitions and/or (strategic) alliances	FOR	● OPPOSE	Authorisation of share issuance exceeds Dutch market practice.	✓ 62.0%
15.	Authorisation to repurchase own shares	FOR	FOR		✓ 100.0%
16.	Reduce share capital via cancellation of shares	FOR	FOR		✓ 97.4%
17.	Election of auditor	FOR	FOR		✓ 100.0%
18.	Any other business	NON-VOTING	NON-VOTING		
19.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Approval of the Directors' Report and the accounts	FOR	FOR		✓ 100.0%
2	Approval of the consolidated Directors' report and the consolidated accounts	FOR	FOR		✓ 100.0%
3	Approval of the Corporate Governance Report	FOR	● OPPOSE	Serious shortcomings in corporate governance with a lack of independence on the board (40%), grouped elections and an excessive number of executive directors on the board.	✓ 99.9%
4	Approval of the non-financial information report	FOR	FOR		✓ 100.0%
5	Allocation of income	FOR	FOR		✓ 100.0%
6	Discharge of the Board	FOR	FOR		✓ 99.8%
7	Acquisition of own shares	FOR	FOR		✓ 99.9%
8	Sale by the Company of its own shares	FOR	FOR		✓ 100.0%
9	Approval of the establishment of an Appointments, Evaluation and Remuneration Committee for the current term of office of the corporate bodies and the respective regulation	FOR	FOR		✓ 100.0%
10	Election of the members of the Appointments, Evaluation and Remuneration Committee and approval of their respective remuneration	FOR	● OPPOSE	Bundled vote, while the remuneration is reasonable, we have concerns over the lack of independence of this committee.	✓ 99.9%
11	Approval of the 2022-2024 remuneration policy	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos	Result
1	Approval of the interim balance sheet of the Company as of 30 September 2023	FOR	FOR	✓ 100.0%
2	Approval of the partial distribution of distributable reserves	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	To receive the financial statements and related reports regarding the year ended 30 June 2023	NON-VOTING	NON-VOTING		
2	Election of the auditor	FOR	FOR		✓ 99.8%
3	Elections of directors				
3.a	Re-elect Ms. Carolyn Hewson	FOR	FOR		✓ 97.6%
4	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 77.0%
5	Grant of Securities to Dr. Paul McKenzie (CEO)	FOR	● OPPOSE	Potential excessive awards.	✓ 75.1%

Item	Agenda	Board	Ethos		Result
	Elections of directors				
1.	Re-elect Mr. Thomas N. Linebarger	FOR	● OPPOSE	Executive chairman. The board is not sufficiently independent.	✓ 96.6%
2.	Re-elect Ms. Jennifer W. Rumsey	FOR	FOR		✓ 98.4%
3.	Elect Mr. Gary Belske	FOR	FOR		✓ 99.6%
4.	Re-elect Prof. Robert J. Bernhard	FOR	FOR		✓ 94.7%
5.	Re-elect Mr. Bruno di Leo Allen	FOR	FOR		✓ 99.1%
6.	Re-elect Mr. Stephen B. Dobbs	FOR	● OPPOSE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 88.0%
7.	Re-elect Ms. Carla A. Harris	FOR	FOR		✓ 95.8%
8.	Re-elect Mr. Thomas J. Lynch	FOR	FOR		✓ 96.6%
9.	Re-elect Mr. William I. Miller	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.9%
10.	Re-elect Ms. Georgia R. Nelson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.2%
11.	Re-elect Ms. Kimberly A. Nelson	FOR	FOR		✓ 98.8%
12.	Re-elect Ms. Karen H. Quintos	FOR	FOR		✓ 98.8%
13.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.8%
14.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.3%
15.	Re-election of the auditor	FOR	FOR		✓ 95.0%
16.	To approve the Employee Stock Purchase Plan	FOR	FOR		✓ 82.5%
17.	Shareholder resolution: Independent chairman	OPPOSE	● FOR	An independent chairman can ensure independent oversight of management.	✗ 43.4%
18.	Shareholder resolution: Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	OPPOSE	● FOR	The proposal aims at improving the remuneration policy and increasing the management's accountability in regard to climate change.	✗ 15.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Fernando Aguirre	FOR	FOR		✓ 99.1%
1.b	Elect Mr. Ph.D Jeffrey R. Balsler	FOR	FOR		✓ 99.4%
1.c	Re-elect Mr. C. David Brown II	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.4%
1.d	Re-elect Ms. Alecia A. DeCoudreaux	FOR	FOR		✓ 99.2%
1.e	Re-elect Ms. Nancy-Ann M. DeParle	FOR	FOR		✓ 99.1%
1.f	Re-elect Mr. Roger N. Farah	FOR	FOR		✓ 97.5%
1.g	Re-elect Ms. Anne M. Finucane	FOR	FOR		✓ 93.1%
1.h	Re-elect Mr. Edward J. Ludwig	FOR	FOR		✓ 99.1%
1.i	Re-elect Ms. Karen S. Lynch	FOR	FOR		✓ 98.8%
1.j	Re-elect Mr. Jean-Pierre Millon	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.6%
1.k	Re-elect Ms. Mary L. Schapiro	FOR	FOR		✓ 99.2%
2	Re-election of the auditor	FOR	FOR		✓ 97.4%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 79.6%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.4%
5	Shareholder resolution: Adopt a Paid Sick Leave Policy	OPPOSE	● FOR	Paid sick leave is one of the fundamental workplace rights of an employee.	✗ 25.6%
6	Shareholder resolution: Call Special Shareholder Meetings	OPPOSE	● FOR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 40.7%
7	Shareholder resolution: Require Shareholder Approval of Certain Provisions Related to Director Nominations	OPPOSE	● FOR	Enhanced disclosure on board nomination process.	✗ 18.4%
8	Shareholder resolution: Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	OPPOSE	● FOR	Enhanced disclosure on human rights.	✗ 25.9%
9	Shareholder resolution: Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	OPPOSE	OPPOSE		✗ 1.3%

Item	Agenda	Board	Ethos		Result
1	Dividend Allocation	FOR	FOR		✓ 100.0%
	Election of Directors				
2.1	Re-elect Mr. Sunao Manabe	FOR	● OPPOSE	Combined chairman and CEO.	✓ 95.5%
2.2	Re-elect Mr. Hiroyuki Okuzawa	FOR	FOR		✓ 96.8%
2.3	Re-elect Mr. Shoji Hirashima	FOR	FOR		✓ 98.4%
2.4	Re-elect Mr. Masahiko Ohtsuki	FOR	FOR		✓ 98.6%
2.5	Re-elect Mr. Takashi Fukuoka	FOR	FOR		✓ 98.6%
2.6	Re-elect Mr. Kazuaki Kama	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 99.4%
2.7	Re-elect Ms. Sawako Nohara	FOR	FOR		✓ 99.7%
2.8	Re-elect Prof. Dr. med. Yasuhiro Komatsu	FOR	FOR		✓ 99.5%
2.9	Elect Mr. Takaaki Nishii	FOR	FOR		✓ 99.7%
3	Election of 2 Corporate Auditors				
3.1	Re-elect Mr. Kenji Sato as a Corporate Auditor	FOR	FOR		✓ 99.1%
3.2	Elect Ms. Miyuki Arai as a Corporate Auditor	FOR	FOR		✓ 99.1%
4	Approve Trust-Type Equity Remuneration Plan	FOR	● OPPOSE	The information provided is insufficient.	✓ 97.4%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Leanne G. Caret	FOR	FOR		✓ 99.3%
1.b	Re-elect Ms. Tamra A. Erwin	FOR	FOR		✓ 98.1%
1.c	Re-elect Mr. Alan C. Heuberger	FOR	FOR		✓ 99.3%
1.d	Re-elect Mr. Charles O. Holliday, Jr	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines.	✓ 97.8%
1.e	Re-elect Mr. Michael O. Johanns	FOR	FOR		✓ 98.0%
1.f	Re-elect Mr. Clayton M. Jones	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.2%
1.g	Re-elect Mr. John C. May	FOR	● OPPOSE	Combined chairman and CEO.	✓ 95.0%
1.h	Re-elect Mr. Gregory R. Page	FOR	● OPPOSE	Non independent director (various reasons). The board is not sufficiently independent.	✓ 93.6%
1.i	Re-elect Ms. Sherry M. Smith	FOR	● OPPOSE	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓ 96.3%
1.j	Re-elect Mr. Dmitri L. Stockton	FOR	FOR		✓ 97.4%
1.k	Re-elect Ms. Sheila G. Talton	FOR	FOR		✓ 98.0%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.5%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.3%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.9%
5	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 40.9%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Michael S. Dell	FOR	● WITHHOLD	Combined chairman and CEO. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 98.6%
1.2	Re-elect Mr. David W. Dorman	FOR	FOR		✓ 98.8%
1.3	Re-elect Mr. Egon P. Durban	FOR	● WITHHOLD	Concerns over the director's time commitments.	✓ 98.4%
1.4	Re-elect Mr. David J. Grain	FOR	FOR		✓ 99.9%
1.5	Re-elect Mr. William D. Green	FOR	FOR		✓ 99.9%
1.6	Re-elect Mr. Simon Patterson	FOR	FOR		✓ 99.8%
1.7	Re-elect Ms. Lynn Vojvodich Radakovich	FOR	FOR		✓ 100.0%
1.8	Re-elect Ms. Ellen J. Kullman (representative of Class C shareholders)	FOR	FOR		✓ 59.7%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 99.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 99.8%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.9%
5	To approve the amendment of the 2023 Stock Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 98.5%

Item	Agenda	Board	Ethos		Result
1	Report and accounts 2023	FOR	FOR		✓ 99.7%
2	Remuneration report (advisory vote)	FOR	FOR		✓ 95.5%
3	Remuneration policy (binding vote)	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 95.4%
4	Adoption of the Diageo 2023 Long Term Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 97.7%
5	Final dividend	FOR	FOR		✓ 99.9%
Elections to the board of directors					
6	Elect Ms. Debra A. Crew	FOR	FOR		✓ 99.9%
7	Re-elect Mr. Javier Ferràn	FOR	FOR		✓ 98.9%
8	Re-elect Ms. Lavanya Chandrashekar	FOR	FOR		✓ 99.8%
9	Re-elect Ms. Susan Kilsby	FOR	FOR		✓ 99.7%
10	Re-elect Ms. Melissa Bethell	FOR	FOR		✓ 99.8%
11	Re-elect Ms. Karen Blackett OBE	FOR	FOR		✓ 99.7%
12	Re-elect Ms. Valérie Chapoulaud-Floquet	FOR	FOR		✓ 99.8%
13	Re-elect Sir John Manzoni	FOR	FOR		✓ 99.9%
14	Re-elect Mr. Alan Stewart	FOR	FOR		✓ 99.3%
15	Re-elect Ms. Ireena Vittal	FOR	FOR		✓ 96.6%
16	Re-appoint PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.8%
17	Auditor's remuneration	FOR	FOR		✓ 99.9%
18	Political donations	FOR	FOR		✓ 98.2%
19	Authority to allot shares	FOR	FOR		✓ 97.4%
20	Disapplication of pre-emption rights	FOR	FOR		✓ 98.5%
21	Purchase of own shares	FOR	● OPPOSE	The share repurchase is inconsistent with the long-term interests of shareholders.	✓ 99.2%
22	Adoption of new articles of association	FOR	FOR		✓ 99.9%
23	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Jeffrey S. Aronin	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.2%
1.2	Re-elect Ms. Mary K. Bush	FOR	● OPPOSE	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.	✓ 93.8%
1.3	Re-elect Mr. Gregory C. Case	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 89.2%
1.4	Re-elect Ms. Candace H. Duncan	FOR	FOR		✓ 98.5%
1.5	Re-elect Mr. Joseph F. Eazor	FOR	FOR		✓ 99.1%
1.6	Re-elect Mr. Roger C. Hochschild	FOR	FOR		✓ 98.9%
1.7	Re-elect Mr. Thomas G. Maheras	FOR	FOR		✓ 96.8%
1.8	Re-elect Mr. John Owen	FOR	FOR		✓ 99.5%
1.9	Re-elect Mr. David L. Rawlinson II	FOR	FOR		✓ 98.9%
1.10	Elect Ms. Beverley A. Sibbles	FOR	FOR		✓ 99.5%
1.11	Re-elect Mr. Mark A. Thierer	FOR	FOR		✓ 97.2%
1.12	Re-elect Ms. Jennifer L. Wong	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.0%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.9%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.8%
4	To approve the amendment of the 2023 Omnibus Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 98.5%
5	Re-election of the auditor	FOR	FOR		✓ 98.5%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Warren F. Bryant	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 94.8%
1b.	Re-elect Mr. Michael M. Calbert	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.6%
1c.	Elect Ms. Ana M. Chadwick	FOR	FOR		✓ 99.2%
1d.	Re-elect Ms. Patricia D. Fili-Krushel	FOR	FOR		✓ 95.2%
1e.	Re-elect Mr. Timothy I. McGuire	FOR	FOR		✓ 97.5%
1f.	Elect Mr. Jeffrey C. Owen	FOR	FOR		✓ 99.0%
1g.	Re-elect Ms. Debra A. Sandler	FOR	FOR		✓ 92.8%
1h.	Re-elect Mr. Ralph E. Santana	FOR	FOR		✓ 98.2%
1i.	Re-elect Mr. Todd J. Vasos	FOR	● OPPOSE	Former CEO has a consultancy agreement until 2025.	✓ 98.2%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.9%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.3%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 95.4%
5.	Shareholder resolution: Cage-free eggs progress disclosure	OPPOSE	● FOR	Animal welfare is crucial for animals that are raised for the purpose of providing food.	✗ 36.4%
6.	Shareholder resolution: Remove the one-year holding period requirement to call a special shareholder meeting	OPPOSE	OPPOSE		✗ 12.6%
7.	Shareholder resolution: Worker safety and well-being audit and report	OPPOSE	● FOR	We support corporate policies aiming at improving safety in the workplace.	✓ 67.7%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1A.	Re-elect Mr. Joshua Bekenstein	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.9%
1B.	Re-elect Mr. Gregory David	FOR	● OPPOSE	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.	✓ 95.2%
1C.	Re-elect Ms. Elisa D. Garcia C.	FOR	FOR		✓ 98.5%
1D.	Re-elect Mr. Stephen Gunn	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 89.6%
1E.	Re-elect Ms. Kristin Mugford	FOR	FOR		✓ 98.2%
1F.	Re-elect Mr. Nicholas Nomicos	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.1%
1G.	Re-elect Mr. Neil Rossy	FOR	FOR		✓ 97.8%
1H.	Re-elect Ms. Samira Sakhia	FOR	FOR		✓ 98.9%
1I.	Elect Ms. Thecla Sweeney	FOR	FOR		✓ 99.9%
1J.	Re-elect Mr. Huw Thomas	FOR	FOR		✓ 96.8%
2.	Re-election of the auditor	FOR	FOR		✓ 97.3%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 91.6%
4.	Shareholder resolution: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy	OPPOSE	● FOR	The resolution ensures Dollarama's adherence to its environmental and social objectives.	✗ 18.6%
5.	Shareholder resolution: Report on Third-Party Employment Agencies	OPPOSE	● FOR	More information to understand the benefits and risks associated with Temp Agency arrangement is required.	✗ 21.3%
6.	Shareholder resolution: Adopt Net Zero Targets in Alignment with the Paris Agreement	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 25.9%

Item	Agenda	Board	Ethos	Result
1.	Elections of directors			
1.01	Re-elect Mr. Andrew W. Houston	FOR	● WITHHOLD Combined chairman and CEO.	✓ 92.3%
1.02	Re-elect Mr. Donald W. Blair	FOR	FOR	✓ 92.8%
1.03	Re-elect Ms. Lisa Campbell	FOR	FOR	✓ 99.6%
1.04	Re-elect Mr. Paul E. Jacobs	FOR	FOR	✓ 90.4%
1.05	Re-elect Ms. Sara Mathew	FOR	FOR	✓ 97.8%
1.06	Re-elect Mr. Abhay Parasnis	FOR	FOR	✓ 99.6%
1.07	Re-elect Ms. Karen Peacock	FOR	FOR	✓ 99.7%
1.08	Re-elect Mr. Michael Seibel	FOR	FOR	✓ 99.6%
2.	Re-election of the auditor	FOR	FOR	✓ 99.8%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE Excessive variable remuneration.	✓ 98.6%

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
2.	Presentation of the Transaction	NON-VOTING	NON-VOTING	
3.	Approval of the Transaction	FOR	FOR	✓ 99.9%
4.	Conditional discharge of executive board	FOR	FOR	✓ 97.3%
5.	Conditional discharge of supervisory board	FOR	FOR	✓ 97.3%
6.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR		✓ 97.8%
4	Approve Discharge of Supervisory Board	FOR	FOR		✓ 97.7%
5a	Appoint the Auditors	FOR	FOR		✓ 98.5%
5b	Appoint the Auditors for a review of short financial statements and interim management reports for financial year 2023	FOR	FOR		✓ 98.5%
5c	Appoint the Auditors for a review of the short financial statements and the interim management report for the first quarter of financial year 2024	FOR	FOR		✓ 98.5%
6	Approve Remuneration Report	FOR	● OPPOSE	Excessive fixed remuneration. Performance targets are not sufficiently challenging.	✓ 90.6%
7	Amend Articles: Composition of the Supervisory Board (Section 8a) Board main features	FOR	FOR		✓ 99.3%
8a	Elections to the Supervisory Board: Erich Clementi	FOR	FOR		✓ 92.0%
8b	Elections to the Supervisory Board: Andreas Schmitz	FOR	FOR		✓ 99.4%
8c	Elections to the Supervisory Board: Nadège Petit	FOR	FOR		✓ 99.8%
8d	Elections to the Supervisory Board: Ulrich Grillo	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 87.8%
8e	Elections to the Supervisory Board: Deborah Wilkens	FOR	FOR		✓ 99.6%
8f	Elections to the Supervisory Board: Rolf Martin Schmitz	FOR	FOR		✓ 91.1%
8g	Elections to the Supervisory Board: Klaus Fröhlich	FOR	● OPPOSE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 99.5%
8h	Elections to the Supervisory Board: Anke Groth	FOR	FOR		✓ 99.6%
9	Amend Articles: Virtual general meetings (Section 21a (1) and (2))	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 80.4%
10	Amend Articles: Virtual attendance of Supervisory Board member at virtual general meetings (Section 21a (3))	FOR	FOR		✓ 90.2%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.4%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.5%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Approve the remuneration policy of the Chairman and CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 79.6%
5	Approve the remuneration policy for the members of the board	FOR	FOR		✓ 99.9%
6	Approve directors' fees	FOR	FOR		✓ 99.8%
7	Approve the remuneration report	FOR	● OPPOSE	Excessive variable remuneration. Performance targets are not sufficiently challenging.	✓ 92.5%
8	Approve the 2022 remuneration of Mr. Bertrand Dumazy, Chairman and CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 85.0%
9	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
10	Approve a treasury share buy-back and disposal programme	FOR	FOR		✓ 99.5%
11	Approve distribution of performance shares	FOR	● OPPOSE	Additional potential dilution which is not in shareholders' interests.	✓ 91.6%
12	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.	Election of the chairman of the Meeting	FOR	FOR		✓
2.	Preparation and approval of the voting register	FOR	FOR		✓
3.	Approval of the agenda	FOR	FOR		✓
4.	Election of persons to verify the minutes of the Meeting	NON-VOTING	NON-VOTING		
5.	Determination whether the Meeting has been duly convened	FOR	FOR		✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	NON-VOTING	NON-VOTING		
7.	Address by the company CEO	NON-VOTING	NON-VOTING		
8.	Adoption of the financial statements	FOR	FOR		✓
9.	Approve allocation of income and dividend	FOR	FOR		✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
10.1.	Discharge of Kai Wörn	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.2.	Discharge of Katharine Clark	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.3.	Discharge of Lorna Donatone	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.4.	Discharge of Hans Ola Meyer	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.5.	Discharge of Daniel Nodhäll	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.6.	Discharge of Martine Snels	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.7.	Discharge of Carsten Voigtländer	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.8.	Discharge of Ulf Karlsson	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.9.	Discharge of Joachim Nord	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.10.	Discharge of Per Magnusson	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.11.	Discharge of Jens Pierard	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
10.12.	Discharge of the company CEO (Alberto Zanata)	FOR	● OPPOSE	The voting results of the 2022 AGM are not disclosed.	✓
11.	Resolution on the number of shareholder-elected members of the board of directors and auditors to be appointed	FOR	FOR		✓
12.1.	Approve directors' fees	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
12.2.	Approve auditors' fees	FOR	FOR		✓
13.	Composition of the board of directors				
13.1.	Re-elect Mr. Kai Wörn	FOR	FOR		✓
13.2.	Re-elect Ms. Katharine Clark	FOR	FOR		✓
13.3.	Re-elect Ms. Lorna Donatone	FOR	FOR		✓
13.4.	Re-elect Mr. Hans Ola Meyer	FOR	FOR		✓
13.5.	Re-elect Mr. Daniel Nodhäll	FOR	FOR		✓
13.6.	Re-elect Ms. Martine Snels	FOR	FOR		✓
13.7.	Re-elect Mr. Carsten Voigtländer	FOR	FOR		✓
13.8.	Elect Mr. Josef Matosevic	FOR	FOR		✓
13.9.	Re-elect the chairman of the board of directors	FOR	FOR		✓
14.	Election of auditor	FOR	FOR		✓
15.	Approve remuneration report	FOR	FOR		✓
16.1.	Approve share-related incentive plan	FOR	● OPPOSE	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
16.2.	Approve equity swap agreement to secure the delivery of shares to participants in connection with share-related incentive plan 2023	FOR	● OPPOSE	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
17.	Authorisation to issue shares	FOR	FOR		✓
18.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Dr. med. William G. Kaelin, Jr.	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.2%
1b.	Re-elect Mr. David A. Ricks	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 95.9%
1c.	Re-elect Dr. med. Marschall S. Runge	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.6%
1d.	Re-elect Ms. Karen Walker	FOR	FOR		✓ 97.3%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.8%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.9%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.2%
5.	Amend the Company's Articles of Incorporation to Eliminate the Classified Board Structure	FOR	FOR		✓ 85.8%
6.	Amend the Company's Articles of Incorporation to Eliminate Supermajority Voting Provisions	FOR	FOR		✓ 85.3%
7.	Shareholder resolution: Publish an Annual Report Disclosing Lobbying Activities	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 31.4%
8.	Shareholder resolution: Eliminate Supermajority Voting Requirements	OPPOSE	OPPOSE		✗ 40.7%
9.	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	OPPOSE	● FOR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 10.4%
10.	Shareholder resolution: Report on Risks of Supporting Abortion	OPPOSE	OPPOSE		✗ 1.9%
11.	Shareholder resolution: Disclose Lobbying Activities and Alignment with Public Policy Positions and Statements	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 22.5%
12.	Shareholder resolution: Report on Effectiveness of the Company's Diversity, Equity, and Inclusion Efforts	OPPOSE	● FOR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 27.1%
13.	Shareholder resolution: Disclose political contributions	OPPOSE	● FOR	Enhanced disclosure on political donations.	✗ 4.1%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Approve possibility to receive a scrip dividend	FOR	FOR		✓ 99.3%
5	Special report of the statutory auditors on regulated agreements and commitments	FOR	● OPPOSE	An existing related party agreement raises concerns regarding potential excessive annual retirement benefits to the CEO.	✓ 98.1%
Board main features					
6	Re-elect Mr. Thierry Morin	FOR	FOR		✓ 98.8%
7	Re-elect Ms. Magali Chessé	FOR	● OPPOSE	Concerns over the director's time commitments. The director has conflicts of interest.	✓ 79.3%
8	Re-elect Mr. Philippe Delleur	FOR	FOR		✓ 99.8%
9	Elect Bpifrance Investissement	FOR	FOR		✓ 99.8%
10	Shareholder proposal: approve co-optation of Mr. Michel Plantevin as board member to replace Ms. Joy Verlé	FOR	FOR		✓ 98.5%
11	Approve the 2023 remuneration policy or Mr. Thierry Morin, chairman	FOR	FOR		✓ 99.9%
12	Approve the 2023 remuneration policy of directors	FOR	FOR		✓ 99.8%
13	Approve the 2023 remuneration policy of the CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 87.6%
14	Approve the 2023 remuneration policy of the executive management	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 93.1%
15	Approve the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.7%
16	Approve the 2022 remuneration of Mr. Thierry Morin, chairman	FOR	FOR		✓ 99.9%
17	Approve the 2022 remuneration of Mr. Xavier Martiré, CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 87.1%
18	Approve the 2022 remuneration of Mr. Louis Guyot, member of the executive management	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.1%
19	Approve the 2022 remuneration of Mr. Matthieu Lecharny, member of the executive management	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.1%
20	Approve authorisation to buy and sell company shares	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.4%
21	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.3%

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25.05.2023

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Item	Agenda	Board	Ethos		Result
22	Authorise capital increases to allocate free performance shares (corporate officers and employees)	FOR	● OPPOSE	The potential number of shares granted to corporate officers is excessive.	✓ 90.0%
23	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 98.8%
24	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the 2022 financial statements	FOR	FOR		✓ 99.7%
	Unannounced shareholder proposal made during the AGM: liability action related to ITEM 1	NO RECOMME ND.	● OPPOSE	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	✗ 0.4%
2	Allocation of net result and distribution of dividend	FOR	FOR		✓ 100.0%
3	Determination of the number of the Directors	FOR	FOR		✓ 100.0%
4	Determination of the Directors' term of office	FOR	FOR		✓ 99.4%
5	Appointment of the Board of Directors				
5.1	Slate of nominees submitted by the Ministry of Economy	NO RECOMME ND.	● DO NOT VOTE	The proposed slate would not improve the level of independence of the board.	✓ 77.0%*
5.2	Slate of nominees submitted by a group of institutional investors	NO RECOMME ND.	● FOR	All nominees in the slate are independent from the company and its shareholder.	✓ 22.4%*
6	Appointment of the Chairman of the Board of Directors	NO RECOMME ND.	● FOR	No concerns regarding the appointment of the chairman of the board of directors.	✓ 96.6%
7	Determination of the remuneration of the members of the Board of Directors	NO RECOMME ND.	● FOR	Non-executive remuneration is reasonable and in line with market practice.	✓ 99.6%
8	Appointment of the Board of Statutory Auditors				
8.1	Slate of nominees submitted by the Ministry of Economy	NO RECOMME ND.	● FOR	All nominees are independent, and we have not identified any specific concerns.	✓ 91.0%*
8.2	Slate of nominees submitted by a group of institutional investors	NO RECOMME ND.	● DO NOT VOTE	Do not vote we support the slate of nominees under ITEM 8.1.	✓ 8.6%*
9	Appointment of the Chairman of the Board of Statutory Auditors	NO RECOMME ND.	● FOR	We have not identified any specific concerns over the appointment of the chairman of board of statutory auditors.	✓ 99.0%
10	Determination of the remuneration of the Board of Statutory Auditors	NO RECOMME ND.	● FOR	Proposed remuneration amounts are in line with the median of large Italian companies.	✓ 100.0%
11	Long term incentive Plan 2023-2025	FOR	FOR		✓ 98.0%
12	Binding vote on the remuneration policy	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 92.6%
13	Advisory vote on remuneration paid in 2022	FOR	● OPPOSE	Excessive variable remuneration.	✓ 78.3%
14	Authorization for the purchase and disposal of treasury shares	FOR	● OPPOSE	The share repurchase replaces the dividend in cash.	✓ 99.2%
15	Use of available reserves for and in place of the 2023 dividend	FOR	FOR		✓ 99.5%

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10.05.2023

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Item	Agenda	Board	Ethos		Result
16	Reduction and use of the available reserves for and in place of the 2023 dividend	FOR	FOR		✓ 99.5%
17	Cancellation of treasury shares without reduction of share capital	FOR	● OPPOSE	The share repurchase replaces the dividend in cash.	✓ 99.6%
18	Cancellation of any treasury shares to be purchased under the terms of the authorization pursuant to item 14 on the Agenda, without reduction of the share capital	FOR	● OPPOSE	The share repurchase replaces the dividend in cash.	✓ 99.6%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Ms. Nanci E. Caldwell	FOR	FOR		✓ 88.9%
1b.	Re-elect Ms. Adaire Fox-Martin	FOR	FOR		✓ 99.3%
1c.	Re-elect Mr. Ron Guerrier	WITH-DRAWN	● FOR	Mr. Guerrier announced a few days prior to the AGM that he would not stand to re-election.	–
1d.	Re-elect Mr. Gary Hromadko	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.8%
1e.	Re-elect Mr. Charles Meyers	FOR	FOR		✓ 99.3%
1f.	Elect Mr. Thomas Olinger	FOR	FOR		✓ 99.7%
1g.	Re-elect Prof. Christopher Paisley	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.4%
1h.	Elect Mr. Jeetu Patel	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 95.6%
1i.	Re-elect Ms. Sandra Rivera	FOR	FOR		✓ 96.1%
1j.	Elect Ms. Fidelma Russo	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.7%
1k.	Re-elect Mr. Peter Van Camp	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.1%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 74.2%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.2%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.6%
5.	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 8.2%

Item	Agenda	Board	Ethos	Result
1.	Election of the chairman of the Meeting	FOR	FOR	✓
2.	Preparation and approval of the voting register	FOR	FOR	✓
3.	Approval of the agenda	FOR	FOR	✓
4.	Determination whether the Meeting has been duly convened	FOR	FOR	✓
5.	Election of two persons approving the minutes	NON-VOTING	NON-VOTING	
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	NON-VOTING	NON-VOTING	
7.	Address by the company CEO	NON-VOTING	NON-VOTING	
8.1.	Adoption of the financial statements	FOR	FOR	✓
8.2.	Approve remuneration report	FOR	FOR	✓
8.3.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8.3.1.	Discharge of Ronnie Leten	FOR	FOR	✓
8.3.2.	Discharge of Helena Stjernholm	FOR	FOR	✓
8.3.3.	Discharge of Jacob Wallenberg	FOR	FOR	✓
8.3.4.	Discharge of Jon Fredrik Baksaa	FOR	FOR	✓
8.3.5.	Discharge of Jan Carlson	FOR	FOR	✓
8.3.6.	Discharge of Nora Denzel	FOR	FOR	✓
8.3.7.	Discharge of Carolina Dybeck Happe	FOR	FOR	✓
8.3.8.	Discharge of Börje Ekholm	FOR	FOR	✓
8.3.9.	Discharge of Eric A. Elzvik	FOR	FOR	✓
8.3.10.	Discharge of Kurt Jofs	FOR	FOR	✓
8.3.11.	Discharge of Kristin S. Rinne	FOR	FOR	✓
8.3.12.	Discharge of Torbjörn Nyman	FOR	FOR	✓
8.3.13.	Discharge of Anders Ripa	FOR	FOR	✓
8.3.14.	Discharge of Kjell-Åke Soting	FOR	FOR	✓
8.3.15.	Discharge of Ulf Rosberg	FOR	FOR	✓
8.3.16.	Discharge of Loredana Roslund	FOR	FOR	✓
8.3.17.	Discharge of Annika Salomonsson	FOR	FOR	✓
8.3.18.	Discharge of the company CEO	FOR	FOR	✓
8.4.	Approve allocation of income and dividend	FOR	FOR	✓
9.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
10.	Approve directors' fees	FOR	● OPPOSE	The proposed increase relative to the previous year is not justified.	✓
11.	Composition of the board of directors				
11.1.	Re-elect Mr. Jon Fredrik Baksaaas	FOR	FOR		✓
11.2.	Re-elect Mr. Jan Carlson	FOR	FOR		✓
11.3.	Re-elect Ms. Carolina Dybeck Happe	FOR	FOR		✓
11.4.	Re-elect Mr. Börje Ekholm	FOR	FOR		✓
11.5.	Re-elect Mr. Eric A. Elzvik	FOR	FOR		✓
11.6.	Re-elect Ms. Kristin S. Rinne	FOR	FOR		✓
11.7.	Re-elect Ms. Helena Stjernholm	FOR	FOR		✓
11.8.	Re-elect Mr. Jacob Wallenberg	FOR	FOR		✓
11.9.	Elect Mr. Jonas Synnergren	FOR	FOR		✓
11.10.	Elect Ms. Christy Wyatt	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
12.	Elect the chairman of the board of directors	FOR	FOR		✓
13.	Resolution on the number of auditors to be appointed	FOR	FOR		✓
14.	Approve auditors' fees	FOR	FOR		✓
15.	Election of auditor	FOR	FOR		✓
16.1.	Approve share-related incentive plan: "Long-Term Variable Compensation Program I 2023"	FOR	● OPPOSE	Potential excessive awards.	✓
16.2.	Authorisation to transfer own shares in connection with Long-Term Variable Compensation Program I 2023	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓
16.3.	Approve equity swap agreement to secure the delivery of shares to participants in connection with Long-Term Variable Compensation Program I 2023	FOR	● OPPOSE	Potential excessive awards.	✓
17.1.	Approve share-related incentive plan: "Executive Performance Plan 2023"	FOR	● OPPOSE	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
17.2.	Authorisation to transfer own shares in connection with Executive Performance Plan 2023	FOR	● OPPOSE	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
17.3.	Approve equity swap agreement to secure the delivery of shares to participants in connection with Executive Performance Plan 2023	FOR	● OPPOSE	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
18.	Authorisation to transfer own shares in connection with share-related incentive plan 2022	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
19.	Authorisation to transfer own shares in connection with share-related incentive plan 2021	FOR	FOR		✓
20.1.	Authorisation to transfer own shares on an exchange to cover expenses in connection with share-related incentive plan 2019 and 2020	FOR	FOR		✓
20.2.	Authorisation to transfer own shares on an exchange to cover costs for tax and social security liabilities for the participants in connection with share-related incentive plan 2019 and 2020	FOR	FOR		✓
21.	Approve executive remuneration policy	FOR	● OPPOSE	Excessive fixed remuneration. Potential excessive awards.	✓

Item	Agenda	Board	Ethos	Result
1.	Election of the chairman of the Meeting	FOR	FOR	✓
2.	Preparation and approval of the voting register	FOR	FOR	✓
3.	Election of persons to verify the minutes of the Meeting	NON-VOTING	NON-VOTING	
4.	Determination whether the Meeting has been duly convened	FOR	FOR	✓
5.	Approval of the agenda	FOR	FOR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	NON-VOTING	NON-VOTING	
7a.	Adoption of the financial statements	FOR	FOR	✓
7b.	Approve allocation of income and dividend	FOR	FOR	✓
7c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
7c (i).	Discharge of Ewa Björling	FOR	FOR	✓
7c (ii).	Discharge of Pär Boman	FOR	FOR	✓
7c (iii).	Discharge of Annemarie Gardshol	FOR	FOR	✓
7c (iv).	Discharge of Bjørn Gulden	FOR	FOR	✓
7c (v).	Discharge of Magnus Groth	FOR	FOR	✓
7c (vi).	Discharge of Susanna Lind	FOR	FOR	✓
7c (vii).	Discharge of Torbjörn Lööf	FOR	FOR	✓
7c (viii).	Discharge of Bert Nordberg	FOR	FOR	✓
7c (ix).	Discharge of Louise Svanberg	FOR	FOR	✓
7c (x).	Discharge of Örjan Svensson	FOR	FOR	✓
7c (xi).	Discharge of Lars Rebien Sørensen	FOR	FOR	✓
7c (xii).	Discharge of Barbara Milian Thoralfsson	FOR	FOR	✓
7c (xiii).	Discharge of Niclas Thulin	FOR	FOR	✓
7c (xiv).	Discharge of the company CEO	FOR	FOR	✓
8.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR	✓
9.	Resolution on the number auditors to be appointed	FOR	FOR	✓
10a.	Approve directors' fees	FOR	FOR	✓
10b.	Approve auditors' fees	FOR	FOR	✓
11.	Composition of the board of directors			
11a.	Re-elect Ms. Ewa Björling	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
11b.	Re-elect Mr. Pär Boman	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
11c.	Re-elect Ms. Annemarie Gardshol	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
11d.	Re-elect Mr. Magnus Groth	FOR	FOR		✓
11e.	Re-elect Mr. Torbjörn Lööf	FOR	FOR		✓
11f.	Re-elect Mr. Bert Nordberg	FOR	FOR		✓
11g.	Re-elect Ms. Barbara M. Thoralfsson	FOR	FOR		✓
11h.	Elect Ms. Maria Carell	FOR	FOR		✓
11i.	Elect Mr. Jan Gurander	FOR	FOR		✓
12.	Re-elect the chairman of the board of directors	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
13.	Election of auditor	FOR	FOR		✓
14.	Approve remuneration report	FOR	FOR		✓
15.	Approve cash-based LT incentive plan	FOR	FOR		✓
16a.	Authorisation to repurchase own shares	FOR	FOR		✓
16b.	Authorisation to transfer own shares in connection with company acquisitions	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.1	Re-elect Mr. John J. Amore	FOR	FOR		✓ 96.5%
1.2	Re-elect Mr. Juan C. Andrade	FOR	FOR		✓ 98.9%
1.3	Re-elect Mr. William F. Galtney Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.7%
1.4	Re-elect Mr. John A. Graf	FOR	FOR		✓ 98.8%
1.5	Re-elect Ms. Meryl Hartzband	FOR	FOR		✓ 98.4%
1.6	Re-elect Ms. Gerri Losquadro	FOR	FOR		✓ 98.7%
1.7	Elect Ms. Hazel M. McNeilage	FOR	FOR		✓ 99.8%
1.8	Re-elect Mr. Roger M. Singer	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 96.6%
1.9	Re-elect Mr. Joseph V. Taranto	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.2%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.3%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 94.2%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 100.0%
5.	Change Company Name to Everest Group, Ltd.	FOR	FOR		✓ 97.9%

Expeditors

02.05.2023

AGM

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.1	Re-elect Mr. Glenn M. Alger	FOR	FOR		✓ 98.2%
1.2	Re-elect Mr. Robert P. Carlile	FOR	FOR		✓ 96.3%
1.3	Re-elect Mr. James M. DuBois	FOR	FOR		✓ 98.5%
1.4	Re-elect Dr. Mark A. Emmert	FOR	FOR		✓ 85.5%
1.5	Re-elect Ms. Diane H. Gulyas	FOR	FOR		✓ 96.9%
1.6	Re-elect Mr. Jeffrey S. Musser	FOR	FOR		✓ 98.4%
1.7	Re-elect Mr. Brandon S. Pedersen	FOR	FOR		✓ 97.1%
1.8	Re-elect Ms. Liane J. Pelletier	FOR	FOR		✓ 93.5%
1.9	Re-elect Ms. Olivia D. Polius	FOR	FOR		✓ 99.0%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 88.6%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.9%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.7%
5.	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✓ 67.3%
6.	Shareholder resolution: Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	OPPOSE	● FOR	We support corporate policies aiming to promote gender equality and ethnic diversity.	✓ 74.9%

Item	Agenda	Board	Ethos		Result
1	Issue Shares in Connection with Merger	FOR	FOR		✓ 100.0%
2	To approve the adjournment proposal	FOR	● OPPOSE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓ 91.8%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.a	Re-elect Mr. Marvin R. Ellison	FOR	FOR	✓ 95.8%
1.b	Re-elect Mr. Stephen E. Gorman	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 97.7%
1.c	Re-elect Ms. Susan Patricia Griffith	FOR	FOR	✓ 97.4%
1.d	Re-elect Ms. Amy B. Lane	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 98.1%
1.e	Re-elect Mr. R. Brad Martin	FOR	● OPPOSE	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓ 94.7%
1.f	Re-elect Vice Admiral Nancy A. Norton	FOR	FOR	✓ 98.3%
1.g	Re-elect Mr. Frederick P. Perpall	FOR	FOR	✓ 97.4%
1.h	Re-elect Mr. Joshua C. Ramo	FOR	FOR	✓ 95.7%
1.i	Re-elect Prof. Susan C. Schwab	FOR	FOR	✓ 95.2%
1.j	Re-elect Mr. Frederick W. Smith	FOR	FOR	✓ 94.1%
1.k	Re-elect Mr. David P. Steiner	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 92.6%
				Non independent lead director, which is not best practice.
1.l	Re-elect Mr. Rajesh Subramaniam	FOR	● OPPOSE	Executive director (CEO). The board is not sufficiently independent. ✓ 97.3%
1.m	Re-elect Mr. Paul S. Walsh	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 93.2%
				Concerns over the director's time commitments.
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	Advisory vote on executive remuneration	FOR	● OPPOSE	The variable remuneration is based on continued employment only. ✓ 89.7%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.3%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. ✓ 94.7%
5	Shareholder resolution: Amend clawback policy	OPPOSE	● FOR	The proposal would improve the coverage of the clawback policy and enhance transparency, which is in line with the interests of the shareholders. ✗ 26.3%

Item	Agenda	Board	Ethos		Result
6	Shareholder resolution: Publish a report on just transition	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✘ 29.7%
7	Shareholder resolution: Paid sick leave disclosure	OPPOSE	● FOR	We support corporate policies that encourage social responsibility.	✘ 10.5%
8	Shareholder resolution: Report climate risk from retirement plan options	OPPOSE	● FOR	Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation.	✘ 7.5%

Item	Agenda	Board	Ethos		Result
1	Elections to the board of directors				
1.a	Re-elect Ms. Kelly Baker	FOR	FOR		✓ 98.6%
1.b	Re-elect Mr. Bill Brundage	FOR	FOR		✓ 94.8%
1.c	Re-elect Mr. Geoffrey Drabble	FOR	FOR		✓ 98.4%
1.d	Re-elect Ms. Catherine Halligan	FOR	FOR		✓ 98.7%
1.e	Re-elect Mr. Brian May	FOR	FOR		✓ 99.2%
1.f	Elect Mr. James S. Metcalf	FOR	FOR		✓ 99.8%
1.g	Re-elect Mr. Kevin Murphy	FOR	FOR		✓ 99.8%
1.h	Re-elect Mr. Alan Murray	FOR	FOR		✓ 97.5%
1.i	Re-elect Mr. Thomas Schmitt	FOR	FOR		✓ 90.4%
1.j	Re-elect Ms. Nadia Shouraboura	FOR	FOR		✓ 99.8%
1.k	Re-elect Ms. Suzanne Wood	FOR	FOR		✓ 99.1%
2	Re-appoint Deloitte as auditors	FOR	FOR		✓ 95.1%
3	Auditor's remuneration	FOR	FOR		✓ 99.1%
4	Report and accounts	FOR	FOR		✓ 97.3%
5	Say-on Pay: remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 93.8%
6	Say-on-Frequency: frequency of the remuneration approval (advisory vote)	ONE YEAR	ONE YEAR		✓ 99.6%
7	Approval of the Ferguson plc 2023 Omnibus Equity Incentive Plan	FOR	● OPPOSE	Excessive discretion of the remuneration committee in determining the performance criteria. Potential excessive awards with no individual cap for executives under this remuneration plan.	✓ 99.6%
8	Authority to allot shares	FOR	FOR		✓ 99.6%
9	Disapplication of pre-emption rights	FOR	FOR		✓ 100.0%
10	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 99.7%
11	Purchase of own shares	FOR	FOR		✓ 100.0%
12	Adoption of new articles of association	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Elect Mr. Lee Adrean	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.7%
1.b	Re-elect Ms. Ellen R. Alemany	FOR	FOR		✓ 96.4%
1.c	Elect Mr. Mark Benjamin	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.4%
1.d	Re-elect Mr. Vijay D'Silva	FOR	FOR		✓ 98.6%
1.e	Elect Ms. Stephanie Ferris	FOR	FOR		✓ 99.4%
1.f	Re-elect Dr. oec. Jeffrey A. Goldstein	FOR	FOR		✓ 97.0%
1.g	Re-elect Ms. Lisa A. Hook	FOR	FOR		✓ 95.5%
1.h	Re-elect Mr. Kenneth T. Lamneck	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.2%
1.i	Re-elect Mr. Gary L. Lauer	FOR	FOR		✓ 96.1%
1.j	Re-elect Ms. Louise M. Parent	FOR	FOR		✓ 98.4%
1.k	Re-elect Mr. Brian T. Shea	FOR	FOR		✓ 99.2%
1.l	Re-elect Mr. James B. Stallings Jr.	FOR	FOR		✓ 97.6%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.0%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.3%
4	Re-election of the auditor	FOR	FOR		✓ 97.3%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Kimberly A. Casiano	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.0%
1.b	Re-elect Ms. Alexandra Ford English	FOR	● OPPOSE	Representative of an important shareholder who is sufficiently represented on the board.	✓ 94.9%
1.c	Re-elect Mr. James D. Farley Jr.	FOR	FOR		✓ 97.9%
1.d	Re-elect Mr. Henry Ford III	FOR	FOR		✓ 93.2%
1.e	Re-elect Mr. William Clay Ford Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines. Representative of an important shareholder who is sufficiently represented on the board.	✓ 85.5%
1.f	Re-elect Mr. William W. Helman IV	FOR	● OPPOSE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 96.2%
1.g	Re-elect Mr. Jon M. Huntsman Jr.	FOR	FOR		✓ 95.3%
1.h	Re-elect Mr. William E. Kennard	FOR	FOR		✓ 82.4%
1.i	Re-elect Mr. John C. May	FOR	FOR		✓ 88.7%
1.j	Re-elect Ms. Beth E. Mooney	FOR	FOR		✓ 96.4%
1.k	Re-elect Ms. Lynn Vojvodich Radakovich	FOR	FOR		✓ 88.4%
1.l	Re-elect Mr. John Lawson Thornton	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 86.9%
1.m	Re-elect Mr. John B. Veihmeyer	FOR	FOR		✓ 96.3%
1.n	Re-elect Mr. John S. Weinberg	FOR	FOR		✓ 88.6%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 98.1%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 95.1%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.4%
5	To approve the amendment of the 2023 Long-Term Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 67.1%
6	Shareholder resolution: Give Each Share An Equal Vote	OPPOSE	● FOR	Dual share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity.	✗ 36.1%

Item	Agenda	Board	Ethos		Result
7	Shareholder resolution: Child Labour Audit	OPPOSE	OPPOSE		✘ 6.5%
8	Shareholder resolution: Report on Animal Testing Practices	OPPOSE	● FOR	The proposal addresses potential abuses linked to animal cruelty, which is in the interests of all stakeholders	✘ 4.9%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report and Approve the Annual Financial Statements	FOR	FOR		✓ 100.0%
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Discharge of General Partner	FOR	FOR		✓ 99.1%
4	Approve Discharge of Supervisory Board	FOR	● OPPOSE	We strongly disagree with the management of the company's affairs.	✓ 91.5%
5	Appoint the Auditors	FOR	FOR		✓ 97.5%
6	Approve Remuneration Report	FOR	● OPPOSE	Concerns over the excessive sign-on bonus granted to the new CEO.	✓ 61.1%
7	Amend Articles: Virtual general meetings (Article 14)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 88.1%

Item	Agenda	Board	Ethos	Result
1	Approve the conversion of the Company into the legal form of a stock corporation	FOR	FOR	✓ 99.9%
	Board main features			
2.1	Elections to the Supervisory Board: Shervin J. Korangy	FOR	● OPPOSE	Concerns over the director's time commitments. ✓ 97.1%
2.2	Elections to the Supervisory Board: Dr. Marcus Kuhnert	FOR	FOR	✓ 98.8%
2.3	Elections to the Supervisory Board: Dr. Gregory Sorensen	FOR	FOR	✓ 92.6%
2.4	Elections to the Supervisory Board: Pascale Witz	FOR	FOR	✓ 93.8%
3	Confirm the Appointment of the Auditors	FOR	FOR	✓ 99.7%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report and Approve the Annual Financial Statements	FOR	FOR		✓ 99.7%
2	Approve the Dividend	FOR	FOR		✓ 96.7%
3	Approve Discharge of General Partner	FOR	FOR		✓ 93.5%
4	Approve Discharge of Supervisory Board	FOR	FOR		✓ 89.2%
5	Appoint the Auditors	FOR	FOR		✓ 99.1%
6	Approve Remuneration Report	FOR	● OPPOSE	Performance targets are not sufficiently challenging. Concerns over the severance payments which are considered excessive.	✓ 89.2%
7	Approve Remuneration System for the Management Board members of the General Partner	FOR	● OPPOSE	The information provided is insufficient.	✓ 93.0%
8	Amend Articles: Virtual general meetings (Article 14)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 87.6%
9	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 15)	FOR	FOR		✓ 94.4%

Item	Agenda	Board	Ethos	Result
1	Dividend Allocation	FOR	FOR	✓ 99.5%
2	Amend the Articles of Incorporation: Chairing of board meetings	FOR	FOR	✓ 99.9%
	Election of Directors on a Kansayaku board			
3.1	Re-elect Mr. Kenji Sukeno	FOR	FOR	✓ 91.3%
3.2	Re-elect Mr. Teiichi Goto	FOR	FOR	✓ 97.6%
3.3	Re-elect Mr. Masayuki Higuchi	FOR	FOR	✓ 97.4%
3.4	Re-elect Mr. Naoki Hama	FOR	FOR	✓ 97.4%
3.5	Re-elect Ms. Chisato Yoshizawa	FOR	FOR	✓ 97.4%
3.6	Elect Mr. Yoji Ito	FOR	FOR	✓ 96.8%
3.7	Re-elect Mr. Kunitaro Kitamura	FOR	FOR	✓ 95.8%
3.8	Re-elect Ms. Makiko Eda	FOR	FOR	✓ 99.5%
3.9	Re-elect Mr. Tsuyoshi Nagano	FOR	FOR	✓ 99.5%
3.10	Re-elect Mr. Ikuro Sugawara	FOR	FOR	✓ 99.5%
4	Elect Mr. Masataka Mitsuhashi as a Corporate Auditor	FOR	FOR	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Election of the members of the Board of the General Meeting	FOR	FOR		✓ 100.0%
2	Approval of the integrated management report, the individual and consolidated accounts, the corporate governance report and the consolidated non-financial information	FOR	FOR		✓ 99.4%
3	Allocation of results with payment of dividend	FOR	FOR		✓ 100.0%
4	General appraisals of the Board of Directors, the Audit Board and the Statutory Auditor	FOR	FOR		✓ 97.8%
5	Election of the members of the Board of Directors for the 2023-2026 period	FOR	● OPPOSE	Excessive board size and the proposed slate would not improve the level of independence of the board.	✓ 75.5%
6	Election of the members of the Audit Board for the 2023-2026 period	FOR	FOR		✓ 99.4%
7	Election of the Statutory Auditor for the 2023-2026 period	FOR	FOR		✓ 99.9%
8	Election of the members of the Remuneration Committee for the 2023-2026 period and approval of their respective remuneration and regulations	FOR	● OPPOSE	The remuneration committee is not sufficiently independent.	✓ 97.9%
9	Approval of the remuneration policy	FOR	FOR		✓ 95.2%
10	Amendment of the bylaws	FOR	FOR		✓ 100.0%
11	Transfer of the share premium to the available reserves and transfer of the available reserves and the excess amount of legal reserves to retained earnings	FOR	FOR		✓ 100.0%
12	Acquisition and disposal of own shares and bonds	FOR	● OPPOSE	The repurchase price is too high.	✓ 98.7%
13	Reduction of share capital via the cancellation of shares	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Remuneration Report	FOR	FOR		✓ 93.7%
4	Approve Discharge of Management Board	FOR	FOR		✓ 99.9%
5	Approve Discharge of Supervisory Board	FOR	FOR		✓ 99.9%
6	Appoint the Auditors	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
	Board main features				
7	Elections to the Supervisory Board: Prof. Dieter Kempf	FOR	FOR		✓ 96.5%
8.1	Amend Articles: Term of office of Supervisory Board members (Section 10 (2))	FOR	● OPPOSE	The proposal to increase the length of the mandates is detrimental to the board renewal.	✓ 99.9%
8.2	Amend Articles: By-elections of Supervisory Board members (Section 10 (6))	FOR	FOR		✓ 100.0%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	FOR	FOR		✓ 99.6%
10.1	Amend Articles: Virtual general meetings (Section 17 (5))	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 85.9%
10.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Section 16 (4))	FOR	● OPPOSE	The amendment allows the company to organise a virtual attendance of supervisory board members at general meetings without any adequate justification.	✓ 97.3%
10.3	Amend Articles: Restrictions on the shareholders' right to speak and ask questions at general meetings (Section 19 (3))	FOR	● OPPOSE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 99.1%
11	Authorise Share Repurchase	FOR	FOR		✓ 93.9%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Ms. Mary T. Barra	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.9%
1b.	Re-elect Mr. Aneel Bhusri	FOR	FOR		✓ 98.3%
1c.	Re-elect Mr. Wesley G. Bush	FOR	FOR		✓ 98.1%
1d.	Elect Ms. Joanne C. Crevoiserat	FOR	FOR		✓ 99.4%
1e.	Re-elect Ms. Linda R. Gooden	FOR	FOR		✓ 99.4%
1f.	Re-elect Mr. Joseph Jimenez	FOR	FOR		✓ 94.2%
1g.	Elect Mr. Jonathan (Jon) McNeill	FOR	FOR		✓ 99.5%
1h.	Re-elect Ms. Judith A. Miscik	FOR	FOR		✓ 97.9%
1i.	Re-elect Ms. Patricia F. Russo	FOR	● OPPOSE	Non independent lead director, which is not best practice. Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 93.5%
1j.	Re-elect Mr. Thomas M. Schoewe	FOR	FOR		✓ 98.1%
1k.	Re-elect Mr. Mark A. Tatum	FOR	FOR		✓ 99.1%
1l.	Elect Dr. Jan E. Tighe	FOR	FOR		✓ 99.0%
1m.	Re-elect Mr. Devin N. Wenig	FOR	FOR		✓ 99.5%
2.	Re-election of the auditor	FOR	FOR		✓ 99.4%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.6%
4.	To approve the amendment of the 2020 Long-Term Incentive Plan	FOR	● OPPOSE	Excessive discretion of the remuneration committee in determining the performance criteria. Potential excessive awards.	✓ 96.6%
5.	Shareholder resolution: Report on the company's operations in China	OPPOSE	OPPOSE		✗ 3.0%
6.	Shareholder resolution: Allow shareholders to act by written consent	OPPOSE	OPPOSE		✗ 44.6%
7.	Shareholder resolution: Sustainable materials procurement targets	OPPOSE	● FOR	The resolution is in line with the long-term interests of the majority of the company's stakeholders.	✗ 14.3%

Item	Agenda	Board	Ethos		Result
1.	Report on the Company's activities	NON-VOTING	NON-VOTING		
2.	Adoption of the financial statements and discharge of the supervisory board and executive management from liability	FOR	FOR		✓ 97.1%
3.	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed non payment of the dividend is inconsistent with the company's financial situation.	✓ 99.2%
4.	Approve remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 87.3%
5.	Composition of the board of directors				
5a.	Re-elect Ms. Deirdre P. Connelly	FOR	FOR		✓ 85.5%*
5b.	Re-elect Ms. Pernille Erenbjerg	FOR	FOR		✓ 72.7%*
5c.	Re-elect Mr. Rolf Hoffmann	FOR	FOR		✓ 98.0%*
5d.	Re-elect Ms. Elizabeth O'Farrell	FOR	FOR		✓ 95.5%*
5e.	Re-elect Mr. Paolo Paoletti	FOR	FOR		✓ 89.0%*
5f.	Re-elect Mr. Anders Gersel Pedersen	FOR	● ABSTAIN	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 78.5%*
6.	Election of auditor	FOR	● ABSTAIN	The auditor's long tenure raises independence concerns.	✓ 92.0%*
7a.	Approve directors' fees	FOR	● OPPOSE	Non-executive directors may receive discretionary share-based payments.	✓ 66.0%
7b.	Approve remuneration policy for the executive- and board of directors: removal of DKK 25.0 million cap	FOR	● OPPOSE	The individual caps of the share-based awards are to be removed.	✓ 64.4%
7c.	Approve remuneration policy for the executive- and supervisory board: certain other changes	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 58.7%
7d.	Authorisation to repurchase own shares	FOR	● OPPOSE	The share repurchase replaces the dividend in cash.	✓ 98.6%
8.	To authorise the meeting chairperson	FOR	FOR		✓ 99.9%
9.	Any other business	NON-VOTING	NON-VOTING		

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Ms. Elizabeth W. Camp	FOR	FOR		✓ 99.4%
1.2	Re-elect Mr. Richard Cox, Jr.	FOR	FOR		✓ 99.4%
1.3	Re-elect Mr. Paul D. Donahue	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.5%
1.4	Re-elect Mr. Gary P. Fayard	FOR	FOR		✓ 99.4%
1.5	Re-elect Mr. P. Russell Hardin	FOR	FOR		✓ 95.2%
1.6	Re-elect Mr. John R. Holder	FOR	FOR		✓ 97.4%
1.7	Re-elect Ms. Donna W. Hyland	FOR	FOR		✓ 92.9%
1.8	Re-elect Mr. John D. Johns	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.6%
1.9	Re-elect Mr. Jean-Jacques Lafont	FOR	FOR		✓ 98.5%
1.10	Re-elect Mr. Robert C. Loudermilk, Jr.	FOR	FOR		✓ 96.9%
1.11	Re-elect Ms. Wendy B. Needham	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.3%
1.12	Re-elect Ms. Juliette W. Pryor	FOR	FOR		✓ 98.5%
1.13	Re-elect Mr. E. Jenner Wood III	FOR	FOR		✓ 98.8%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.1%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.8%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.2%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Dr. Jacqueline K. Barton	FOR	FOR		✓ 98.7%
1b.	Re-elect Dr. Jefferey A. Bluestone	FOR	FOR		✓ 99.6%
1c.	Re-elect Dr. med. Sandra J. Horning	FOR	● OPPOSE	The director is 75 years old, which exceeds guidelines.	✓ 98.1%
1d.	Re-elect Ms. Kelly A. Kramer	FOR	FOR		✓ 96.7%
1e.	Re-elect Mr. Kevin E. Lofton	FOR	FOR		✓ 92.6%
1f.	Re-elect Mr. Harish Manwani	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.0%
1g.	Re-elect Mr. Daniel O'Day	FOR	● OPPOSE	Combined chairman and CEO.	✓ 92.9%
1h.	Re-elect Mr. Javier J. Rodriguez	FOR	FOR		✓ 99.4%
1i.	Re-elect Mr. Anthony Welters	FOR	FOR		✓ 95.5%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.2%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 91.7%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.5%
5.	To approve the Employee Stock Purchase Plan	FOR	FOR		✓ 99.5%
6.	Shareholder resolution: Require More Director Nominations Than Open Seats	OPPOSE	OPPOSE		✗ 0.7%
7.	Shareholder resolution: Call Special Shareholder Meetings	OPPOSE	OPPOSE		✗ 4.6%
8.	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	OPPOSE	● FOR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 16.5%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Mark S. Garrett	FOR	FOR		✓ 97.2%
1b.	Elect Mr. Srinivas Tallapragada	FOR	FOR		✓ 99.4%
1c.	Elect Ms. Sigal Zarmi	FOR	FOR		✓ 99.4%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.6%
3.	Re-election of the auditor	FOR	FOR		✓ 99.0%

Item	Agenda	Board	Ethos		Result
	To receive the annual report for the year ended 30 June 2022	NON-VOTING	NON-VOTING		
1	Re-election of KPMG as the auditor of Goodman Logistics (HK) Limited	FOR	FOR		✓ 94.2%
	Elections of directors				
2.a	Re-elect Mr. Stephen Johns	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 93.0%
2.b	Re-elect Mr. Stephen Johns as board member of Goodman Logistics (HK) Limited	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 94.9%
3	Re-elect Mr. Mark G. Johnson	FOR	FOR		✓ 95.9%
4	Elect Ms. Belinda Robson	FOR	FOR		✓ 100.0%
5	Elect Mr. George El-Zoghbi	FOR	FOR		✓ 97.9%
6	Elect Ms. Kitty Chung as board member of Goodman Logistics (HK) Limited	FOR	FOR		✓ 100.0%
7	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 87.3%
8	Grant of Performance Rights to Mr. Gregory Goodman (CEO)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.3%
9	Grant of Performance Rights to Mr. Danny Peeters (CEO Brazil)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.3%
10	Grant of Performance Rights to Mr. Anthony Rozic (Deputy CEO and CEO North America)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.3%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Rodney C. Adkins	FOR	FOR		✓ 90.8%
1b	Re-elect Ms. V. Ann Hailey	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓ 92.0%
1c	Re-elect Ms. Katherine D. Jaspon	FOR	FOR		✓ 97.8%
1d	Re-elect Mr. Stuart L. Levenick	FOR	● OPPOSE	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.	✓ 92.0%
1e	Re-elect Mr. Donald G. Macpherson	FOR	● OPPOSE	Combined chairman and CEO.	✓ 92.4%
1f	Re-elect Mr. Neil S. Novich	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.0%
1g	Re-elect Ms. Beatriz R. Perez	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 91.7%
1h	Re-elect Mr. E. Scott Santi	FOR	FOR		✓ 94.2%
1i	Re-elect Ms. Susan Slavik Williams	FOR	FOR		✓ 98.4%
1j	Re-elect Mr. Lucas E. Watson	FOR	FOR		✓ 98.5%
1k	Re-elect Mr. Steven A. White	FOR	FOR		✓ 93.6%
2	Re-election of the auditor	FOR	FOR		✓ 98.0%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.8%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.5%

Item	Agenda	Board	Ethos		Result
1	Approve the annual report and financial statements	FOR	FOR		✓ 100.0%
	Elections of directors				
2.a	Re-elect Ms. Kathleen Gan Chieh Huey	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 99.8%
2.b	Elect Ms. Patricia S. W. Lam	FOR	FOR		✓ 99.9%
2.c	Elect Ms. Lin Huey Ru	FOR	FOR		✓ 99.9%
2.d	Re-elect Mr. Kenneth Ng Sing Yip	FOR	● OPPOSE	Non-independent chairman of the risk committee. The independence of this committee is insufficient.	✓ 99.8%
2.e	Elect Ms. Saw Say Pin	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 99.5%
3	Election of the auditor and fix their remuneration	FOR	FOR		✓ 99.2%
4	Approve share buyback	FOR	FOR		✓ 99.9%
5	Approve issuance of additional shares	FOR	FOR		✓ 88.2%
6	Amend Articles of Association	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 98.6%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the use of any distributable profit	FOR	FOR		✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR		✓ 99.7%
4	Approve Discharge of Supervisory Board	FOR	FOR		✓ 98.5%
5	Appoint the Auditors	FOR	FOR		✓ 100.0%
	Board main features				
6.1	Elections to the Supervisory Board: John H. Rittenhouse	FOR	● OPPOSE	Chairman of the remuneration committee. We have serious concerns over remuneration.	✓ 81.6%
6.2	Elections to the Supervisory Board: Ursula Radeke-Pietsch	FOR	FOR		✓ 88.2%
6.3	Elections to the Supervisory Board: Susanne Schröter-Crossan	FOR	FOR		✓ 99.7%
6.4	Elections to the Supervisory Board: Stefan Smalla	FOR	FOR		✓ 89.5%
6.5	Elections to the Supervisory Board: Derek Zissman	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 93.6%
7	Approve Remuneration Report	FOR	● OPPOSE	Excessive variable remuneration.	✗ 36.9%
8	Amend Articles: Term of office of Supervisory Board members (Article 8 (2))	FOR	● OPPOSE	Proposed increase in the length of the mandates as not in line with our guidelines.	✗ 18.7%
9	Amend Articles: Virtual general meetings (Article 14 (4))	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 82.2%
10	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 17 (2))	FOR	FOR		✓ 95.0%

Item	Agenda	Board	Ethos		Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING		
2.	Election of the chairman of the Meeting	FOR	FOR		✓
3.	Preparation and approval of the voting register	FOR	FOR		✓
4.	Approval of the agenda	FOR	FOR		✓
5.	Election of persons to verify the minutes of the Meeting	NON-VOTING	NON-VOTING		
6.	Determination whether the Meeting has been duly convened	FOR	FOR		✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	NON-VOTING	NON-VOTING		
8.	Address by the company CEO	NON-VOTING	NON-VOTING		
9a.	Adoption of the financial statements	FOR	FOR		✓
9b.	Approve allocation of income and dividend	FOR	FOR		✓
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
9c (i).	Discharge of Karl-Johan Persson	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (ii).	Discharge of Stina Bergfors	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (iii).	Discharge of Anders Dahlvig	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (iv).	Discharge of Danica Kragic Jensfelt	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (v).	Discharge of Lena Patriksson Keller	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (vi).	Discharge of Christian Sievert	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (vii).	Discharge of Erica Wiking Häger	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (viii).	Discharge of Niklas Zennström	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (ix).	Discharge of Ingrid Godin	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (x).	Discharge of Tim Gahnström	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (xi).	Discharge of Louise Wikholm	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (xii).	Discharge of Margareta Welinder	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (xiii).	Discharge of Hampus Glanzelius	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓

Item	Agenda	Board	Ethos		Result
9c (xiv).	Discharge of Agneta Gustafsson	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
9c (xv).	Discharge of the company CEO (Helena Helmersson)	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR		✓
10.2.	Resolution on the number of auditors to be appointed	FOR	FOR		✓
11.1.	Approve directors' fees	FOR	FOR		✓
11.2.	Approve auditors' fees	FOR	FOR		✓
12.	Composition of the board of directors				
12.1.	Re-elect Ms. Stina Bergfors	FOR	FOR		✓
12.2.	Re-elect Mr. Anders Dahlvig	FOR	FOR		✓
12.3.	Re-elect Ms. Danica Kragic Jensfelt	FOR	FOR		✓
12.4.	Re-elect Ms. Lena Patriksson Keller	FOR	FOR		✓
12.5.	Re-elect Mr. Karl-Johan Persson	FOR	FOR		✓
12.6.	Re-elect Mr. Christian Sievert	FOR	● OPPOSE	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓
12.7.	Re-elect Mr. Niklas Zennström	FOR	FOR		✓
12.8.	Elect Ms. Christina Synnergren	FOR	FOR		✓
12.9.	Re-elect the chairman of the board of directors	FOR	FOR		✓
13.	Election of auditor	FOR	FOR		✓
14.	Approve remuneration report	FOR	FOR		✓
15.	Approve cancellation of shares and bonus issue	FOR	FOR		✓
16.	Authorisation to repurchase own shares	FOR	FOR		✓
17.	Shareholder resolution: To instruct the board of directors and company CEO to initiate a plan for launching clothing with the Fairtrade label	NO RECOMME ND.	● FOR	The company has made some progress with regard to sustainability in recent years however additional steps are still required toward incorporating Fairtrade practices into their clothing production.	✗
18.	Shareholder resolution: Calling on the board of directors for action by the board in respect of workers in H&M's supply chain	NO RECOMME ND.	● FOR	Enhanced disclosure on human rights.	✗
19.	Shareholder resolution: Reporting of sustainably sourced and organically produced cotton etc. respectively	NO RECOMME ND.	● FOR	Enhanced disclosure on environmental risks.	✗

Item	Agenda	Board	Ethos		Result
20.	Shareholder resolution: To instruct the board of directors to prepare a report on the slaughter methods used to procure down for H&M	NO RECOMME ND.	● FOR	We support corporate policies that prevent suffering in animals.	✘
21.	Closing of the Meeting	NON- VOTING	NON- VOTING		

Item	Agenda	Board	Ethos		Result
1	Financial statements as at 31 December 2022	FOR	FOR		✓ 100.0%
2	Allocation of net results and dividend distribution	FOR	FOR		✓ 97.7%
3	Binding vote on the remuneration policy	FOR	● OPPOSE	The non-executive chairman receives variable remuneration.	✓ 64.6%
4	Advisory vote on the remuneration paid in 2022	FOR	● OPPOSE	The non-executive chairman receives variable remuneration.	✓ 86.9%
5	Authorization for the purchase and disposal of treasury shares	FOR	FOR		✓ 80.5%
6	Appointment of the members of the Board of Directors				
6.1	Slate of nominees submitted by Public Authorities	NO RECOMME ND.	● DO NOT VOTE	Independent representation is sufficient, but we have serious concerns over the appointment of an executive Chairman.	✓ 67.8%*
6.2	Slate of nominees submitted by Gruppo Società Gas Rimini SpA	NO RECOMME ND.	● DO NOT VOTE	The proposed slate would improve the level of independence of the board.	✓ 8.0%*
6.3	Slate of nominees submitted by a group of institutional investors	NO RECOMME ND.	● FOR	All the nominees are independent from the company and its shareholders.	✓ 24.1%*
7	Determination of the remuneration of the Board of Directors	NO RECOMME ND.	● OPPOSE	The information provided is insufficient.	✓ 62.0%
8	Appointment of the Board of Statutory Auditors				
8.1	Slate of nominees submitted by Public Authorities	NO RECOMME ND.	● DO NOT VOTE	Serious concerns arise over the independence and the aggregate time commitments of both nominees.	✓ 66.8%*
8.2	Slate of nominees submitted by Gruppo Società Gas Rimini SpA	NO RECOMME ND.	● DO NOT VOTE	Concerns over the nominee's aggregate time commitments.	✗ 8.2%*
8.3	Slate of nominees submitted by a group of institutional investors	NO RECOMME ND.	● FOR	No concerns regarding the submitted slate of nominees.	✓ 24.8%*
9	Determination of the remuneration of the Board of Statutory Auditors	NO RECOMME ND.	● OPPOSE	Excessive remuneration.	✓ 62.7%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Executive management discharge	FOR	FOR		✓ 99.4%
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
5	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 92.8%
6	Approve a treasury share buy-back and disposal programm	FOR	FOR		✓ 94.5%
7	Approve the remuneration report	FOR	● OPPOSE	Excessive total remuneration. Excessive fixed remuneration.	✓ 92.1%
8	Approve the 2022 remuneration of Mr. Alex Dumas, CEO	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 92.1%
9	Approve the 2022 remuneration of the company Émile Hermès SAS, CEO	FOR	● OPPOSE	Excessive total remuneration.	✓ 92.1%
10	Approve the 2022 remuneration of Mr. Éric de Seynes, Chairman	FOR	FOR		✓ 100.0%
11	Approve the remuneration policy of the CEOs	FOR	● OPPOSE	Excessive total remuneration.	✓ 91.6%
12	Approve directors' fees	FOR	FOR		✓ 99.9%
	Elections to the board of directors				
13	Re-elect Ms. Dorothee Altmayer	FOR	FOR		✓ 96.2%
14	Re-elect Ms. Monique Cohen	FOR	FOR		✓ 99.8%
15	Re-elect Mr. Renaud Momméja	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 95.1%
16	Re-elect Mr. Eric de Seynes	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 95.8%

Item	Agenda	Board	Ethos		Result
17	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.7%
18	Re-elect Grant Thornton Audit as auditors	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 97.9%
19	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.8%
20	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.8%
21	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 93.6%
22	Delegation to issue shares and capital securities by public offering	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 90.1%
23	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.7%
24	Delegation to issue shares and capital securities by private placement	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 90.0%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	● OPPOSE	Proposal does not expressly prohibit its use during a public takeover period.	✓ 91.8%
26	Delegation to decide of operations involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime	FOR	● OPPOSE	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 89.7%
27	Delegation to issue shares and capital for operations involving a merger by absorption, spin-off or partial contribution of assets subject to the spin-off regime	FOR	● OPPOSE	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 89.7%
28	Approve distribution of performance shares	FOR	● OPPOSE	The information provided is insufficient.	✓ 93.0%
29	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Daniel Ammann	FOR	FOR		✓ 98.1%
1.2	Re-elect Ms. Pamela L. Carter	FOR	FOR		✓ 96.5%
1.3	Elect Mr. Frank A. D'Amelio	FOR	FOR		✓ 99.6%
1.4	Elect Dr. Regina E. Dugan	FOR	FOR		✓ 99.7%
1.5	Re-elect Ms. Jean M. Hobby	FOR	FOR		✓ 98.6%
1.6	Re-elect Mr. Raymond J. Lane	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 93.5%
1.7	Re-elect Ms. Ann M. Livermore	FOR	FOR		✓ 96.8%
1.8	Re-elect Mr. Antonio F. Neri	FOR	FOR		✓ 99.6%
1.9	Re-elect Mr. Charles H. Noski	FOR	FOR		✓ 99.6%
1.10	Re-elect Mr. Raymond E. Ozzie	FOR	FOR		✓ 99.6%
1.11	Re-elect Mr. Gary M. Reiner	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.1%
1.12	Re-elect Ms. Patricia F. Russo	FOR	FOR		✓ 94.4%
2	Re-election of the auditor	FOR	FOR		✓ 99.1%
3	To approve the amendment No. 2 to the Company 2021 Stock Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 92.0%
4	Advisory vote on executive remuneration	FOR	● OPPOSE	An important part of the variable remuneration is based on continued employment only. Excessive variable remuneration.	✓ 89.6%
5	Shareholder resolution: Transparency in Lobbying	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 25.4%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Christopher J. Nassetta	FOR	FOR		✓ 99.5%
1b.	Re-elect Mr. Jonathan D. Gray	FOR	● OPPOSE	Concerns over the director's time commitments. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.5%
1c.	Re-elect Ms. Charlene T. Begley	FOR	FOR		✓ 98.5%
1d.	Re-elect Mr. Chris Carr	FOR	FOR		✓ 99.7%
1e.	Re-elect Ms. Melanie L. Healey	FOR	FOR		✓ 98.9%
1f.	Re-elect Mr. Raymond E. Mabus Jr.	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 99.3%
1g.	Re-elect Ms. Judith A. McHale	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 98.2%
1h.	Re-elect Ms. Elizabeth A. Smith	FOR	FOR		✓ 99.3%
1i.	Re-elect Mr. Douglas M. Steenland	FOR	FOR		✓ 97.2%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 97.3%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 89.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Stephen P. MacMillan	FOR	● OPPOSE	Combined chairman and CEO.	✓ 90.2%
1.b	Re-elect Ms. Sally W. Crawford	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.	✓ 88.9%
1.c	Re-elect Mr. Charles J. Dockendorff	FOR	FOR		✓ 96.7%
1.d	Re-elect Mr. Scott T. Garrett	FOR	FOR		✓ 94.0%
1.e	Re-elect Mr. Ludwig N. Hantson	FOR	FOR		✓ 96.4%
1.f	Re-elect Mr. Namal Nawana	FOR	FOR		✓ 96.4%
1.g	Re-elect Ms. Christiana Stamoulis	FOR	FOR		✓ 98.0%
1.h	Elect Ms. Stacey D. Stewart	FOR	FOR		✓ 99.8%
1.i	Re-elect Ms. Amy A. Wendell	FOR	FOR		✓ 99.4%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	An important part of the variable remuneration is not subject to challenging long-term performance conditions. Excessive variable remuneration.	✓ 77.1%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.2%
4	To approve the amendment of the 2008 Equity Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 90.9%
5	To approve the amended and restated 2012 Employee Stock Purchase Plan	FOR	FOR		✓ 99.8%
6	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.5%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Gerard J. Arpey	FOR	FOR		✓ 98.6%
1.b	Re-elect Mr. Ari Bousbib	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non-independent director and the board size is excessive.	✓ 97.1%
1.c	Re-elect Mr. Jeffery H. Boyd	FOR	FOR		✓ 96.4%
1.d	Re-elect Mr. Gregory D. Brenneman	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.5%
1.e	Re-elect Mr. J. Frank Brown	FOR	FOR		✓ 95.3%
1.f	Re-elect Mr. Albert P. Carey	FOR	FOR		✓ 95.3%
1.g	Re-elect Mr. Edward P. Decker	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.3%
1.h	Re-elect Ms. Linda R. Gooden	FOR	FOR		✓ 98.2%
1.i	Re-elect Mr. Wayne M. Hewett	FOR	FOR		✓ 98.2%
1.j	Re-elect Mr. Manuel Kadre	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 98.8%
1.k	Re-elect Ms. Stephanie C. Linnartz	FOR	FOR		✓ 98.3%
1.l	Re-elect Ms. Paula Santilli	FOR	FOR		✓ 98.8%
1.m	Re-elect Ms. Caryn Seidman-Becker	FOR	FOR		✓ 97.8%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.1%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.5%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.3%
5	Shareholder resolution: Allow shareholders to act by written consent	OPPOSE	OPPOSE		✗ 37.2%
6	Shareholder resolution: Independent chairman	OPPOSE	OPPOSE		✗ 26.6%
7	Shareholder resolution: Disclose political contributions	OPPOSE	● FOR	Enhanced disclosure on political donations.	✗ 31.3%
8	Shareholder resolution: Rescission of 2022 Racial Equity Audit Proposal	OPPOSE	OPPOSE		✗ 0.9%
9	Shareholder resolution: Encourage Senior Management Commitment to Avoid Political Speech	OPPOSE	OPPOSE		✗ 1.7%

Item	Agenda	Board	Ethos		Result
	Election of Directors (with 3-committees)				
1.1	Re-elect Mr. Seiji Kuraishi	FOR	● OPPOSE	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 93.9%
1.2	Re-elect Mr. Toshihiro Mibe	FOR	FOR		✓ 93.0%
1.3	Re-elect Mr. Shinji Aoyama	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 93.4%
1.4	Elect Mr. Noriya Kaihara	FOR	FOR		✓ 96.9%
1.5	Re-elect Ms. Asako Suzuki	FOR	FOR		✓ 94.3%
1.6	Re-elect Mr. Masafumi Suzuki	FOR	FOR		✓ 94.3%
1.7	Re-elect Mr. Kunihiko Sakai	FOR	FOR		✓ 98.4%
1.8	Re-elect Mr. Fumiya Kokubu	FOR	FOR		✓ 93.8%
1.9	Re-elect Mr. Yoichiro Ogawa	FOR	FOR		✓ 99.2%
1.10	Re-elect Mr. Kazuhiro Higashi	FOR	FOR		✓ 98.0%
1.11	Re-elect Ms. Ryoko Nagata	FOR	FOR		✓ 99.2%

Item	Agenda	Board	Ethos	Result
1	To receive the audited consolidated financial statements of the company	FOR	FOR	✓ 99.4%
2	Elections of directors			
2.a	Re-elect Mr. Cheng Hye Cheah	FOR	FOR	✓ 99.8%
2.b	Re-elect Mr. Hugo Leung Pak Hon	FOR	FOR	✓ 99.9%
3	Re-elect the auditor and fix their remuneration	FOR	FOR	✓ 93.5%
4	To authorise the buy back of shares in the company	FOR	FOR	✓ 99.8%
5	To issue and deal with additional shares without pre-emptive rights in the company	FOR	FOR	✓ 96.5%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Aida M. Alvarez	FOR	FOR		✓ 98.7%
1.b	Re-elect Mr. Shumeet Banerji	FOR	FOR		✓ 96.3%
1.c	Re-elect Mr. Robert R. Bennett	FOR	FOR		✓ 99.2%
1.d	Re-elect Mr. Charles V. Bergh	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.8%
1.e	Re-elect Mr. Bruce D. Broussard	FOR	FOR		✓ 99.1%
1.f	Re-elect Ms. Stacy Brown-Philpot	FOR	FOR		✓ 97.1%
1.g	Re-elect Dr. Stephanie A. Burns	FOR	FOR		✓ 99.2%
1.h	Re-elect Ms. Mary Anne Citrino	FOR	FOR		✓ 99.1%
1.i	Re-elect Mr. Richard L. Clemmer	FOR	FOR		✓ 99.3%
1.j	Re-elect Mr. Enrique Lores	FOR	FOR		✓ 99.7%
1.k	Re-elect Ms. Judith A. Miscik	FOR	FOR		✓ 98.9%
1.l	Re-elect Ms. Kim K.W. Rucker	FOR	FOR		✓ 98.6%
1.m	Re-elect Mr. Subra Suresh	FOR	FOR		✓ 99.3%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.1%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 95.0%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.2%
5	Shareholder resolution: Allow shareholders to act by written consent	OPPOSE	● FOR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 30.7%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Nick Caldwell	FOR	FOR		✓ 95.1%
1b.	Re-elect Ms. Claire Hughes Johnson	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 73.0%
1c.	Re-elect Mr. Jay Simons	FOR	FOR		✓ 94.2%
1d.	Re-elect Ms. Yamini Rangan	FOR	FOR		✓ 96.9%
2.	Re-election of the auditor	FOR	FOR		✓ 99.9%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration and the variable remuneration is not subject to challenging long-term performance conditions.	✓ 94.8%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Dr. med. Raquel C. Bono	FOR	FOR		✓ 99.5%
1b	Re-elect Mr. Bruce D. Broussard	FOR	FOR		✓ 99.7%
1c	Re-elect Mr. Frank A. D'Amelio	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 88.4%
1d	Re-elect Dr. med. David T. Feinberg	FOR	FOR		✓ 99.6%
1e	Re-elect Dr. med. Wayne A.I. Frederick	FOR	FOR		✓ 96.4%
1f	Re-elect Mr. John W. Garratt	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.4%
1g	Re-elect Mr. Kurt J. Hilzinger	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.2%
1h	Re-elect Ms. Karen W. Katz	FOR	FOR		✓ 96.6%
1i	Re-elect Ms. Marcy S. Klevorn	FOR	FOR		✓ 99.7%
1j	Re-elect Mr. William J. McDonald	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.2%
1k	Re-elect Mr. Jorge S. Mesquita	FOR	FOR		✓ 97.4%
1l	Elect Mr. Brad D. Smith	FOR	FOR		✓ 99.6%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.3%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.1%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approval of the individual and consolidated accounts	FOR	FOR		✓ 99.9%
2	Approval of the individual and consolidated director's reports	FOR	FOR		✓ 99.9%
3	Approval of the non-financial information statement	FOR	● OPPOSE	Concerns that the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 99.8%
4	Discharge the Board	FOR	FOR		✓ 99.5%
5	Amendment of the Bylaws: preamble and preliminary title	FOR	FOR		✓ 99.9%
6	Amendment of the Bylaws: wording changes	FOR	FOR		✓ 99.9%
7	Amendment of the Bylaws: update references to internal regulations	FOR	FOR		✓ 99.9%
8	Approval and payment of an engagement dividend	FOR	FOR		✓ 99.8%
9	Allocation of profit and payment of a dividend	FOR	FOR		✓ 99.8%
10	First share capital increase	FOR	FOR		✓ 99.7%
11	Second share capital increase	FOR	FOR		✓ 99.7%
12	Reduction of the share capital	FOR	FOR		✓ 99.3%
13	Advisory vote on the Annual Director's Remuneration Report	FOR	● OPPOSE	Concerns over the excessive total remuneration of the executive chairman.	✓ 88.6%
14	Approval of the 2023-2025 share-based long-term incentive	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.0%
Elections to the Board					
15	Re-elect Ms. Maria Helena Antolin Raybaud	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 95.8%
16	Elect Mr. Armando Martínez Martínez	FOR	FOR		✓ 99.4%
17	Re-elect Mr. Manuel Moreu Munaiz	FOR	FOR		✓ 96.7%
18	Re-elect Ms. Sara de la Rica Goiricelaya	FOR	● OPPOSE	Chairman of the sustainability committee and the company has an incomplete decarbonisation strategy.	✓ 99.2%
19	Re-elect Mr. Xabier Sagredo Ormaza	FOR	● OPPOSE	Non independent director (various reasons). The board is not sufficiently independent.	✓ 98.8%
20	Re-elect Mr. José Ignacio Sánchez Galán	FOR	● OPPOSE	Executive chairman and highest paid executive. He is Chairman/CEO in all but name.	✓ 95.9%
21	Setting the number of directors at 14	FOR	● OPPOSE	Excessive board size.	✓ 99.8%
22	Delegation of powers	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Thomas Buberl	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 94.6%
1b.	Re-elect Mr. David N. Farr	FOR	FOR		✓ 96.9%
1c.	Re-elect Mr. Alex Gorsky	FOR	FOR		✓ 97.9%
1d.	Re-elect Prof. Michelle J. Howard	FOR	FOR		✓ 98.4%
1e.	Re-elect Dr. Arvind Krishna	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.6%
1f.	Re-elect Mr. Andrew N. Liveris	FOR	● OPPOSE	Chairman of the nomination committee. The representation of women on the board is insufficient.	✓ 77.8%
1g.	Re-elect Mr. Frederick William McNabb III	FOR	FOR		✓ 98.2%
1h.	Re-elect Dr. Martha E. Pollack	FOR	FOR		✓ 97.7%
1i.	Re-elect Mr. Joseph R. Swedish	FOR	FOR		✓ 97.3%
1j.	Re-elect Mr. Peter R. Voser	FOR	FOR		✓ 96.9%
1k.	Re-elect Mr. Frederick H. Waddell	FOR	FOR		✓ 96.1%
1l.	Re-elect Mr. Alfred W. Zollar	FOR	FOR		✓ 94.7%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.7%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.1%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.4%
5.	Shareholder resolution: Independent Board Chairman	OPPOSE	● FOR	An independent chairman can ensure independent oversight of management.	✗ 25.9%
6.	Shareholder resolution: Public Report on Lobbying Activities	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 48.1%
7.	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	OPPOSE	OPPOSE		✗ 7.1%
8.	Shareholder resolution: Public Report on Harassment and Discrimination Prevention Efforts	OPPOSE	● FOR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.	✗ 33.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Daniel M. Junius	FOR	FOR		✓ 97.9%
1.b	Re-elect Mr. Lawrence D. Kingsley	FOR	FOR		✓ 94.7%
1.c	Re-elect Dr. Sophie V. Vandebroek	FOR	FOR		✓ 89.9%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 93.2%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. The variable remuneration is based on continued employment only.	✓ 95.0%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 92.8%

Item	Agenda	Board	Ethos		Result
1A	Approval of the holding company's annual accounts	FOR	FOR		✓ 100.0%
1B	Discharge the Board	FOR	FOR		✓ 99.6%
2	Approval of the consolidated annual accounts	FOR	FOR		✓ 100.0%
3	Approval of the non-financial information statement	FOR	FOR		✓ 100.0%
4	Allocation of profit and dividend distribution	FOR	FOR		✓ 99.9%
5	Elections to the Board of Directors				
5A	Setting the number of Directors to 10 members	FOR	FOR		✓ 99.9%
5B	Re-elect Mr. Amancio Ortega Gaona	FOR	● OPPOSE	<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>	✓ 98.2%
5C	Re-elect Mr. José Luis Durán Schulz	FOR	FOR		✓ 99.3%
6	Approval of the remuneration policy	FOR	● OPPOSE	Excessive total remuneration.	✓ 98.4%
7	Approval of a long-term incentive plan	FOR	FOR		✓ 98.9%
8	Acquisition of own shares	FOR	FOR		✓ 99.3%
9	Advisory vote on the Directors Annual Remuneration Report	FOR	● OPPOSE	<p>Excessive total remuneration.</p> <p>Concerns over the severance payments which are considered excessive.</p>	✓ 97.6%
10	Delegation of powers	FOR	FOR		✓ 100.0%
11	Information on the amendments of the Board of Directors Regulations	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1.	Elections of directors			
1.1	Re-elect Dr. med. Luciana Borio	FOR	FOR	✓ 94.2%*
1.2	Re-elect Mr. Michael R. Minogue	FOR	FOR	✓ 93.0%*
1.3	Re-elect Ms. Corinne H. Nevinny	FOR	FOR	✓ 91.6%*
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	✓ 97.8% Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 99.5%
4.	Re-election of the auditor	FOR	FOR	✓ 99.9%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
Elections of directors					
1a	Re-elect Mr. Patrick P. Gelsinger	FOR	FOR		✓ 99.0%
1b	Re-elect Mr. James J. Goetz	FOR	FOR		✓ 97.5%
1c	Re-elect Dr. Andrea J. Goldsmith	FOR	FOR		✓ 98.6%
1d	Re-elect Ms. Alyssa H. Henry	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.8%
1e	Re-elect Dr. S. Omar Ishrak	FOR	FOR		✓ 97.5%
1f	Re-elect Dr. Risa Lavizzo-Mourey	FOR	FOR		✓ 96.5%
1g	Re-elect Dr. Tsu-Jae King Liu	FOR	FOR		✓ 98.3%
1h	Elect Ms. Barbara G. Novick	FOR	FOR		✓ 98.5%
1i	Re-elect Mr. Gregory D. Smith	FOR	FOR		✓ 98.4%
1j	Elect Mr. Lip-Bu Tan	FOR	FOR		✓ 99.0%
1k	Re-elect Mr. Dion J. Weisler	FOR	FOR		✓ 96.8%
1l	Re-elect Mr. Frank D. Yeary	FOR	FOR		✓ 96.5%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.4%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 91.2%
4	To approve the amendment of the 2006 Equity Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 76.3%
5	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.2%
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	OPPOSE	● FOR	The proposal aims at better aligning executives interests with those of the shareholders.	✗ 26.1%
7	Shareholder resolution: Publish Third Party Review of Intel's China Business ESG Congruence	OPPOSE	OPPOSE		✗ 4.3%

Item	Agenda	Board	Ethos		Result
1	2022 annual report and accounts	FOR	FOR		✓ 100.0%
2	Binding vote on directors' remuneration policy	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 74.8%
3	Advisory vote on directors' remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 76.9%
4	Final dividend	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
5(a)	Elect Mr. Michael Glover	FOR	FOR		✓ 100.0%
5(b)	Elect Dr. Byron Grote	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 94.7%
5(c)	Elect Ms. Deanna Oppenheimer	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 95.4%
5(d)	Re-elect Mr. Graham Allan	FOR	FOR		✓ 97.3%
5(e)	Re-elect Mr. Keith Barr	FOR	FOR		✓ 100.0%
5(f)	Re-elect Ms. Daniela Barone Soares	FOR	FOR		✓ 99.3%
5(g)	Re-elect Mr. Arthur de Haast	FOR	FOR		✓ 100.0%
5(h)	Re-elect Ms. Duriya Farooqui	FOR	FOR		✓ 99.8%
5(i)	Re-elect Ms. Jo Harlow	FOR	● OPPOSE	Non independent member of the remuneration committee which is not best UK market practice.	✓ 96.6%
5(j)	Re-elect Mr. Elie Maalouf	FOR	● OPPOSE	Executive director. The number of executives on the board exceeds market practice.	✓ 99.9%
5(k)	Re-elect Ms. Sharon Rothstein	FOR	FOR		✓ 99.8%
6	Re-appoint PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.7%
7	Auditor's remuneration	FOR	FOR		✓ 100.0%
8	Political donations and political expenditure	FOR	FOR		✓ 97.5%
9	Adoption of new Deferred Award Plan rules	FOR	● OPPOSE	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 98.5%
10	Authority to allot shares	FOR	FOR		✓ 95.4%
11	General authority to disapply pre-emption rights	FOR	FOR		✓ 97.0%
12	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	FOR	FOR		✓ 93.7%
13	Authority to purchase own shares	FOR	FOR		✓ 99.6%
14	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.0%

Item	Agenda	Board	Ethos		Result
1.	Election of the chairman of the Meeting	FOR	FOR		✓
2.	Preparation and approval of the voting register	FOR	FOR		✓
3.	Approval of the agenda	FOR	FOR		✓
4.	Election of persons to verify the minutes of the Meeting	NON-VOTING	NON-VOTING		
5.	Determination whether the Meeting has been duly convened	FOR	FOR		✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	NON-VOTING	NON-VOTING		
7.	Address by the company CEO	NON-VOTING	NON-VOTING		
8.	Adoption of the financial statements	FOR	FOR		✓
9.	Approve remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
10a.	Discharge of Gunnar Brock	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10b.	Discharge of Johan Forssell	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10c.	Discharge of Magdalena Gerger	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10d.	Discharge of Tom Johnstone	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10e.	Discharge of Isabelle Kocher	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10f.	Discharge of Sven Nyman	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10g.	Discharge of Grace Reksten Skaugen	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10h.	Discharge of Hans Stråberg	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10i.	Discharge of Jacob Wallenberg	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10j.	Discharge of Marcus Wallenberg	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10k.	Discharge of Sara Öhrvall	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
11.	Approve allocation of income and dividend	FOR	FOR		✓
12a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
12b.	Resolution on the number of auditors to be appointed	FOR	FOR		✓
13a.	Approve directors' fees	FOR	FOR		✓
13b.	Approve auditors' fees	FOR	FOR		✓
14.	Composition of the board of directors				
14a.	Re-elect Mr. Gunnar Brock	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓
14b.	Re-elect Mr. Johan Forssell	FOR	FOR		✓
14c.	Re-elect Ms. Magdalena Gerger	FOR	FOR		✓
14d.	Re-elect Mr. Tom Johnstone	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
14e.	Re-elect Ms. Isabelle Kocher	FOR	FOR		✓
14f.	Re-elect Mr. Sven Nyman	FOR	FOR		✓
14g.	Re-elect Ms. Grace Reksten Skaugen	FOR	● OPPOSE	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓
14h.	Re-elect Mr. Hans Stråberg	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
14i.	Re-elect Mr. Jacob Wallenberg	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓
14j.	Re-elect Mr. Marcus Wallenberg	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
14k.	Re-elect Ms. Sara Öhrvall	FOR	FOR		✓
15.	Re-elect the chairman of the board of directors	FOR	● OPPOSE	His election is opposed as board member (ITEM 14i) we are therefore unable to support his re-appointment as chairman of the board.	✓
16.	Election of auditor	FOR	FOR		✓
17a.	Approve share-related incentive plan for employees in Investor AB	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓
17b.	Approve share-related incentive plan for employees in subsidiary Patricia Industries	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓
18a.	Authorisation to repurchase own shares	FOR	FOR		✓
18b.	Transfer of own shares in connection with the share-related incentive plan 2023	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1.	Amend articles of incorporation	FOR	● OPPOSE	The number proposed is not adequate for the size of the company.	✓
2.	Election of Directors (with 3-committees)				
2.1	Elect Mr. Yasushi Kinoshita	FOR	FOR		✓
2.2	Re-elect Mr. Hiromi Yamaji	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓
2.3	Re-elect Mr. Moriyuki Iwanaga	FOR	FOR		✓
2.4	Elect Mr. Ryusuke Yokoyama	FOR	● OPPOSE	Executive director and the board size is excessive.	✓
2.5	Re-elect Mr. Koichiro Miyahara	FOR	FOR		✓
2.6	Elect Mr. Yasuyuki Konuma	FOR	● OPPOSE	Executive director and the board size is excessive.	✓
2.7	Re-elect Mr. Nobuhiro Endo	FOR	FOR		✓
2.8	Re-elect Prof. Hiroko Ota	FOR	FOR		✓
2.9	Re-elect Mr. Hitoshi Ogita	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓
2.10	Elect Mr. Kazuaki Kama	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓
2.11	Re-elect Ms. Main Kohda	FOR	FOR		✓
2.12	Re-elect Mr. Eizo Kobayashi	FOR	FOR		✓
2.13	Re-elect Mr. Yasushi Suzuki	FOR	FOR		✓
2.14	Re-elect Mr. Yasuzo Takeno	FOR	FOR		✓
2.15	Elect Mr. Mitsuhiro Matsumoto	FOR	FOR		✓
2.16	Re-elect Mr. Kimitaka Mori	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Approval of the annual accounts	FOR	FOR		✓ 95.6%
2	Application of results	FOR	FOR		✓ 100.0%
3	Discharge the Board	FOR	FOR		✓ 99.8%
4	Resolve on the Company's Corporate Bodies remuneration policy	FOR	● OPPOSE	Some important elements of best practice are missing from the structure of the executive remuneration.	✓ 71.0%
5	Elect the alternate statutory auditor for the remainder of the 2022-2024 period	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Jean Blackwell	FOR	FOR		✓ 97.9%
1.b	Re-elect Mr. Pierre Cohade	FOR	FOR		✓ 99.4%
1.c	Re-elect Mr. Michael E. Daniels	FOR	FOR		✓ 95.0%
1.d	Re-elect Mr. W. Roy Dunbar	FOR	FOR		✓ 97.6%
1.e	Re-elect Ms. Gretchen R. Haggerty	FOR	FOR		✓ 98.9%
1.f	Elect Dr. Ayesha Khanna	FOR	FOR		✓ 99.6%
1.g	Re-elect Ms. Simone Menne	FOR	FOR		✓ 99.3%
1.h	Re-elect Mr. George R. Oliver	FOR	● OPPOSE	Combined chairman and CEO.	✓ 95.7%
1.i	Re-elect Mr. Jürgen Tinggren	FOR	FOR		✓ 98.0%
1.j	Re-elect Mr. Mark Vergnano	FOR	FOR		✓ 97.9%
1.k	Re-elect Mr. John D. Young	FOR	FOR		✓ 98.0%
2.a	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.8%
2.b	Authorise the audit committee to fix the remuneration of the auditors	FOR	FOR		✓ 97.7%
3	Authorise market purchases of company shares	FOR	FOR		✓ 99.3%
4	Determine the price range the company can re-allot treasury shares	FOR	FOR		✓ 99.6%
5	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.2%
6	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.7%
7	Authorisation for directors to allot shares	FOR	FOR		✓ 98.2%
8	Authorisation for directors to allot shares without pre-emptive rights	FOR	FOR		✓ 99.0%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Ms. Anne DeSanto	FOR	FOR		✓ 95.6%
1b.	Re-elect Mr. Kevin DeNuccio	FOR	FOR		✓ 98.5%
1c.	Re-elect Mr. James Dolce	FOR	FOR		✓ 98.5%
1d.	Elect Mr. Steven Fernandez	FOR	FOR		✓ 98.6%
1e.	Re-elect Ms. Christine M. Gorjanc	FOR	FOR		✓ 99.3%
1f.	Re-elect Ms. Janet Haugen	FOR	FOR		✓ 97.1%
1g.	Re-elect Mr. Scott Kriens	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.9%
1h.	Re-elect Mr. Rahul Merchant	FOR	FOR		✓ 99.2%
1i.	Re-elect Mr. Rami Rahim	FOR	FOR		✓ 99.2%
1j.	Re-elect Mr. William R. Stensrud	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.8%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.3%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.5%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.8%
5.	To approve the amendment of the Omnibus Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 82.8%

Item	Agenda	Board	Ethos		Result
1	2022 annual report and accounts	FOR	FOR		✓ 99.7%
2	Final dividend	FOR	● OPPOSE	The proposed dividend is inconsistent with the company's financial situation.	✓ 99.7%
Elections to the board of directors					
3(a)	Re-elect Mr. Jost Massenberg	FOR	FOR		✓ 88.9%
3(b)	Re-elect Mr. Gene M. Murtagh	FOR	FOR		✓ 95.5%
3(c)	Re-elect Mr. Geoff Doherty	FOR	FOR		✓ 95.2%
3(d)	Re-elect Mr. Russell Shiels	FOR	● OPPOSE	Executive director. The number of executives on the board exceeds market practice.	✓ 95.1%
3(e)	Re-elect Mr. Gilbert McCarthy	FOR	● OPPOSE	Executive director. The number of executives on the board exceeds market practice.	✓ 94.6%
3(f)	Re-elect Ms. Linda Hickey	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 97.0%
3(g)	Re-elect Ms. Anne Heraty	FOR	FOR		✓ 99.6%
3(h)	Re-elect Ms. Éimear Moloney	FOR	FOR		✓ 98.4%
3(i)	Re-elect Mr. Paul Murtagh	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 95.0%
3(j)	Elect Mr. Senan Murphy	FOR	FOR		✓ 98.6%
4	Auditor's remuneration	FOR	FOR		✓ 100.0%
5	Advisory vote on directors' remuneration report	FOR	FOR		✓ 97.4%
6	Non-executive directors' fees	FOR	● OPPOSE	The proposed increase relative to the previous year is not justified.	✓ 99.1%
7	Authority to allot shares	FOR	FOR		✓ 98.7%
8	General authority to disapply pre-emption rights	FOR	FOR		✓ 99.5%
9	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	FOR	FOR		✓ 99.4%
10	Authority to purchase own shares	FOR	● OPPOSE	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.	✓ 99.6%
11	Authority to reissue treasury shares	FOR	FOR		✓ 100.0%
12	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.3%

Item	Agenda	Board	Ethos	Result
1	Delisting of the ordinary shares from the Official List of the Financial Conduct Authority and removing from trading on the London Stock Exchange's Main Market	FOR	FOR	✓ 98.4%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR		✓ 99.9%
4	Approve Discharge of Supervisory Board	FOR	● OPPOSE	Concerns that the board did not address the low support of the 2021 remuneration report.	✓ 92.2%
5	Appoint the Auditors	FOR	FOR		✓ 99.8%
6	Approve Remuneration Report	FOR	● OPPOSE	The information provided is insufficient. Concerns over the excessive sign-on bonus granted to the new CEO.	✓ 66.3%
7	Amend Articles: Virtual general meetings and virtual attendance of Supervisory Board members at virtual general meetings (Article 19 (6))	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 86.0%
	Board main features				
8	Elections to the Supervisory Board: Dr. Nicolas Peter	FOR	FOR		✓ 98.9%

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
2.	Calling the Meeting to order	NON-VOTING	NON-VOTING	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	NON-VOTING	NON-VOTING	
4.	Recording the legality of the Meeting	NON-VOTING	NON-VOTING	
5.	Recording the attendance at the Meeting and adoption of the list of votes	NON-VOTING	NON-VOTING	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	NON-VOTING	NON-VOTING	
7.	Adoption of the financial statements	FOR	FOR	✓ 99.9%
8.	Approve allocation of income and dividend	FOR	FOR	✓ 99.8%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	FOR	FOR	✓ 99.4%
10.	Approve remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. ✓ 91.4%
11.	Approve directors' fees	FOR	FOR	✓ 99.8%
12.	Resolution on the number of members of the board of directors	FOR	FOR	✓ 100.0%
13.	Composition of the board of directors			
13a.	Re-elect Mr. Matti Alahuhta	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 100.0%
13b.	Re-elect Ms. Susan Duinhoven	FOR	FOR	✓ 100.0%
13c.	Elect Ms. Marika Fredriksson	FOR	FOR	✓ 100.0%
13d.	Re-elect Mr. Antti Herlin	FOR	● OPPOSE	Non-independent chairman of the nomination and remuneration committee. The independence of this committee is insufficient. ✓ 100.0%
13e.	Re-elect Ms. Iiris Herlin	FOR	FOR	✓ 100.0%
13f.	Re-elect Mr. Jussi Herlin	FOR	● OPPOSE	Executive director sitting on the audit committee, which is not best practice. ✓ 100.0%
13g.	Re-elect Mr. Ravi Kant	FOR	FOR	✓ 100.0%
13h.	Elect Ms. Marcela Manubens	FOR	FOR	✓ 100.0%
13i.	Re-elect Mr. Krishna Mikkilineni	FOR	FOR	✓ 100.0%
14.	Approve auditors' fees	FOR	FOR	✓ 100.0%
15.	Resolution on the number of auditors	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
16.	Election of auditor	FOR	FOR		✓ 100.0%
17.	Amendment of Articles 2 and 10 of the Articles of Association	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 92.4%
18.	Authorisation to repurchase own shares	FOR	FOR		✓ 99.8%
19.	Authorisation to issue shares	FOR	FOR		✓ 99.6%
20.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.	Address by the company CEO	NON-VOTING	NON-VOTING		
2a.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING		
2b.	Adoption of the financial statements	FOR	FOR		✓ 100.0%
2c.	Approve allocation of income	FOR	FOR		✓ 99.1%
2d.	Approve remuneration report	FOR	FOR		✓ 94.8%
2e.	Discharge of executive board	FOR	● OPPOSE	We strongly disagree with the management of the company's affairs.	✗ 23.6%
2f.	Discharge of supervisory board	FOR	● OPPOSE	We strongly disagree with the board's decisions.	✓ 94.8%
3.	Re-elect Mr. Abhijit Bhattacharya to the executive board	FOR	FOR		✓ 99.3%
4.	Composition of the supervisory board				
4a.	Re-elect Mr. David Pyott	FOR	FOR		✓ 94.2%
4b.	Re-elect Ms. Elizabeth Doherty	FOR	FOR		✓ 97.2%
5.	Election of auditor: Ernst & Young	FOR	FOR		✓ 99.9%
6.	Election of auditor: PricewaterhouseCoopers	FOR	FOR		✓ 99.9%
7a.	Authorisation to issue shares	FOR	FOR		✓ 96.3%
7b.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR		✓ 95.7%
8.	Authorisation to repurchase own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 97.3%
9.	Reduce share capital via cancellation of shares	FOR	● OPPOSE	The company proposes to cancel shares despite its deteriorated performance.	✓ 99.3%
10.	Any other business	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Ms. Nora A. Aufreiter	FOR	FOR		✓ 98.7%
1b.	Re-elect Mr. Kevin M. Brown	FOR	FOR		✓ 98.9%
1c.	Re-elect Ms. Elaine L. Chao	FOR	FOR		✓ 98.6%
1d.	Re-elect Ms. Anne Gates	FOR	FOR		✓ 96.4%
1e.	Re-elect Ms. Karen Hoguet	FOR	FOR		✓ 98.9%
1f.	Re-elect Mr. W. Rodney McMullen	FOR	● OPPOSE	Combined chairman and CEO. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.8%
1g.	Re-elect Mr. Clyde R. Moore	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.3%
1h.	Re-elect Mr. Ronald L. Sargent	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.2%
1i.	Re-elect Ms. J. Amanda Sourry Knox	FOR	FOR		✓ 98.6%
1j.	Re-elect Mr. Mark S. Sutton	FOR	FOR		✓ 98.5%
1k.	Re-elect Mr. Ashok Vemuri	FOR	FOR		✓ 98.9%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 91.4%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 96.0%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 91.4%
5.	Shareholder resolution: Report on Public Health Costs from Sale of Tobacco Products	OPPOSE	● FOR	Enhanced disclosure on public health costs and associated risks with tobacco products.	✗ 12.7%
6.	Shareholder resolution: Listing of Charitable Contributions of \$10,000 or More	OPPOSE	● FOR	Enhanced disclosure of charitable contributions.	✗ 6.7%
7.	Shareholder resolution: Report on Recyclability of Packaging	OPPOSE	● FOR	We support corporate policies aiming to prevent environmental risks.	✗ 31.8%
8.	Shareholder resolution: Gender and Racial Pay Equity Report	OPPOSE	● FOR	The proposal aims at promoting gender equality, ethnic diversity and at preventing discrimination.	✓ 51.9%
9.	Shareholder resolution: Report on EEO Policy Risks	OPPOSE	OPPOSE		✗ 1.9%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Ms. Kerrii B. Anderson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 87.1%
1b.	Re-elect Mr. Jean-Luc Bélingard	FOR	● OPPOSE	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.	✓ 95.3%
1c.	Re-elect Mr. Jeffrey A. Davis	FOR	FOR		✓ 99.8%
1d.	Re-elect Dr. D. Gary Gilliland	FOR	FOR		✓ 99.8%
1e.	Elect Ms. Kirsten M. Kliphouse	FOR	FOR		✓ 99.9%
1f.	Re-elect Dr. Garheng Kong	FOR	FOR		✓ 87.5%
1g.	Re-elect Mr. Peter M. Neupert	FOR	FOR		✓ 97.7%
1h.	Re-elect Ms. Richelle P. Parham	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.8%
1i.	Re-elect Mr. Adam H. Schechter	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.0%
1j.	Re-elect Ms. Kathryn E. Wengel	FOR	FOR		✓ 99.0%
1k.	Re-elect Prof. Dr. R. Sanders Williams	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.7%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.1%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 96.8%
4.	Re-election of the auditor	FOR	FOR		✓ 99.2%
5.	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The separation of functions allows an effective supervision of the management by the board.	✗ 30.6%
6.	Shareholder resolution: Report on transport of nonhuman primates within the U.S.	OPPOSE	● FOR	We support policies aiming to protect the welfare of animals and public health.	✗ 10.2%
7.	Shareholder resolution: Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	OPPOSE	● FOR	Protecting customer privacy is crucial for maintaining a good reputation and building trust with customers.	✗ 15.0%

Item	Agenda	Board	Ethos	Result
1.	Elections of directors			
1.a	Re-elect Mr. Sohail U. Ahmed	FOR	FOR	✓ 99.5%
1.b	Re-elect Mr. Timothy M. Archer	FOR	FOR	✓ 99.4%
1.c	Re-elect Mr. Eric K. Brandt	FOR	FOR	✓ 88.3%
1.d	Re-elect Mr. Michael R. Cannon	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 89.4%
1.e	Elect Mr. John M. Dineen	FOR	FOR	✓ 99.8%
1.f	Elect Dr. Ho Kyu Kang	FOR	FOR	✓ 99.8%
1.g	Re-elect Ms. Bethany J. Mayer	FOR	● OPPOSE	Concerns over the director's time commitments. ✓ 90.5%
1.h	Re-elect Ms. Jyoti K. Mehra	FOR	FOR	✓ 99.2%
1.i	Re-elect Mr. Abhijit Y. Talwalkar	FOR	● OPPOSE	Concerns over the director's time commitments. ✓ 83.7%
1.j	Re-elect Dr. Lih-Shyng Rick Tsai	FOR	FOR	✓ 99.2%
1.k	Re-elect Ms. Leslie F. Varon	FOR	FOR	✓ 98.2%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 94.9%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.6%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. ✓ 95.5%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.01	Re-elect Ms. Janet K. Cooper	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.7%
1.02	Re-elect Mr. John W. Norris	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.6%
1.03	Re-elect Ms. Karen H. Quintos	FOR	FOR		✓ 99.0%
1.04	Re-elect Mr. Shane D. Wall	FOR	FOR		✓ 98.4%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. Concerns over the excessive sign-on bonus granted to the new CEO.	✓ 91.3%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.8%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 97.4%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve Discharge of Management Board	FOR	FOR		✓ 99.7%
3	Approve Discharge of Supervisory Board	FOR	FOR		✓ 99.1%
4	Approve non-executive director fees	FOR	● OPPOSE	The proposed remuneration for the chairman of the board is excessive.	✓ 86.1%
	Board main features				
5a	Approve increase of the number of members elected by the shareholders on the Supervisory Board	FOR	FOR		✓ 99.9%
5b	Elections to the Supervisory Board: Mag. Gerhard Schwartz	FOR	FOR		✓ 86.9%
5c	Elections to the Supervisory Board: Nicole van der Elst Desai	FOR	FOR		✓ 100.0%
5d	Elections to the Supervisory Board: Mag. Helmut Bernkopf	FOR	FOR		✓ 90.3%
5e	Elections to the Supervisory Board: Dr. Christian Bruch	FOR	FOR		✓ 90.4%
5f	Elections to the Supervisory Board: Dr. Franz Gasselsberger	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 77.4%
6	Approve Remuneration Report	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓ 75.6%
7	Appoint the Auditors	FOR	FOR		✓ 99.9%
8	Approve the creation of a new Authorised Capital, the cancellation of the existing Authorised Capital and related amendments to the Articles of Association	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 75.2%
9a	Authorisation to issue convertible bonds and cancellation of existing authorisation to issue convertible bonds	FOR	● OPPOSE	Additional potential dilution which is not in shareholders' interests.	✓ 75.2%
9b	Approve the creation of a new Conditional Capital, the cancellation for the existing Conditional Capital and related amendments to the Articles of Association	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 75.2%

Item	Agenda	Board	Ethos		Result
Elections of directors					
1.	Re-elect Ms. Miranda Curtis	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 70.9%
2.	Re-elect Mr. J. David Wargo	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 88.3%
3.	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive total remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 60.8%
4.	Approve the remuneration policy	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines. The non-executive directors receive variable remuneration and options.	✓ 60.9%
5.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 58.2%
6.	Re-election of KPMG LLP (US) as auditor	FOR	FOR		✓ 99.6%
7.	Re-election of KPMG LLP (UK) as auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 99.6%
8.	Authorise Board to Fix Remuneration of Auditors	FOR	FOR		✓ 99.9%
9.	Authority to allot shares	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 61.5%
10.	Authority to waive pre-emptive rights	FOR	FOR		✓ 99.7%
11.	Authorise UK political donations and political expenditure	FOR	● OPPOSE	Authorisation to make political donations exceeds our guidelines.	✓ 94.1%
12.	Authorise purchase of own shares	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.0%
13.	Approve the amendment of the Liberty Global 2023 Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 58.3%

Item	Agenda	Board	Ethos		Result
CM	Court meeting (classes A, B and C)				
CM1	Approve Scheme of Redomiciliation	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓
CM 2	Adjourn Meeting	FOR	● OPPOSE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓
GM	General meeting (classes A and B)				
GM 1	Approve Scheme of Redomiciliation	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 93.9%
GM 2	Approve Capital Reduction by Cancellation and Extinguishment of the Scheme Shares	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 94.1%
GM 3	Issue Shares in Connection with Acquisition	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 94.1%
GM 4	Amend Articles of Association	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 94.1%
GM 5	Adjourn Meeting	FOR	● OPPOSE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓ 92.2%
SM	Shareholders meeting (classes A, B and C)				
SM 1	Eliminate Supermajority Vote Requirement to Amend Bylaws	FOR	● OPPOSE	The principle of fair and equal treatment of all shareholders is not maintained with the multiple-share voting structure.	✓
SM 2	Eliminate Supermajority Vote Requirement for Certain Business Combination	FOR	● OPPOSE	The principle of fair and equal treatment of all shareholders is not maintained with the multiple-share voting structure.	✓
SM 3	Adjourn Meeting	FOR	● OPPOSE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓

Item	Agenda	Board	Ethos	Result
1	Note the audited consolidated financial statements for the financial year ended 31 March 2023	NON-VOTING	NON-VOTING	
2	Note the appointment of auditor and the fixing of their remuneration	NON-VOTING	NON-VOTING	
	Elections of directors			
3.1	Re-elect Mr. Nicholas Charles Allen	FOR	FOR	✓ 87.7%
3.2	Re-elect Mr. Christopher John Brooke	FOR	FOR	✓ 92.1%
3.3	Re-elect Ms. Poh Lee Tan	FOR	FOR	✓ 96.4%
4	Elect Ms. Melissa Mao Chin Wu	FOR	FOR	✓ 99.4%
5	Authorise Repurchase of Issued Units	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	2022 annual report and accounts	FOR	FOR		✓ 100.0%
2	Final dividend	FOR	FOR		✓ 100.0%
3	Advisory vote on directors' remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 98.6%
4	Binding vote on directors' remuneration policy	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 97.5%
Elections to the board of directors					
5	Re-elect Mr. Dominic Blakemore	FOR	FOR		✓ 98.3%
6	Re-elect Mr. Martin Brand	FOR	FOR		✓ 97.7%
7	Re-elect Ms. Kathleen DeRose	FOR	FOR		✓ 99.1%
8	Re-elect Ms. Tsega Gebreyes	FOR	FOR		✓ 99.3%
9	Re-elect Baroness Cressida Hogg CBE	FOR	FOR		✓ 99.0%
10	Re-elect Ms. Anna Manz	FOR	FOR		✓ 99.5%
11	Re-elect Ms. Val Rahmani	FOR	FOR		✓ 97.2%
12	Re-elect Mr. Don Robert	FOR	FOR		✓ 98.2%
13	Re-elect Mr. David Schwimmer	FOR	FOR		✓ 99.6%
14	Re-elect Mr. Douglas M. Steenland	FOR	FOR		✓ 97.7%
15	Re-elect Mr. Ashok Vaswani	FOR	FOR		✓ 99.2%
16	Elect Mr. Scott Guthrie	FOR	FOR		✓ 98.3%
17	Elect Mr. William Vereker	FOR	FOR		✓ 100.0%
18	Re-appoint Ernst & Young as auditors	FOR	FOR		✓ 99.7%
19	Auditor's remuneration	FOR	FOR		✓ 100.0%
20	Authority to allot shares	FOR	FOR		✓ 97.4%
21	Political donations and political expenditure	FOR	FOR		✓ 99.1%
22	General authority to disapply pre-emption rights	FOR	FOR		✓ 92.4%
23	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	FOR	FOR		✓ 91.8%
24	Authority to purchase own shares	FOR	● OPPOSE	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.	✓ 99.6%
25	Off-market purchases of shares from the Consortium Shareholders	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.8%
26	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 97.4%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
4	Re-elect Ms. Sophie Bellon-Clamens	FOR	FOR		✓ 93.5%
5	Re-elect Ms. Fabienne Dulac	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 87.9%
6	Approval of the total maximum amount allotted to directors	FOR	FOR		✓ 99.7%
7	Approve the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 85.0%
8	Approve the 2022 remuneration of Mr. Jean-Paul Agon, Chairman	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 94.1%
9	Approve the 2022 remuneration of Mr. Nicolas Hieronimus, CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 97.2%
10	Approve the remuneration policy of directors	FOR	FOR		✓ 99.7%
11	Approve the remuneration policy of the Chairman	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 96.1%
12	Approve the remuneration policy of the CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 93.2%
13	Approve a treasury share buy-back and disposal program	FOR	FOR		✓ 99.2%
14	Delegation to increase capital by issuing shares with preferential subscription rights	FOR	FOR		✓ 96.5%
15	To authorise capital increases by transfer of reserves	FOR	FOR		✓ 100.0%
16	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 99.5%
17	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.0%
18	Authorise capital increases related to an all-employee share ownership plan, reserved for employees of foreign subsidiaries	FOR	FOR		✓ 99.0%
19	Approval of the proposed partial contribution of assets subject to the demerger regime granted by the Company to its L'Oréal France subsidiary	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos	Result
20	Approval of the proposed partial contribution of assets subject to the demerger regime granted by the Company to its L'Oréal International Distribution subsidiary	FOR	FOR	✓ 100.0%
21	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Ralph (Raul) Alvarez	FOR	FOR		✓ 94.6%*
1.2	Re-elect Mr. David H. Batchelder	FOR	FOR		✓ 97.9%*
1.3	Elect Mr. Scott H. Baxter	FOR	FOR		✓ 98.7%*
1.4	Re-elect Ms. Sandra B. Cochran	FOR	FOR		✓ 99.1%*
1.5	Re-elect Ms. Laurie Z. Douglas	FOR	FOR		✓ 98.7%*
1.6	Re-elect Mr. Richard W. Dreiling	FOR	FOR		✓ 96.9%*
1.7	Re-elect Mr. Marvin R. Ellison	FOR	● WITHHOLD	Combined chairman and CEO.	✓ 94.0%*
1.8	Re-elect Mr. Daniel J. Heinrich	FOR	FOR		✓ 98.6%*
1.9	Re-elect Mr. Brian C. Rogers	FOR	FOR		✓ 97.7%*
1.10	Re-elect Mr. Bertram L. Scott	FOR	FOR		✓ 96.8%*
1.11	Re-elect Ms. Colleen Taylor	FOR	FOR		✓ 99.1%*
1.12	Re-elect Ms. Mary Beth West	FOR	FOR		✓ 99.2%*
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.0%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.4%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.2%
5	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The separation of functions allows an effective supervision of the management by the board.	✗ 23.9%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Dan H. Arnold	FOR	FOR		✓ 99.1%
1.b	Re-elect Mr. Edward C. Bernard	FOR	FOR		✓ 99.4%
1.c	Re-elect Ms. H. Paulett Eberhart	FOR	FOR		✓ 95.9%
1.d	Re-elect Mr. William F. Glavin Jr.	FOR	FOR		✓ 98.2%
1.e	Elect Mr. Albert J. Ko	FOR	FOR		✓ 99.9%
1.f	Re-elect Ms. Allison H. Mnookin	FOR	FOR		✓ 97.8%
1.g	Re-elect Ms. Anne M. Mulcahy	FOR	FOR		✓ 97.9%
1.h	Re-elect Mr. James S. Putnam	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.3%
1.i	Re-elect Mr. Richard p. Schifter	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.5%
1.j	Re-elect Mr. Corey E. Thomas	FOR	FOR		✓ 98.0%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 97.1%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.9%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	● OPPOSE	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓ 84.6%
	Elections to the board of directors				
5	Re-elect Ms. Delphine Arnault	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 99.2%
6	Re-elect Mr. Antonio Belloni	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 92.7%
7	Re-elect Ms. Marie-Josée Kravis	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 84.8%
8	Re-elect Ms. Marie-Laure Sauty de Chalon	FOR	FOR		✓ 98.5%
9	Re-elect Ms. Natacha Valla	FOR	FOR		✓ 95.3%
10	Elect Mr. Laurent Mignon	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 90.9%
11	Renewal of Lord Powell of Bayswater's term of office as Advisory Board member	FOR	● OPPOSE	The appointment of non-voting directors goes against best practice.	✓ 80.5%
12	Appointment of Diego Della Valle as Advisory Board member	FOR	● OPPOSE	The appointment of non-voting directors goes against best practice.	✓ 80.5%
13	Approve the remuneration report	FOR	● OPPOSE	Excessive fixed and variable remuneration.	✓ 82.5%
14	Approve the 2022 remuneration of Mr. Bernard Arnault, Chairman and CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 82.2%
15	Approve the 2022 remuneration of Mr. Antonio Belloni, Deputy CEO	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 82.2%
16	Approve directors' fees	FOR	FOR		✓ 99.9%
17	Approve the remuneration policy of the Chairman and CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 80.5%
18	Approve the remuneration policy of the Deputy CEO	FOR	● OPPOSE	Excessive total remuneration.	✓ 80.4%
19	Approve a treasury share buy-back and disposal programme	FOR	FOR		✓ 99.6%
20	Reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
21	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
22	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	FOR	FOR		✓ 99.4%
23	Delegation to issue shares and capital securities by public offering	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 81.3%
24	Delegation to issue shares and capital securities by private placement	FOR	● OPPOSE	Pre-emptive rights are waived, a public offering is preferable rather than a private placement for issuing shares.	✓ 80.3%
25	"Green shoe" authorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Additional potential dilution which is not in shareholders' interests.	✓ 80.4%
26	Delegation to issue shares and capital securities as consideration for any public exchange offer initiated by the company	FOR	● OPPOSE	An independent valuation and a special meeting serves the best interests of shareholders.	✓ 80.6%
27	Delegation to issue shares and capital securities as consideration for contributions in kind	FOR	FOR		✓ 96.5%
28	Approve distribution of performance shares	FOR	● OPPOSE	No individual caps are disclosed for the award of performance shares.	✓ 83.1%
29	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.6%
30	Determination of the overall limit for capital increases with or without pre-emptive rights	FOR	FOR		✓ 96.6%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Richard M. McVey	FOR	FOR		✓ 97.6%
1.b	Re-elect Mr. Christopher R. Concannon	FOR	FOR		✓ 99.3%
1.c	Re-elect Ms. Nancy A. Altobello	FOR	FOR		✓ 96.2%
1.d	Re-elect Mr. Steven L. Begleiter	FOR	FOR		✓ 99.3%
1.e	Re-elect Mr. Stephen P. Casper	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.6%
1.f	Re-elect Ms. Jane Chwick	FOR	FOR		✓ 98.8%
1.g	Re-elect Mr. William F. Cruger	FOR	FOR		✓ 96.7%
1.h	Re-elect Ms. Kourtney Gibson	FOR	FOR		✓ 99.3%
1.i	Re-elect Mr. Richard G. Ketchum	FOR	FOR		✓ 99.3%
1.j	Re-elect Ms. Emily H. Portney	FOR	FOR		✓ 99.8%
1.k	Re-elect Mr. Richard L. Prager	FOR	FOR		✓ 95.6%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 91.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 92.4%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.1%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Dr. Merit E. Janow	FOR	FOR		✓ 98.1%
1b.	Re-elect Mr. Candido Bracher	FOR	FOR		✓ 99.5%
1c.	Re-elect Mr. Richard K. Davis	FOR	FOR		✓ 98.4%
1d.	Re-elect Mr. Julius M. Genachowski	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.4%
1e.	Re-elect Mr. Choon Phong Goh	FOR	FOR		✓ 94.5%
1f.	Re-elect Mr. Oki Matsumoto	FOR	FOR		✓ 98.7%
1g.	Re-elect Mr. Michael Miebach	FOR	FOR		✓ 99.8%
1h.	Re-elect Prof. Dr. Youngme E. Moon	FOR	FOR		✓ 98.8%
1i.	Re-elect Ms. Rima Qureshi	FOR	FOR		✓ 98.2%
1j.	Re-elect Ms. Gabrielle Sulzberger	FOR	FOR		✓ 98.0%
1k.	Re-elect Mr. Harit Talwar	FOR	FOR		✓ 99.4%
1l.	Re-elect Mr. Lance Uggla	FOR	FOR		✓ 99.0%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.6%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.1%
4.	To approve the Employee Stock Purchase Plan	FOR	FOR		✓ 99.7%
5.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.2%
6.	Shareholder resolution: Report on ensuring respect for civil liberties	OPPOSE	OPPOSE		✗ 0.6%
7.	Shareholder resolution: Report on New Merchant Category Code for Gun and Ammunition Stores	OPPOSE	● FOR	Enhanced disclosure on risks attached to purchasing guns.	✗ 9.5%
8.	Shareholder resolution: Report on Lobbying Disclosure	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 28.3%
9.	Shareholder resolution: stockholders approve advance notice bylaw amendments	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance.	✗ 13.4%
10.	Shareholder resolution: Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	OPPOSE	OPPOSE		✗ 0.5%

Item	Agenda	Board	Ethos		Result
1	Dividend Allocation	FOR	FOR		✓ 98.5%
	Election of Directors with an Audit & Supervisory Committee				
2.1	Re-elect Mr. Kiyotaka Shobuda	FOR	FOR		✓ 94.0%
2.2	Re-elect Mr. Mitsuru Ono	FOR	FOR		✓ 98.3%
2.3	Re-elect Mr. Masahiro Moro	FOR	FOR		✓ 97.0%
2.4	Re-elect Mr. Yasuhiro Aoyama	FOR	FOR		✓ 98.4%
2.5	Re-elect Mr. Ichiro Hirose	FOR	FOR		✓ 98.4%
2.6	Re-elect Mr. Takeshi Mukai	FOR	FOR		✓ 98.4%
2.7	Elect Mr. Jeffrey H. Guyton	FOR	● OPPOSE	Executive director and the board size is excessive.	✓ 98.2%
2.8	Elect Mr. Takeji Kojima	FOR	● OPPOSE	Executive director and the board size is excessive.	✓ 98.3%
2.9	Re-elect Mr. Kiyoshi Sato	FOR	FOR		✓ 99.3%
2.10	Re-elect Ms. Michiko Ogawa	FOR	FOR		✓ 98.7%
3.1	Re-elect Mr. Nobuhiko Watabe	FOR	● OPPOSE	The director has held executive functions in the company during the last three years and sits on the audit committee.	✓ 90.8%
3.2	Re-elect Mr. Akira Kitamura	FOR	FOR		✓ 80.8%
3.3	Re-elect Ms. Hiroko Shibasaki	FOR	FOR		✓ 99.7%
3.4	Re-elect Mr. Masato Sugimori	FOR	FOR		✓ 99.4%
3.5	Elect Mr. Hiroshi Inoue	FOR	FOR		✓ 99.6%
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	FOR	● OPPOSE	Excessive total remuneration.	✓ 99.5%

Item	Agenda	Board	Ethos		Result
	Elections to the board of directors				
1a	Re-elect Mr. Craig Arnold	FOR	FOR		✓ 97.5%
1b	Re-elect Mr. Scott C. Donnelly	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The audit committee should only include independent directors.	✓ 97.9%
1c	Re-elect Ms. Lidia L. Fonseca	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.0%
1d	Re-elect Dr. Andrea J. Goldsmith	FOR	FOR		✓ 99.7%
1e	Re-elect Mr. Randall J. Hogan	FOR	FOR		✓ 99.3%
1f	Elect Mr. Gregory P. Lewis	FOR	FOR		✓ 99.8%
1g	Re-elect Mr. Kevin E. Lofton	FOR	FOR		✓ 99.7%
1h	Re-elect Mr. Geoffrey S. Martha	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.6%
1i	Re-elect Dr. Elizabeth G. Nabel	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The remuneration committee should only include independent directors.	✓ 96.9%
1j	Re-elect Ms. Denise M. O'Leary	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The audit committee should only include independent directors. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 89.7%
1k	Re-elect Mr. Kendall J. Powell	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The remuneration committee should only include independent directors. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.2%
2	To ratify, in a non-binding vote, the re-appointment of PricewaterhouseCoopers as auditor and auditor's remuneration (binding vote)	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 91.3%
3	Advisory vote on named executive officer compensation (a "Say-on-Pay" vote)	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 93.4%
4	Approving the Company's 2024 Employee Stock Purchase Plan	FOR	FOR		✓ 99.7%
5	Authority to allot shares	FOR	FOR		✓ 98.6%
6	Disapplication of pre-emption rights	FOR	FOR		✓ 93.9%
7	Overseas purchase of own shares	FOR	● OPPOSE	The repurchase price is too high.	✓ 95.5%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 99.8%
3	Approve Discharge of Management Board	FOR	FOR		✓ 99.2%
4	Approve Discharge of Supervisory Board	FOR	FOR		✓ 98.6%
5a	Appoint the Auditors for financial year 2023 including interim financial reports	FOR	FOR		✓ 93.0%
5b	Appoint the Auditors for interim financial reports for financial year 2024 until the AGM 2024	FOR	FOR		✓ 99.8%
5c	Appoint the Auditors for financial year 2024 including interim financial reports after the AGM 2024	FOR	FOR		✓ 99.9%
	Board main features				
6	Elections to the Supervisory Board: Stefan Pierer	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 82.4%
7	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	FOR	● OPPOSE	The chairman's remuneration is excessive.	✓ 98.2%
8	Approve Remuneration System for the Management Board members	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 91.0%
9	Approve Remuneration Report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 86.2%
10	Approve the creation of a new Authorised Capital 2023, the cancellation of the existing Authorised Capital 2023 and related amendments to the Articles of Association	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 92.2%
11	Amend Articles: Virtual general meetings (Article 11)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 90.6%
12	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 11a)	FOR	FOR		✓ 94.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Douglas M. Baker Jr.	FOR	FOR		✓ 98.2%
1.b	Re-elect Ms. Mary Ellen Coe	FOR	FOR		✓ 98.2%
1.c	Re-elect Ms. Pamela J. Craig	FOR	FOR		✓ 97.9%
1.d	Re-elect Mr. Robert M. Davis	FOR	● OPPOSE	Combined chairman and CEO.	✓ 91.5%
1.e	Re-elect Mr. Thomas H. Glocer	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.6%
1.f	Re-elect Dr. Risa Lavizzo-Mourey	FOR	FOR		✓ 97.4%
1.g	Re-elect Mr. Stephen L. Mayo	FOR	FOR		✓ 99.4%
1.h	Re-elect Mr. Paul B. Rothman	FOR	FOR		✓ 99.4%
1.i	Re-elect Ms. Patricia F. Russo	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non-independent director and the board size is excessive.	✓ 86.1%
1.j	Re-elect Prof. Dr. Christine E. Seidman	FOR	FOR		✓ 99.3%
1.k	Re-elect Mr. Inge G. Thulin	FOR	FOR		✓ 97.0%
1.l	Re-elect Ms. Kathy J. Warden	FOR	FOR		✓ 97.8%
1.m	Re-elect Mr. Peter C. Wendell	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.6%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.3%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.5%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.3%
5	Shareholder resolution: Regarding Business Operations in China	OPPOSE	OPPOSE		✗ 3.8%
6	Shareholder resolution: Access to COVID-19 Products	OPPOSE	● FOR	We support corporate policies that encourage social responsibility.	✗ 31.2%
7	Shareholder resolution: Disclose political contributions	OPPOSE	● FOR	Enhanced disclosure on political donations.	✗ 7.3%
8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	OPPOSE	● FOR	We support corporate policies that encourage social responsibility.	✗ 31.1%

Item	Agenda	Board	Ethos		Result
9	Shareholder resolution: Congruency Report of Partnerships with Globalist Organisations	OPPOSE	OPPOSE		✘ 1.2%
10	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The separation of functions allows an effective supervision of the management by the board.	✘ 32.4%

Item	Agenda	Board	Ethos	Result
1.	Elections of directors			
1.1	Re-elect Mr. Robert F. Spoerry	FOR	FOR	✓ 92.7%
1.2	Elect Mr. Roland Diggelmann	FOR	FOR	✓ 99.3%
1.3	Re-elect Ms. Domitille Doat-Le Bigot	FOR	FOR	✓ 98.2%
1.4	Re-elect Ms. Elisha W. Finney	FOR	FOR	✓ 98.1%
1.5	Re-elect Mr. Richard David Francis	FOR	FOR	✓ 99.1%
1.6	Re-elect Mr. Michael A. Kelly	FOR	FOR	✓ 97.6%
1.7	Re-elect Mr. Thomas P. Salice	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 88.0%
1.8	Elect Ms. Ingrid Zhang	FOR	FOR	✓ 99.8%
2.	Re-election of the auditor	FOR	FOR	✓ 98.5%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 86.7%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.8%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Matthew W. Chapman	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.5%
1.2	Re-elect Mr. Karlton D. Johnson	FOR	FOR		✓ 99.0%
1.3	Re-elect Mr. Wade F. Meyercord	FOR	● OPPOSE	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.	✓ 88.8%
1.4	Re-elect Mr. Ganesh Moorthy	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 98.7%
1.5	Elect Mr. Robert A. Rango	FOR	FOR		✓ 99.6%
1.6	Re-elect Ms. Karen M. Rapp	FOR	FOR		✓ 83.5%
1.7	Re-elect Mr. Steve Sanghi	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.3%
2	Approval of amended and restated 2001 employee stock purchase plan	FOR	FOR		✓ 92.2%
3	Approval of amended and restated 1994 international employee stock purchase plan	FOR	FOR		✓ 92.6%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
5	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 92.5%
6	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.2%
7	Shareholder resolution: report on due diligence efforts to trace end-user misuse of company product	OPPOSE	● FOR	Enhanced disclosure on reputational risks related to human rights.	✗ 16.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Richard M. Beyer	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 97.1%
1.b	Re-elect Ms. Lynn A. Dugle	FOR	FOR		✓ 99.2%
1.c	Re-elect Mr. Steven J. Gomo	FOR	FOR		✓ 97.9%
1.d	Re-elect Ms. Linnie M. Haynesworth	FOR	FOR		✓ 99.1%
1.e	Re-elect Ms. Mary P. McCarthy	FOR	FOR		✓ 99.3%
1.f	Re-elect Mr. Sanjay Mehrotra	FOR	FOR		✓ 99.2%
1.g	Re-elect Mr. Robert E. Switz	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 95.0%
1.h	Re-elect Ms. MaryAnn Wright	FOR	FOR		✓ 97.2%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 71.1%
3	To approve the amendment and restatement of the Equity Incentive Plan	FOR	● OPPOSE	Excessive discretion of the remuneration committee in determining the performance criteria. Potential excessive awards.	✓ 95.6%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.3%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Reid G. Hoffman	FOR	FOR		✓ 99.3%
1.2	Re-elect Mr. Hugh F. Johnston	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 91.3%
1.3	Re-elect Ms. Teri L. List	FOR	FOR		✓ 98.0%
1.4	Elect Ms. Catherine MacGregor	FOR	FOR		✓ 99.8%
1.5	Elect Mr. Mark A. L. Mason	FOR	FOR		✓ 99.8%
1.6	Re-elect Mr. Satya Nadella	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.4%
1.7	Re-elect Ms. Sandra E. Peterson	FOR	FOR		✓ 98.1%
1.8	Re-elect Ms. Penny S. Pritzker	FOR	FOR		✓ 99.6%
1.9	Re-elect Mr. Carlos A. Rodriguez	FOR	FOR		✓ 97.3%
1.10	Re-elect Mr. Charles W. Scharf	FOR	FOR		✓ 98.5%
1.11	Re-elect Mr. John W. Stanton	FOR	FOR		✓ 99.5%
1.12	Re-elect Dame Emma N. Walmsley	FOR	FOR		✓ 99.0%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 93.8%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.6%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.3%
5	Shareholder resolution: Report on gender-based compensation and benefits inequities	OPPOSE	OPPOSE		✗ 1.0%
6	Shareholder resolution: Report on risks of omitting viewpoint and ideological diversity from EEO policy	OPPOSE	OPPOSE		✗ 0.8%
7	Shareholder resolution: Report on government take down requests	OPPOSE	OPPOSE		✗ 1.8%
8	Shareholder resolution: Report on risks of weapons development	OPPOSE	● FOR	Enhanced transparency on a controversial sector.	✗ 15.2%
9	Shareholder resolution: Report on climate risk in retirement plan options	OPPOSE	● FOR	Enhanced disclosure on the environmental impact of the employee retirement funds.	✗ 8.9%
10	Shareholder resolution: Publish a tax transparency report	OPPOSE	● FOR	Enhanced disclosure on the tax practices of the company.	✗ 21.3%
11	Shareholder resolution: Report on risks of operating in countries with significant human rights concerns	OPPOSE	● FOR	Enhanced disclosure on human rights practices of the company.	✗ 33.6%
12	Shareholder resolution: Disclose third-party political contributions	OPPOSE	OPPOSE		✗ 5.4%
13	Shareholder resolution: Report on risks related to artificial intelligence generated misinformation and disinformation	OPPOSE	● FOR	Enhanced disclosure on artificial intelligence concerns.	✗ 21.2%

Item	Agenda	Board	Ethos	Result	
1.	Opening of the Meeting	NON-VOTING	NON-VOTING		
2.	Election of the chairman of the Meeting	FOR	FOR	✓	
3.	Preparation and approval of the voting register	NON-VOTING	NON-VOTING		
4.	Election of persons to verify the minutes of the Meeting	NON-VOTING	NON-VOTING		
5.	Determination whether the Meeting has been duly convened	FOR	FOR	✓	
6.	Approval of the agenda	FOR	FOR	✓	
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	NON-VOTING	NON-VOTING		
8.	Address by the chairman of the board of directors	NON-VOTING	NON-VOTING		
9.	Address by the company CEO	NON-VOTING	NON-VOTING		
10.	Adoption of the financial statements	FOR	FOR	✓	
11.	Approve allocation of income and dividend	FOR	FOR	✓	
12.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
12a.	Discharge of Magnus Welander	FOR	FOR	✓	
12b.	Discharge of Jonas Rahmn	FOR	FOR	✓	
12c.	Discharge of Jenny Rosberg	FOR	FOR	✓	
12d.	Discharge of Thomas Bräutigam	FOR	FOR	✓	
12e.	Discharge of Anna Hällöv	FOR	FOR	✓	
12f.	Discharge of Maria Hedengren	FOR	FOR	✓	
12g.	Discharge of Pernilla Wiberg	FOR	FOR	✓	
12h.	Discharge of company CEO (Max Strandwitz)	FOR	FOR	✓	
13.	Approve remuneration report	FOR	FOR	✓	
14.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR	✓	
15a.	Approve directors' fees	FOR	FOR	✓	
15b.	Approve auditors' fees	FOR	FOR	✓	
16.	Composition of the board of directors				
16.1 (a)	Re-elect Mr. Magnus Welander	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
16.1 (b)	Re-elect Mr. Thomas Bräutigam	FOR	FOR		✓
16.1 (c)	Re-elect Ms. Maria Hedengren	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
16.1 (d)	Re-elect Ms. Anna Hällöv	FOR	FOR		✓
16.1 (e)	Re-elect Mr. Jonas Rahmn	FOR	FOR		✓
16.1 (f)	Re-elect Ms. Jenny Rosberg	FOR	FOR		✓
16.2.	Re-elect the chairman of the board of directors	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
17.	Election of auditor	FOR	FOR		✓
18.	Approve share-related incentive plans 2023-26, 2024-27 and 2025-28	FOR	FOR		✓
19.	Authorisation to issue shares	FOR	FOR		✓
20.	Authorisation to repurchase own shares	FOR	FOR		✓
21.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Molson Coors
17.05.2023
AGM

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.1	Re-elect Mr. Roger G. Eaton	FOR	FOR	✓ 96.2%*
1.2	Re-elect Mr. Charles M. Herington	FOR	● WITHHOLD	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.5%*
1.3	Re-elect Mr. H. Sanford Riley	FOR	FOR	✓ 68.9%*
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 95.9%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Jorge A. Bermudez	FOR	FOR		✓ 94.9%
1b	Re-elect Ms. Thérèse Esperdy	FOR	FOR		✓ 98.7%
1c	Re-elect Mr. Robert Fauber	FOR	FOR		✓ 99.5%
1d	Re-elect Mr. Vincent A. Forlenza	FOR	FOR		✓ 95.9%
1e	Re-elect Ms. Kathryn M. Hill	FOR	FOR		✓ 97.1%
1f	Re-elect Mr. Lloyd W. Howell Jr.	FOR	FOR		✓ 97.9%
1g	Elect Mr. Jose M. Minaya	FOR	FOR		✓ 99.4%
1h	Re-elect Ms. Leslie F. Seidman	FOR	FOR		✓ 97.2%
1i	Re-elect Mr. Zig Serafin	FOR	FOR		✓ 98.6%
1j	Re-elect Mr. Bruce Van Saun	FOR	FOR		✓ 98.4%
2	To approve the amendment of the 2001 Employees' Stock Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 93.2%
3	Re-election of the auditor	FOR	FOR		✓ 98.2%
4	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.3%
5	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.0%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Gregory Q. Brown	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.9%
1b.	Re-elect Mr. Kenneth D. Denman	FOR	FOR		✓ 79.9%
1c.	Re-elect Mr. Egon P. Durban	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 61.6%
1d.	Re-elect Dr. Ayanna M. Howard	FOR	FOR		✓ 99.7%
1e.	Re-elect Mr. Clayton M. Jones	FOR	FOR		✓ 99.4%
1f.	Re-elect Ms. Judy C. Lewent	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 95.9%
1g.	Re-elect Mr. Gregory K. Mondre	FOR	FOR		✓ 74.3%
1h.	Re-elect Mr. Joseph M. Tucci	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 92.3%
2.	Re-election of the auditor	FOR	FOR		✓ 99.7%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.3%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.0%

Item	Agenda	Board	Ethos	Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING	
2	Approve the Dividend	FOR	FOR	✓ 99.8%
3.1	Approve Discharge of Management Board member Dr. Joachim Wenning (CEO)	FOR	FOR	✓ 99.6%
3.2	Approve Discharge of Management Board member Dr. Thomas Blunck	FOR	FOR	✓ 99.8%
3.3	Approve Discharge of Management Board member Nicholas Gartside	FOR	FOR	✓ 99.8%
3.4	Approve Discharge of Management Board member Stefan Golling	FOR	FOR	✓ 99.8%
3.5	Approve Discharge of Management Board member Dr. Doris Höpke (member until 30 April 2022)	FOR	FOR	✓ 99.8%
3.6	Approve Discharge of Management Board member Dr. Christoph Jurecka	FOR	FOR	✓ 99.8%
3.7	Approve Discharge of Management Board member Dr. Torsten Jeworrek	FOR	FOR	✓ 99.8%
3.8	Approve Discharge of Management Board member Dr. Achim Kassow	FOR	FOR	✓ 99.8%
3.9	Approve Discharge of Management Board member Clarisse Kopff (member since 1 December 2022)	FOR	FOR	✓ 99.8%
3.10	Approve Discharge of Management Board member Dr. Markus Rieß	FOR	FOR	✓ 99.8%
4.1	Approve Discharge of Supervisory Board member Dr. Nikolaus von Bomhard (Chairman)	FOR	FOR	✓ 90.4%
4.2	Approve Discharge of Supervisory Board member Dr. Anne Horstmann (Vice Chairwoman)	FOR	FOR	✓ 97.5%
4.3	Approve Discharge of Supervisory Board member Prof. Dr. Dr. Ann-Kristin Achleitner	FOR	FOR	✓ 97.2%
4.4	Approve Discharge of Supervisory Board member Clement B. Booth	FOR	FOR	✓ 97.5%
4.5	Approve Discharge of Supervisory Board member Ruth Brown	FOR	FOR	✓ 97.4%
4.6	Approve Discharge of Supervisory Board member Stephan Eberl	FOR	FOR	✓ 97.5%
4.7	Approve Discharge of Supervisory Board member Frank Fassin	FOR	FOR	✓ 97.5%

Item	Agenda	Board	Ethos		Result
4.8	Approve Discharge of Supervisory Board member Prof. Dr. Ursula Gather	FOR	FOR		✓ 97.4%
4.9	Approve Discharge of Supervisory Board member Gerd Häusler	FOR	FOR		✓ 97.5%
4.10	Approve Discharge of Supervisory Board member Angelika Judith Herzog	FOR	FOR		✓ 97.4%
4.11	Approve Discharge of Supervisory Board member Renata Jungo Brüngger	FOR	FOR		✓ 97.4%
4.12	Approve Discharge of Supervisory Board member Stefan Kaindl	FOR	FOR		✓ 95.2%
4.13	Approve Discharge of Supervisory Board member Dr. Carinne Knoche-Brouillon	FOR	FOR		✓ 97.4%
4.14	Approve Discharge of Supervisory Board member Gabriele Mücke	FOR	FOR		✓ 97.4%
4.15	Approve Discharge of Supervisory Board member Ulrich Plottke	FOR	FOR		✓ 95.2%
4.16	Approve Discharge of Supervisory Board member Manfred Rassy	FOR	FOR		✓ 97.5%
4.17	Approve Discharge of Supervisory Board member Gabriele Sinz-Toporzysek (member until 31 January 2022)	FOR	FOR		✓ 97.4%
4.18	Approve Discharge of Supervisory Board member Carsten Spohr	FOR	FOR		✓ 97.4%
4.19	Approve Discharge of Supervisory Board member Karl-Heinz Streibich	FOR	FOR		✓ 97.5%
4.20	Approve Discharge of Supervisory Board member Markus Wagner (member since 1 February 2022)	FOR	FOR		✓ 97.5%
4.21	Approve Discharge of Supervisory Board member Dr. Maximilian Zimmerer	FOR	FOR		✓ 97.5%
5	Appoint the Auditors	FOR	● OPPOSE	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election.	✓ 96.2%
6	Approve Remuneration Report	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓ 88.5%
7.1	Amend Articles: Virtual general meetings (Article 7 (2))	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 78.6%
7.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 7 (3))	FOR	● OPPOSE	The amendment allows the supervisory board members to virtually attend a general meeting without any adequate justification.	✓ 93.6%
7.3	Amend Articles: Editorial amendments (Article 8 (2) and (3))	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
8	Amend Articles: Adaptation to a new law (Article 3 (4))	FOR	FOR		✓ 99.9%
	Unannounced shareholder proposal made during the AGM: Vote out the Chair of the general meeting	OPPOSE	● NO RECOMME ND.	The proposal was made during the AGM and shareholders voting by proxy could not vote on it.	✗ 0.1%

Item	Agenda	Board	Ethos		Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING		
2.	Election of the chairman of the Meeting	FOR	FOR		✓
3.	Preparation and approval of the voting register	FOR	FOR		✓
4.	Approval of the agenda	FOR	FOR		✓
5.	Determination whether the Meeting has been duly convened	FOR	FOR		✓
6.	Election of persons to verify the minutes of the Meeting	NON-VOTING	NON-VOTING		
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	NON-VOTING	NON-VOTING		
8.	Adoption of the financial statements	FOR	FOR		✓
9.	Approve allocation of income and dividend	FOR	FOR		✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
10a.	Discharge of Håkan Buskhe	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10b.	Discharge of Helen Fasth Gillstedt	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10c.	Discharge of the company CEO (Klas Forsström)	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10d.	Discharge of Per Hallius	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10e.	Discharge of Simon Henriksson	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10f.	Discharge of Maria Håkansson	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10g.	Discharge of Tor Jansson	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10h.	Discharge of Magnus Lindquist	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10i.	Discharge of Anders Lindqvist	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10j.	Discharge of Magnus Nicolin	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10k.	Discharge of Lena Olving	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10l.	Discharge of Kristian Sildeby	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10m.	Discharge of Juan Vargues	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
10n.	Discharge of Robert Wahlgren	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓

Item	Agenda	Board	Ethos		Result
10o.	Discharge of Anna Westerberg	FOR	● OPPOSE	The voting results of the AGM 2022 are not disclosed.	✓
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR		✓
12.	Approve directors' fees	FOR	FOR		✓
13.	Composition of the board of directors				
13a.	Re-elect Ms. Helen Fasth Gillstedt	FOR	FOR		✓
13b.	Re-elect Ms. Maria Håkansson	FOR	FOR		✓
13c.	Re-elect Mr. Anders Lindqvist	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
13d.	Re-elect Mr. Magnus Nicolin	FOR	FOR		✓
13e.	Re-elect Mr. Kristian Sildeby	FOR	FOR		✓
13f.	Re-elect Ms. Anna Westerberg	FOR	FOR		✓
13g.	Elect Ms. Sabine Simeon-Aissaoui	FOR	FOR		✓
14.	Re-elect the chairman of the board of directors	FOR	FOR		✓
15.	Approve auditors' fees	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓
16.	Approve executive remuneration policy	FOR	● OPPOSE	We do not consider the performance period for the long-term incentive plan to be long enough and there is a considerable overlap between the measures used in the STI and LTI.	✓
17.	Approve remuneration report	FOR	FOR		✓
18.	Authorisation to issue shares	FOR	FOR		✓
19.	Authorisation to transfer own shares in connection with company acquisitions	FOR	FOR		✓
20.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Simon McKeon	FOR	FOR		✓ 98.5%
1.b	Re-elect Ms. Ann Sherry	FOR	FOR		✓ 99.6%
1.c	Elect Ms. Christine Fellowes	FOR	FOR		✓ 99.7%
1.d	Elect Ms. Carolyn Kay	FOR	FOR		✓ 99.7%
1.e	Elect Ms. Alison Kitchen	FOR	FOR		✓ 99.7%
1.f	Elect an external nominee Mr. Stephen Mayne	OPPOSE	OPPOSE		✗ 1.3%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.3%
3.a	Grant of Deferred Rights to the CEO	FOR	FOR		✓ 98.9%
3.b	Grant of Performance Rights to the CEO	FOR	● OPPOSE	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 98.0%
4	Receive financial statements and related reports for the financial year ended 30 September 2023	NON-VOTING	NON-VOTING		
5.a	Shareholder resolution: amendment to the Constitution regarding shareholder rights	OPPOSE	● FOR	The proposal aims at improving shareholder rights.	✗ 5.3%
5.b	Shareholder resolution: Transition plan assessments	WITH-DRAWN	● FOR	As ITEM 5.a was rejected by shareholders, ITEM 5.b was not submitted to vote. Ethos initially recommended to vote FOR for the following reason: Enhanced disclosure on climate issues.	–

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 99.5%
2	Final dividend	FOR	FOR		✓ 98.7%
	Elections to the board of directors				
3	Re-elect Ms. Paula Rosput Reynolds	FOR	FOR		✓ 95.9%
4	Re-elect Mr. John Pettigrew	FOR	FOR		✓ 99.1%
5	Re-elect Mr. Andrew Agg	FOR	FOR		✓ 99.4%
6	Re-elect Ms. Thérèse Esperdy	FOR	FOR		✓ 97.4%
7	Re-elect Ms. Liz Hewitt	FOR	FOR		✓ 99.4%
8	Re-elect Mr. Ian Livingston	FOR	FOR		✓ 96.6%
9	Re-elect Mr. Iain Mackay	FOR	FOR		✓ 99.2%
10	Re-elect Ms. Anne Robinson	FOR	FOR		✓ 99.2%
11	Re-elect Mr. Earsel Shipp	FOR	FOR		✓ 97.5%
12	Re-elect Mr. Jonathan Silver	FOR	FOR		✓ 88.5%
13	Re-elect Mr. Anthony Wood	FOR	FOR		✓ 98.2%
14	Re-elect Ms. Martha Wyrsh	FOR	FOR		✓ 99.2%
15	Re-appoint Deloitte as auditors	FOR	FOR		✓ 99.9%
16	Auditor's remuneration	FOR	FOR		✓ 99.9%
17	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 93.6%
18	Political donations	FOR	● OPPOSE	Authorisation to make political donations exceeds our guidelines.	✓ 97.8%
19	Authority to allot shares	FOR	FOR		✓ 97.1%
20	Disapplication of pre-emption rights	FOR	FOR		✓ 98.8%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 98.3%
22	Purchase of own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.0%
23	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 92.7%

Item	Agenda	Board	Ethos		Result
1	2022 Annual Report and Accounts	FOR	FOR		✓ 100.0%
2	Advisory vote on Directors' Remuneration report	FOR	● OPPOSE	Excessive total remuneration.	✓ 97.3%
3	Final dividend	FOR	FOR		✓ 100.0%
Elections to the Board of Directors					
4	Re-elect Sir Howard Davies	FOR	FOR		✓ 99.2%
5	Re-elect Ms. Alison Rose-Slade	FOR	FOR		✓ 100.0%
6	Re-elect Ms. Katie Murray	FOR	FOR		✓ 99.8%
7	Re-elect Mr. Frank Dangeard	FOR	FOR		✓ 99.1%
8	Elect Ms. Roisin Donnelly	FOR	FOR		✓ 100.0%
9	Re-elect Mr. Patrick Flynn	FOR	FOR		✓ 98.9%
10	Re-elect Mr. Morten Friis	FOR	FOR		✓ 98.9%
11	Re-elect Ms. Yasmin Jetha	FOR	FOR		✓ 100.0%
12	Elect Mr. Stuart Lewis	FOR	FOR		✓ 100.0%
13	Re-elect Mr. Mark Seligman	FOR	FOR		✓ 98.9%
14	Re-elect Ms. Lena Wilson	FOR	FOR		✓ 98.0%
15	Re-appoint Ernst & Young as auditors	FOR	FOR		✓ 99.4%
16	Auditor's remuneration	FOR	FOR		✓ 100.0%
17	Authority to allot shares	FOR	FOR		✓ 98.5%
18	Disapplication of pre-emption rights on the issue of shares for cash	FOR	FOR		✓ 99.9%
19	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	FOR	FOR		✓ 99.2%
20	Renewal of Equity Convertible Notes authority	FOR	FOR		✓ 99.4%
21	Renewal of pre-emption rights disapplication in relation to Equity Convertible Notes	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 99.1%
22	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 97.6%
23	Political donations and political expenditure	FOR	FOR		✓ 99.6%
24	Authority to purchase own shares	FOR	● OPPOSE	Considering the current context for banks, it is prudent to delay any share buybacks.	✓ 99.3%
25	Renewal of authority to make off-market purchases of ordinary shares from HM Treasury	FOR	● OPPOSE	The current financial uncertainty makes the timing of off-market share purchases unfavorable.	✓ 99.9%
26	Authority to purchase preference shares	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Amend Articles of Incorporation: Transition to 3-committee structure	FOR	FOR		✓ 99.9%
2	Election of Directors (with 3-committees)				
2.1	Re-elect Mr. Takashi Niino	FOR	FOR		✓ 95.2%
2.2	Re-elect Mr. Takayuki Morita	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 93.5%
2.3	Re-elect Mr. Osamu Fujikawa	FOR	FOR		✓ 99.4%
2.4	Re-elect Mr. Hajime Matsukura	FOR	FOR		✓ 99.5%
2.5	Elect Mr. Shinobu Obata	FOR	● OPPOSE	The director has held executive functions in the company during the last three years and sits on the audit committee.	✓ 95.5%
2.6	Re-elect Mr. Kuniharu Nakamura	FOR	FOR		✓ 98.1%
2.7	Re-elect Prof. Christina Ahmadjian	FOR	FOR		✓ 99.7%
2.8	Re-elect Mr. Masashi Oka	FOR	FOR		✓ 83.2%
2.9	Elect Ms. Kyoko Okada	FOR	FOR		✓ 99.8%
2.10	Elect Mr. Harufumi Mochizuki	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.2%
2.11	Elect Mr. Joji Okada	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.7%
2.12	Elect Mr. Yoshihito Yamada	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
2.	Calling the Meeting to order	NON-VOTING	NON-VOTING	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	NON-VOTING	NON-VOTING	
4.	Recording the legality of the Meeting	NON-VOTING	NON-VOTING	
5.	Recording the attendance at the Meeting and adoption of the list of votes	NON-VOTING	NON-VOTING	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	NON-VOTING	NON-VOTING	
7.	Adoption of the financial statements	FOR	FOR	✓ 99.9%
8.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	FOR	FOR	✓ 98.7%
10.	Approve remuneration report	FOR	FOR	✓ 95.9%
11.	Approve directors' fees	FOR	FOR	✓ 98.7%
12.	Resolution on the number of members of the board of directors	FOR	FOR	✓ 100.0%
13.	Election of the board of directors	FOR	FOR	✓ 88.8%
14.	Approve auditors' fees	FOR	FOR	✓ 97.8%
15.	Election of auditor	FOR	FOR	✓ 99.2%
16.	Authorisation to repurchase own shares	FOR	FOR	✓ 99.4%
17.	Authorisation to issue shares	FOR	FOR	✓ 99.7%
18.	Amendment of Articles 3 and 10 of the Articles of Association	FOR	● OPPOSE	✓ 77.2% The amendment allows the company to organise a virtual general meeting without any adequate justification.
19.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Dr. Kevin C. Gorman	FOR	FOR		✓ 97.2%*
1.2	Re-elect Mr. Gary A. Lyons	FOR	● WITHHOLD	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 83.3%*
1.3	Elect Ms. Johanna Mercier	FOR	FOR		✓ 90.1%*
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 93.1%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.0%
4	To approve the amendment of the 2020 Equity Incentive Plan	FOR	● OPPOSE	Excessive variable remuneration. The non-executive directors receive stock options.	✓ 84.9%
5	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.8%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Patrick G. Awuah	FOR	FOR		✓ 99.6%
1.b	Re-elect Mr. Gregory H. Boyce	FOR	FOR		✓ 98.1%
1.c	Re-elect Mr. Bruce R. Brook	FOR	FOR		✓ 90.6%
1.d	Re-elect Ms. Maura J. Clark	FOR	FOR		✓ 98.1%
1.e	Re-elect Dr. Emma FitzGerald	FOR	FOR		✓ 99.2%
1.f	Re-elect Ms. Mary Laschinger	FOR	FOR		✓ 98.2%
1.g	Re-elect Mr. José Manuel Madero	FOR	FOR		✓ 99.7%
1.h	Re-elect Dr. oec. René Médori	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 98.2%
1.i	Re-elect Ms. Jane Nelson	FOR	FOR		✓ 96.5%
1.j	Re-elect Mr. Tom Palmer	FOR	FOR		✓ 99.7%
1.k	Re-elect Mr. Julio M. Quintana	FOR	FOR		✓ 97.3%
1.l	Re-elect Ms. Susan N. Story	FOR	FOR		✓ 99.7%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.9%
3	Re-election of the auditor	FOR	FOR		✓ 99.2%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.2%

Newmont Corporation

11.10.2023

EGM

Item	Agenda	Board	Ethos		Result
1	Approval of issuance of Newmont Corporation's shares	FOR	FOR		✓ 88.1%
2	Approval of increase of Newmont Corporation's authorised shares	FOR	● OPPOSE	The proposed increase is excessive.	✓ 77.3%
3	Approve the adjournment of the special meeting to solicit additional proxies	FOR	● OPPOSE	When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓ 91.1%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.8%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
4	Re-elect Mr. Jean Mouton	FOR	FOR		✓ 99.7%
5	Re-elect Mr. Bpifrance Participations	FOR	FOR		✓ 96.9%
6	Re-elect Mr. Oscar Hasbùn Martínez	FOR	FOR		✓ 89.0%
7	Re-elect Mr. Hubert Porte	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board size is excessive.	✓ 98.6%
8	Approve the remuneration report	FOR	FOR		✓ 98.5%
9	Approve the 2022 remuneration of Mr. Mouton, chairman	FOR	FOR		✓ 99.6%
10	Approve the 2022 remuneration of Mr. Guérin, CEO	FOR	FOR		✓ 96.9%
11	Approval of the maximum amount to be allocated to directors	FOR	FOR		✓ 98.9%
12	Approve the remuneration policy of directors	FOR	FOR		✓ 99.8%
13	Approve the remuneration policy of the chairman	FOR	FOR		✓ 99.7%
14	Approve the remuneration policy of the CEO	FOR	FOR		✓ 95.7%
15	Approval of a regulated commitment by Invexans Limited renewing its long-term partnership with the company	FOR	● OPPOSE	The agreement allows the overrepresentation of an important shareholder.	✓ 98.4%
16	Approval of a tax agreement between the company and Invexans SA	FOR	FOR		✓ 99.8%
17	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.9%
18	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 97.9%
19	Authorise the Board to increase capital by issuing shares or other securities with pre-emptive rights	FOR	FOR		✓ 95.2%
20	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.8%
21	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	FOR		✓ 97.6%

Item	Agenda	Board	Ethos		Result
22	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	FOR		✓ 93.5%
23	"Green shoe" autorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 92.9%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 97.3%
25	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 98.5%
26	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR		✓ 98.6%
27	Approve distribution of performance shares for employees and corporate officers	FOR	FOR		✓ 96.3%
28	Approve distribution of shares to employees	FOR	FOR		✓ 95.3%
29	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%
30	Presentation of Nexans climate strategy and actions undertaken	NON-VOTING	NON-VOTING		

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Item	Agenda	Board	Ethos		Result
1	2022/23 annual report and accounts	FOR	FOR		✓ 99.7%
2	Binding vote on directors' remuneration policy	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 84.0%
3	Advisory vote on directors' remuneration report	FOR	● OPPOSE	Concerns over the pension allowance which exceeds guidelines.	✓ 94.8%
4	Final dividend	FOR	FOR		✓ 100.0%
Elections to the board of directors					
5	Elect Mr. Jeremy Stakol	FOR	● OPPOSE	Executive director. The number of executives on the board exceeds market practice.	✓ 99.1%
6	Re-elect Mr. Jonathan Bewes	FOR	FOR		✓ 97.0%
7	Re-elect Mr. Soumen Das	FOR	FOR		✓ 96.6%
8	Re-elect Mr. Thomas Hall	FOR	FOR		✓ 95.7%
9	Re-elect Ms. Tristia Harrison	FOR	FOR		✓ 97.0%
10	Re-elect Ms. Amanda James	FOR	FOR		✓ 98.1%
11	Re-elect Mr. Richard Papp	FOR	● OPPOSE	Executive director. The number of executives on the board exceeds market practice.	✓ 99.1%
12	Re-elect Mr. Michael J. Roney	FOR	FOR		✓ 79.2%
13	Re-elect Ms. Jane Shields	FOR	● OPPOSE	Executive director. The number of executives on the board exceeds market practice.	✓ 99.1%
14	Re-elect Dame Dianne Thompson	FOR	FOR		✓ 96.9%
15	Re-elect Lord Simon Wolfson	FOR	FOR		✓ 99.2%
16	Re-appoint PricewaterhouseCoopers as auditors	FOR	FOR		✓ 98.9%
17	Auditor's remuneration	FOR	FOR		✓ 100.0%
18	Authority to allot shares	FOR	FOR		✓ 97.0%
19	General authority to disapply pre-emption rights	FOR	FOR		✓ 93.7%
20	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	FOR	FOR		✓ 92.2%
21	On-market purchases of own shares	FOR	● OPPOSE	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.	✓ 95.9%
22	Off-market purchases of own shares	FOR	● OPPOSE	The share repurchase is inconsistent with the long-term interests of shareholders.	✓ 98.8%
23	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.4%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Cathleen A. Benko	FOR	FOR		✓ 96.3%*
1.b	Re-elect Mr. Alan B. Graf Jr.	FOR	● WITHHOLD	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.4%*
1.c	Re-elect Mr. John W. Rogers Jr.	FOR	FOR		✓ 64.5%*
1.d	Elect Mr. Robert H. Swan	FOR	FOR		✓ 98.1%*
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 88.0%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.1%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.2%
5	Shareholder resolution: Gender and Racial Pay Equity Report	OPPOSE	● FOR	Enhanced disclosure on gender equality.	✗ 29.6%
6	Shareholder resolution: Supply Chain Management Report	OPPOSE	● FOR	Enhanced disclosure on human rights.	✗ 12.0%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1.	Report on the Company's activities	NON-VOTING	NON-VOTING		
2.	Adoption of the financial statements	FOR	FOR		✓ 99.9%
3.	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4.	Approve remuneration report	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 98.3%
5.1.	Approve directors' fees for the past FY 2022	FOR	FOR		✓ 99.9%
5.2.	Approve directors' fees for the upcoming FY 2023	FOR	FOR		✓ 99.9%
5.3.	Approve remuneration policy	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 99.4%
6.	Composition of the board of directors				
6.1.	Re-elect Mr. Helge Lund	FOR	FOR		✓ 98.1%*
6.2.	Re-elect Mr. Henrik Poulsen	FOR	● ABSTAIN	Concerns over the director's time commitments.	✓ 98.4%*
6.3 (a)	Re-elect Ms. Laurence Debroux	FOR	FOR		✓ 99.5%*
6.3 (b)	Re-elect Mr. Andreas Fibig	FOR	FOR		✓ 99.9%*
6.3 (c)	Re-elect Ms. Sylvie Grégoire	FOR	● ABSTAIN	Concerns over the director's time commitments.	✓ 99.1%*
6.3 (d)	Re-elect Mr. Kasim Kutay	FOR	FOR		✓ 98.5%*
6.3 (e)	Re-elect Ms. Choi Lai (Christina) Law	FOR	FOR		✓ 99.9%*
6.3 (f)	Re-elect Mr. Martin MacKay	FOR	● ABSTAIN	Concerns over the director's time commitments.	✓ 95.2%*
7.	Election of auditor	FOR	FOR		✓ 99.8%*
8.1.	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.8%
8.2.	Authorisation to repurchase own shares	FOR	FOR		✓ 99.9%
8.3.	Authorisation to issue shares	FOR	FOR		✓ 99.6%
8.4.	Shareholder proposal: To reduce the prices of vital medicines	OPPOSE	OPPOSE		✗ 0.1%
9.	Any other business	NON-VOTING	NON-VOTING		

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Robert K. Burgess	FOR	FOR		✓ 96.7%
1b.	Re-elect Mr. Tench Coxe	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.7%
1c.	Re-elect Dr. John O. Dabiri	FOR	FOR		✓ 98.2%
1d.	Re-elect Dr. Persis S. Drell	FOR	FOR		✓ 96.5%
1e.	Re-elect Mr. Jen-Hsun Huang	FOR	FOR		✓ 98.0%
1f.	Re-elect Ms. Dawn Hudson	FOR	FOR		✓ 97.0%
1g.	Re-elect Mr. Harvey C. Jones	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 88.4%
1h.	Re-elect Mr. Michael G. McCaffery	FOR	FOR		✓ 99.1%
1i.	Re-elect Mr. Stephen C. Neal	FOR	FOR		✓ 89.2%
1j.	Re-elect Mr. Mark L. Perry	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 89.6%
1k.	Re-elect Mr. A. Brooke Seawell	FOR	● OPPOSE	Non-independent chairman of the audit committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.9%
1l.	Re-elect Dr. Aarti Shah	FOR	FOR		✓ 99.7%
1m.	Re-elect Mr. Mark A. Stevens	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.9%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.7%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.9%
4.	Re-election of the auditor	FOR	FOR		✓ 98.4%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.1	Re-elect Ms. Awo Ablo	FOR	FOR	✓ 88.0%
1.2	Re-elect Mr. Jeffrey S. Berg	FOR	● WITHHOLD	<p>✓ 78.2%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.3	Re-elect Dr. Michael J. Boskin	FOR	● WITHHOLD	<p>✓ 82.8%</p> <p>Non-independent chairman of the audit committee. The independence of this committee is insufficient.</p> <p>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.4	Re-elect Ms. Safra A. Catz	FOR	● WITHHOLD	<p>✓ 84.7%</p> <p>Executive director. The board is not sufficiently independent.</p>
1.5	Re-elect Mr. Bruce R. Chizen	FOR	● WITHHOLD	<p>✓ 77.2%</p> <p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p> <p>Concerns over the director's time commitments.</p> <p>Chairman of the nomination committee. The composition of the board is unsatisfactory.</p>
1.6	Re-elect Mr. George H. Conrades	FOR	● WITHHOLD	<p>✓ 75.9%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1.7	Re-elect Mr. Lawrence J. Ellison	FOR	● WITHHOLD	<p>✓ 86.9%</p> <p>Executive chairman. The board is not sufficiently independent.</p> <p>Chairman of the board and the composition of the board is very unsatisfactory.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.8	Re-elect Ms. Rona A. Fairhead	FOR	FOR	✓ 87.5%

Item	Agenda	Board	Ethos		Result
1.9	Re-elect Mr. Jeffrey O. Henley	FOR	● WITHHOLD	Executive director. The board is not sufficiently independent. 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.	✓ 86.6%
1.10	Re-elect Ms. Renée J. James	FOR	● WITHHOLD	Non independent director (business connections with the company). The board is not sufficiently independent. Concerns over the director's time commitments.	✓ 87.2%
1.11	Re-elect Mr. Charles W. Moorman IV	FOR	FOR		✓ 80.3%
1.12	Re-elect Mr. Leon E. Panetta	FOR	● WITHHOLD	The director is over 75 years old, which exceeds guidelines.	✓ 76.9%
1.13	Re-elect Mr. William G. Parrett	FOR	● WITHHOLD	The director is over 75 years old, which exceeds guidelines.	✓ 81.5%
1.14	Re-elect Ms. Naomi O. Seligman	FOR	● WITHHOLD	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.	✓ 78.3%
1.15	Re-elect Dr. Vishal Sikka	FOR	● WITHHOLD	Non independent director according to the company. The board is not sufficiently independent.	✓ 87.4%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 72.6%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.3%
4	To approve the amendment of the Omnibus Incentive Plan	FOR	● OPPOSE	Excessive discretion of the remuneration committee in determining the performance criteria. Potential excessive awards.	✓ 70.8%
5	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 97.6%
6	Shareholder resolution: Gender and Racial Pay Equity Report	OPPOSE	● FOR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 31.4%
7	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance and the board overall independence.	✗ 22.6%

Item	Agenda	Board	Ethos		Result
1.	Report on the Company's activities	NON-VOTING	NON-VOTING		
2.	Adoption of the financial statements	FOR	FOR		✓ 100.0%
3.	Approve remuneration report	FOR	FOR		✓ 96.7%
4.	Discharge board members and executive management	FOR	FOR		✓ 99.3%
5.	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
6.	Composition of the board of directors				
6.1.	Resolution on the number of shareholder-elected members of the board of directors	FOR	FOR		✓ 99.9%
6.2.	Re-elect Mr. Thomas Thune Andersen	FOR	● ABSTAIN	Concerns over the director's time commitments.	✓ 96.6% *
6.3.	Re-elect Ms. Lene Skole	FOR	FOR		✓ 98.4% *
6.4 (a).	Re-elect Mr. Jørgen Kildahl	FOR	FOR		✓ 99.9% *
6.4 (b).	Re-elect Mr. Peter Korsholm	FOR	FOR		✓ 99.9% *
6.4 (c).	Re-elect Mr. Dieter Wemmer	FOR	FOR		✓ 99.9% *
6.4 (d).	Re-elect Ms. Julia King	FOR	FOR		✓ 100.0% *
6.4 (e).	Elect Ms. Annica Bresky	FOR	FOR		✓ 95.9% *
6.4 (f).	Elect Mr. Andrew Brown	FOR	FOR		✓ 100.0% *
7.	Approve directors' fees	FOR	FOR		✓ 99.7%
8.	Election of auditor	FOR	FOR		✓ 97.2% *
9.	To authorise the meeting chairperson	FOR	FOR		✓ 100.0%
10.	Any other business	NON-VOTING	NON-VOTING		

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Brian D. Chambers	FOR	● OPPOSE	Combined chairman and CEO.	✓ 90.1%
1b	Re-elect Mr. Eduardo E. Cordeiro	FOR	FOR		✓ 99.1%
1c	Re-elect Ms. Adrienne D. Elsner	FOR	FOR		✓ 99.6%
1d	Re-elect Mr. Alfred E. Festa	FOR	FOR		✓ 99.1%
1e	Re-elect Mr. Edward F. Lonergan	FOR	FOR		✓ 94.8%
1f	Re-elect Ms. Maryann T. Mannen	FOR	FOR		✓ 93.0%
1g	Re-elect Mr. Paul E. Martin	FOR	FOR		✓ 99.2%
1h	Re-elect Mr. W. Howard Morris	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.2%
1i	Re-elect Ms. Suzanne P. Nimocks	FOR	FOR		✓ 93.9%
1j	Re-elect Mr. John D. Williams	FOR	FOR		✓ 93.7%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 89.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.2%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 95.7%
5	To approve the amendment of the 2023 Stock Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 89.0%
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	FOR	FOR		✗ 71.6%
7	Amend Bylaws to Add Federal Forum Selection Provision	FOR	FOR		✓ 84.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Mark C. Pigott	FOR	FOR		✓ 95.4%
1.2	Re-elect Dame Alison J. Carnwath	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.7%
1.3	Re-elect Mr. Franklin L. Feder	FOR	FOR		✓ 98.5%
1.4	Re-elect Mr. R. Preston Feight	FOR	FOR		✓ 98.2%
1.5	Re-elect Mr. Kirk S. Hachigian	FOR	FOR		✓ 97.0%
1.6	Elect Ms. Barbara B. Hulit	FOR	FOR		✓ 99.0%
1.7	Re-elect Mr. Roderick C. McGearry	FOR	FOR		✓ 96.1%
1.8	Elect Ms. Cynthia A. Niekamp	FOR	FOR		✓ 99.0%
1.9	Re-elect Mr. John M. Pigott	FOR	FOR		✓ 96.8%
1.10	Re-elect Mr. Ganesh Ramaswamy	FOR	FOR		✓ 99.2%
1.11	Re-elect Mr. Mark A. Schulz	FOR	● OPPOSE	Chairman of the nomination committee (that oversees ESG issues) and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 84.0%
1.12	Re-elect Mr. Gregory Spierkel	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 92.6%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 93.0%
3	Advisory vote on say on pay frequency	THREE YEARS	● ONE YEAR	Ethos support the right of shareholders to address pay-related concerns on an annual basis.	✓ 64.3%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.9%
5	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 47.6%
6	Shareholder resolution: Report on Climate-related policy engagement	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 46.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Nikesh Arora	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.6%
1.b	Re-elect Ms. Aparna Bawa	FOR	FOR		✓ 84.8%
1.c	Re-elect Mr. Carl M. Eschenbach	FOR	FOR		✓ 98.4%
1.d	Re-elect Ms. Lorraine Twohill	FOR	FOR		✓ 86.8%
2	Re-election of the auditor	FOR	FOR		✓ 98.8%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. The one-off retention award is excessive.	✗ 37.9%
4	To approve the amendment of the Stock Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 60.8%

Item	Agenda	Board	Ethos	Result
1.	Report on the Company's activities	NON-VOTING	NON-VOTING	
2.	Adoption of the financial statements	FOR	FOR	✓ 99.6%
3.	Approve remuneration report	FOR	FOR	✓ 96.9%
4.	Approve directors' fees	FOR	FOR	✓ 99.3%
5.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
6.	Composition of the board of directors			
6.1.	Re-elect Mr. Peter A. Ruzicka	FOR	FOR	✓ 85.1%*
6.2.	Re-elect Mr. Christian Frigast	FOR	FOR	✓ 87.8%*
6.3.	Re-elect Ms. Birgitta Stymne Göransson	FOR	FOR	✓ 96.8%*
6.4.	Re-elect Ms. Marianne Kirkegaard	FOR	FOR	✓ 99.8%*
6.5.	Re-elect Ms. Catherine Spindler	FOR	FOR	✓ 76.3%*
6.6.	Re-elect Mr. Jan Zijderveld	FOR	FOR	✓ 99.2%*
6.7.	Elect Ms. Lilian Fossum Biner	FOR	FOR	✓ 98.3%*
7.	Election of auditor	FOR	FOR	✓ 96.9%*
8.	Discharge board members and executive management	FOR	FOR	✓ 99.0%
9.1.	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9%
9.2.	Authorisation to repurchase own shares	FOR	FOR	✓ 97.1%
9.3.	To authorise the meeting chairperson	FOR	FOR	✓ 100.0%
10.	Any other business	NON-VOTING	NON-VOTING	

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Robert M. Bakish	FOR	FOR		✓ 99.5%
1.b	Re-elect Ms. Barbara M. Byrne	FOR	FOR		✓ 99.3%
1.c	Re-elect Ms. Linda M. Griego	FOR	● OPPOSE	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.	✓ 99.1%
1.d	Re-elect Mr. Robert N. Klieger	FOR	● OPPOSE	Representative of an important shareholder who is sufficiently represented on the board.	✓ 99.5%
1.e	Re-elect Ms. Judith A. McHale	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 98.8%
1.f	Elect Ms. Dawn Ostroff	FOR	FOR		✓ 99.5%
1.g	Re-elect Mr. Charles E. Phillips Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 99.7%
1.h	Re-elect Ms. Shari E. Redstone	FOR	FOR		✓ 97.6%
1.i	Re-elect Ms. Susan Schuman	FOR	FOR		✓ 99.6%
1.j	Re-elect Ms. Nicole Seligman	FOR	FOR		✓ 99.4%
1.k	Re-elect Mr. Frederick O. Terrell	FOR	FOR		✓ 99.3%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 98.6%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 96.3%
4	Advisory vote on say on pay frequency	THREE YEARS	● ONE YEAR	Shareholders should have the right to address pay-related concerns on an annual basis.	✓ 96.2%
5	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance.	✗ 2.9%
6	Shareholder resolution: Disclose political contributions	WITH-DRAWN	● FOR	The proponent withdrew the proposal prior to the AGM. Ethos initially recommended to vote FOR for the following reason: Enhanced disclosure on political donations.	–

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.a	Re-elect Mr. Martin Mucci	FOR	FOR		✓ 96.0%
1.b	Re-elect Mr. Thomas F. Bonadio	FOR	FOR		✓ 95.5%
1.c	Re-elect Mr. Joseph G. Doody	FOR	FOR		✓ 95.2%
1.d	Re-elect Mr. David Flaschen	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.8%
1.e	Elect Mr. John B. Gibson	FOR	FOR		✓ 98.8%
1.f	Re-elect Mr. B. Thomas Golisano	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.5%
1.g	Re-elect Ms. Pamela A. Joseph	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.1%
1.h	Elect Ms. Theresa M. Payton	FOR	FOR		✓ 99.8%
1.i	Re-elect Mr. Kevin A. Price	FOR	FOR		✓ 95.8%
1.j	Re-elect Mr. Joseph M. Tucci	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.8%
1.k	Re-elect Mr. Joseph M. Velli	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.1%
1.l	Re-elect Ms. Kara Wilson	FOR	FOR		✓ 98.7%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	An important part of the variable remuneration is based on continued employment only.	✓ 94.4%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.3%
4.	Re-election of the auditor	FOR	FOR		✓ 99.4%

Item	Agenda	Board	Ethos		Result
1	2022 annual report and accounts	FOR	FOR		✓ 100.0%
2	Final dividend	FOR	FOR		✓ 98.6%
	Elections to the board of directors				
3	Re-elect Mr. Andy Bird, CBE	FOR	FOR		✓ 100.0%
4	Re-elect Ms. Sherry Coutu, CBE	FOR	FOR		✓ 93.2%
5	Re-elect Ms. Sally Johnson	FOR	FOR		✓ 99.8%
6	Re-elect Mr. Omid Kordestani	FOR	FOR		✓ 100.0%
7	Re-elect Ms. Esther Lee	FOR	FOR		✓ 99.8%
8	Re-elect Mr. Graeme Pitkethly	FOR	FOR		✓ 99.9%
9	Re-elect Mr. Tim Score	FOR	FOR		✓ 97.7%
10	Re-elect Ms. Annette Thomas	FOR	FOR		✓ 99.5%
11	Re-elect Mr. Lincoln Wallen	FOR	FOR		✓ 100.0%
12	Binding vote on directors' remuneration policy	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 53.6%
13	Advisory vote on directors' remuneration report	FOR	● OPPOSE	Concerns regarding the CEO's one-off co-investment award.	✓ 86.8%
14	Re-appoint Ernst & Young as auditors	FOR	FOR		✓ 99.4%
15	Auditor's remuneration	FOR	FOR		✓ 100.0%
16	Authority to allot shares	FOR	FOR		✓ 94.0%
17	General authority to disapply pre-emption rights	FOR	FOR		✓ 98.0%
18	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	FOR	FOR		✓ 97.4%
19	Authority to purchase own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.3%
20	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.9%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Segun Agbaje	FOR	FOR		✓ 98.8%
1b.	Elect Ms. Jennifer Bailey	FOR	FOR		✓ 99.6%
1c.	Re-elect Mr. Cesar Conde	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Concerns over the director's time commitments.	✓ 97.8%
1d.	Re-elect Mr. Ian M. Cook	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 95.4%
1e.	Re-elect Ms. Edith W. Cooper	FOR	FOR		✓ 99.2%
1f.	Elect Ms. Susan M. Diamond	FOR	FOR		✓ 99.6%
1g.	Re-elect Ms. Dina Dublon	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.8%
1h.	Re-elect Ms. Michelle Gass	FOR	FOR		✓ 98.3%
1i.	Re-elect Mr. Ramon L. Laguarta	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.2%
1j.	Re-elect Mr. Sir Dave Lewis	FOR	FOR		✓ 98.9%
1k.	Re-elect Prof. Dr. David C. Page	FOR	FOR		✓ 98.6%
1l.	Re-elect Mr. Robert C. Pohlrad	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 96.3%
1m.	Re-elect Dr. med. Daniel L. Vasella	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.9%
1n.	Re-elect Mr. Darren Walker	FOR	● OPPOSE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 98.4%
1o.	Re-elect Mr. Alberto Weisser	FOR	FOR		✓ 96.5%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.5%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.1%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.8%
5.	Shareholder resolution: Independent chairman	OPPOSE	OPPOSE		✗ 25.1%
6.	Shareholder resolution: Global Transparency Report	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 18.5%
7.	Shareholder resolution: Report on Impacts of Reproductive Healthcare Legislation	OPPOSE	● FOR	We support corporate policies that encourage social responsibility.	✗ 16.1%

PepsiCo

03.05.2023

AGM

Item	Agenda	Board	Ethos	Result
8.	Shareholder resolution: Congruency Report on Net-Zero Emissions Policies	OPPOSE	OPPOSE	✘ 2.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
Elections to the board of directors					
4	Re-elect Ms. Kory Sorenson	FOR	FOR		✓ 97.8%
5	Re-elect Mr. Philippe Petitcolin	FOR	FOR		✓ 99.2%
6	Elect Mr. Max Koeune	FOR	FOR		✓ 96.9%
7	Re-elect Deloitte as auditors	FOR	FOR		✓ 95.1%
8	Approve the maximum aggregate amount to be allocated to directors	FOR	FOR		✓ 99.6%
9	Approve the 2022/23 remuneration of Mr. Alexandre Ricard, chairman and CEO	FOR	FOR		✓ 90.2%
10	Approve the remuneration policy of the chairman and CEO	FOR	FOR		✓ 88.0%
11	Approve the remuneration report	FOR	FOR		✓ 95.9%
12	Approve the remuneration policy of directors	FOR	FOR		✓ 99.6%
13	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
14	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.1%
15	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
16	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 96.4%
17	Authorise the Board to issue shares or other securities giving access to shares without pre-emptive rights	FOR	FOR		✓ 97.3%
18	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 92.9%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	FOR		✓ 94.8%
20	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 98.7%
21	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos	Result
22	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR	✓ 99.7%
23	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR	✓ 99.1%
24	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Ronald E. Blaylock	FOR	FOR		✓ 97.8%
1.2	Re-elect Dr. Albert Bourla	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.6%
1.3	Re-elect Dr. Susan D. Desmond-Hellmann	FOR	FOR		✓ 98.8%
1.4	Re-elect Mr. Joseph J. Echevarria	FOR	● OPPOSE	Non-independent chairman of the corporate governance committee. The independence of this committee is insufficient.	✓ 97.6%
1.5	Re-elect Dr. Scott Gottlieb	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.1%
1.6	Re-elect Prof. Dr. Helen H. Hobbs	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 97.7%
1.7	Re-elect Dr. Susan Hockfield	FOR	FOR		✓ 99.2%
1.8	Re-elect Dr. Dan R. Littman	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.6%
1.9	Re-elect Mr. Shantanu Narayen	FOR	FOR		✓ 99.0%
1.10	Re-elect Ms. Suzanne Nora Johnson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.1%
1.11	Re-elect Mr. James Quincey	FOR	FOR		✓ 97.9%
1.12	Re-elect Mr. James C. Smith	FOR	FOR		✓ 97.1%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.8%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.3%
5	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 9.9%
6	Shareholder resolution: Independent chairman	OPPOSE	● FOR	An independent chairman can ensure independent oversight of management.	✗ 34.7%
7	Shareholder resolution: Report on Transfer of Intellectual Property to Potential COVID-19 Manufacturers	OPPOSE	● FOR	We support corporate policies that encourage social responsibility.	✗ 12.2%
8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	OPPOSE	● FOR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 30.2%
9	Shareholder resolution: Political Contributions Congruency Report	OPPOSE	● FOR	The company should align its public values and policies with its political expenditures and contributions.	✗ 14.1%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Jonathan S. Auerbach	FOR	FOR		✓ 99.1%
1b.	Re-elect Mr. Mary E. Beams	FOR	FOR		✓ 99.1%
1c.	Re-elect Ms. Jocelyn Carter-Miller	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 89.5%
1d.	Re-elect Mr. Scott M. Mills	FOR	FOR		✓ 98.1%
1e.	Re-elect Mr. Claudio N. Muruzabal	FOR	FOR		✓ 98.4%
1f.	Elect Ms. H. Elizabeth Mitchell	FOR	FOR		✓ 99.0%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 97.3%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.2%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Elect Ms. Danelle M. Barrett	FOR	FOR		✓ 99.9%
1b	Re-elect Mr. Philip Bleser	FOR	FOR		✓ 98.6%
1c	Re-elect Mr. Stuart B. Burgdoerfer	FOR	FOR		✓ 95.8%
1d	Re-elect Ms. Pamela J. Craig	FOR	FOR		✓ 99.2%
1e	Re-elect Mr. Charles A. Davis	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.9%
1f	Re-elect Mr. Roger N. Farah	FOR	FOR		✓ 93.0%
1g	Re-elect Ms. Lawton Fitt	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 89.9%
1h	Re-elect Ms. Susan Patricia Griffith	FOR	FOR		✓ 99.4%
1i	Re-elect Mr. Devin C. Johnson	FOR	FOR		✓ 99.8%
1j	Re-elect Mr. Jeffrey D. Kelly	FOR	FOR		✓ 98.1%
1k	Re-elect Ms. Barbara R. Snyder	FOR	FOR		✓ 98.9%
1l	Re-elect Ms. Kahina Van Dyke	FOR	FOR		✓ 99.5%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.6%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.1%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Gilbert F. Casellas	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.4%
1.2	Re-elect Mr. Robert M. Falzon	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 96.3%
1.3	Re-elect Ms. Martina Hund-Mejean	FOR	FOR		✓ 94.8%
1.4	Re-elect Ms. Wendy E. Jones	FOR	FOR		✓ 98.3%
1.5	Re-elect Mr. Charles Lowrey	FOR	● OPPOSE	Combined chairman and CEO.	✓ 92.8%
1.6	Re-elect Ms. Sandra Pianalto	FOR	FOR		✓ 98.1%
1.7	Re-elect Ms. Christine A. Poon	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.9%
1.8	Re-elect Mr. Douglas A. Scovanner	FOR	FOR		✓ 98.7%
1.9	Re-elect Mr. Michael A. Todman	FOR	FOR		✓ 96.9%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.6%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.5%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 96.6%
5	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The separation of functions allows an effective supervision of the management by the board.	✗ 35.0%

Item	Agenda	Board	Ethos	Result
Ordinary Agenda				
O.1	Approve Financial Statements for the year ended 31 December 2022	FOR	FOR	✓ 99.5%
O.2	Allocation of net profit and dividend distribution	FOR	FOR	✓ 99.8%
O.3	Authorization for the purchase and disposal of treasury shares	FOR	FOR	✓ 99.0%
O.4	Long-term incentive plan 2023-2025	FOR	FOR	✓ 80.0%
O.5	Binding vote on the remuneration policy	FOR	● OPPOSE	✓ 71.5% The same performance criteria are used in the deferred bonus and performance share plan.
O.6	Advisory vote on the remuneration paid in FY 2022	FOR	FOR	✓ 56.4%
Extraordinary Agenda				
E.1	Authorization to issue maximum 9.5 million shares in execution of the 2023-2025 long-term incentive plan	FOR	FOR	✓ 83.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Mark Benjamin	FOR	FOR		✓ 97.6%*
1.b	Re-elect Ms. Janice D. Chaffin	FOR	FOR		✓ 97.5%*
1.c	Elect Mr. Amar Hanspal	FOR	FOR		✓ 99.7%*
1.d	Re-elect Mr. James Heppelmann	FOR	FOR		✓ 97.3%*
1.e	Elect Ms. Michal Katz	FOR	FOR		✓ 99.1%*
1.f	Re-elect Mr. Paul Lacy	FOR	● WITHHOLD	Non-independent chairman of the audit committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines.	✓ 95.1%*
1.g	Re-elect Dr. Corinna Lathan	FOR	FOR		✓ 99.2%*
1.h	Re-elect Mr. Blake D. Moret	FOR	FOR		✓ 97.9%*
1.i	Re-elect Mr. Robert Schechter	FOR	● WITHHOLD	The director is over 75 years old, which exceeds guidelines.	✓ 94.2%*
2	To approve the amendment of the 2000 Equity Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 95.3%
3	To approve the amendment of the 2016 Employee Stock Purchase Plan	FOR	FOR		✓ 99.8%
4	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.1%
5	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.6%
6	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 88.0%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
Elections to the board of directors					
5	Re-elect Ms. Suzan LeVine	FOR	FOR		✓ 97.9%
6	Re-elect Ms. Antonella Mei-Pochtler	FOR	FOR		✓ 96.5%
7	Elect KPMG as auditors	FOR	FOR		✓ 99.6%
8	Approve the remuneration policy of the chairman	FOR	● OPPOSE	Excessive remuneration compared to peers.	✓ 87.1%
9	Approve the remuneration policy of directors	FOR	FOR		✓ 98.2%
10	Approve the remuneration policy of the CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 74.3%
11	Approve the remuneration policy of members of the executive management	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.9%
12	Approve the remuneration report	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 93.7%
13	Approve the 2022 remuneration of Mr. Lévy, chairman	FOR	● OPPOSE	Excessive total remuneration.	✓ 87.1%
14	Approve the 2022 remuneration of Mr. Sadoun, CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 81.8%
15	Approve the 2022 remuneration of Ms. Heilbronner, member of the executive management	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.5%
16	Approve the 2022 remuneration of Mr. King, member of the executive management	FOR	● OPPOSE	Excessive variable remuneration.	✓ 93.6%
17	Approve the 2022 remuneration of Mr. Proch, member of the executive management	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.5%
18	Approve a treasury share buy-back and disposal programme	FOR	FOR		✓ 99.1%
19	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
20	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 97.3%

Item	Agenda	Board	Ethos	Result
21	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR	✓ 97.1%
22	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.1	Re-elect Ms. Sylvia Acevedo	FOR	FOR	✓ 98.7%*
1.2	Re-elect Mr. Cristiano Amon	FOR	FOR	✓ 99.7%*
1.3	Re-elect Mr. Mark Fields	FOR	FOR	✓ 99.4%*
1.4	Re-elect Mr. Jeffrey W. Henderson	FOR	FOR	✓ 92.6%*
1.5	Re-elect Mr. Gregory Johnson	FOR	FOR	✓ 98.9%*
1.6	Re-elect Ms. Ann M. Livermore	FOR	FOR	✓ 98.0%*
1.7	Re-elect Mr. Mark D McLaughlin	FOR	FOR	✓ 99.5%*
1.8	Re-elect Ms. Jamie S. Miller	FOR	FOR	✓ 99.5%*
1.9	Re-elect Dr. Irene B. Rosenfeld	FOR	FOR	✓ 98.0%*
1.10	Re-elect Mr. Neil Smit	FOR	FOR	✓ 99.2%*
1.11	Re-elect Mr. Jean-Pascal Tricoire	FOR	FOR	✓ 98.4%*
1.12	Re-elect Mr. Anthony J. Vinciguerra	FOR	● WITHHOLD Concerns over the director's time commitments.	✓ 96.8%*
2	Re-election of the auditor	FOR	● OPPOSE The auditor's long tenure raises independence concerns.	✓ 95.2%
3	To approve the 2023 Long-Term Incentive Plan	FOR	● OPPOSE Potential excessive awards.	✓ 88.9%
4	Advisory vote on executive remuneration	FOR	● OPPOSE The potential variable remuneration exceeds our guidelines.	✓ 95.0%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.1	Elect Mr. James E. Davis	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.5%
1.2	Elect Dr. med. Luis A. Diaz	FOR	FOR		✓ 99.7%
1.3	Re-elect Ms. Tracey C. Doi	FOR	FOR		✓ 99.5%
1.4	Re-elect Ms. Vicky B. Gregg	FOR	FOR		✓ 96.2%
1.5	Re-elect Mr. Wright L. Lassiter III	FOR	FOR		✓ 99.5%
1.6	Re-elect Mr. Timothy L. Main	FOR	FOR		✓ 99.4%
1.7	Re-elect Ms. Denise M. Morrison	FOR	FOR		✓ 98.3%
1.8	Re-elect Mr. Gary M. Pfeiffer	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.3%
1.9	Re-elect Mr. Timothy M. Ring	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 95.4%
1.10	Re-elect Dr. Gail R. Wilensky	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.7%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 90.1%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 96.6%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.1%
5.	Amend the Employee Share Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines. An important part of the variable remuneration is based on continued employment only.	✓ 88.8%
6.	Shareholder resolution: Greenhouse Gas Reduction Targets	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 48.0%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the use of any distributable profit	FOR	FOR		✓ 99.9%
3	Approve Remuneration Report	FOR	● OPPOSE	The remuneration of the supervisory board chairman is excessive.	✓ 94.4%
4	Approve Discharge of Management Board	FOR	FOR		✓ 99.9%
5	Approve Discharge of Supervisory Board	FOR	● OPPOSE	The supervisory board lacks sufficient independence and the nomination committee is not sufficiently independent with a non-independent chairman.	✓ 97.1%
6	Appoint the Auditors	FOR	FOR		✓ 99.7%
	Board main features				
7	Elections to the Supervisory Board: Dr. Andrea Gaal	FOR	FOR		✓ 86.7%

Item	Agenda	Board	Ethos		Result
1	Approve the Dividend Board main features	FOR	FOR		✓ 100.0%
2	Elections to the Supervisory Board: Manfred Wilhelmer	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 85.1%
3	Amend Articles: Notices (Section 3) and general meeting of shareholders (Section 14)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 98.4%

Item	Agenda	Board	Ethos		Result
1	2022 annual report and accounts	FOR	FOR		✓ 100.0%
2	Advisory vote on directors' remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.8%
3	Final dividend	FOR	● OPPOSE	The proposed dividend is inconsistent with the company's financial situation.	✓ 99.7%
Elections to the board of directors					
4	Re-elect Mr. Andrew Bonfield	FOR	FOR		✓ 98.1%
5	Re-elect Mr. Olivier Bohuon	FOR	FOR		✓ 99.1%
6	Re-elect Mr. Jeff Carr	FOR	FOR		✓ 99.3%
7	Re-elect Ms. Margherita Della Valle	FOR	FOR		✓ 99.9%
8	Re-elect Mr. Nicandro Durante	FOR	FOR		✓ 97.8%
9	Re-elect Ms. Mary Harris	FOR	FOR		✓ 99.9%
10	Re-elect Mr. Mehmood Khan	FOR	FOR		✓ 99.7%
11	Re-elect Dr. Pamela Kirby	FOR	FOR		✓ 98.4%
12	Re-elect Mr. Christopher Sinclair	FOR	FOR		✓ 96.0%
13	Re-elect Ms. Elane Stock	FOR	FOR		✓ 99.9%
14	Re-elect Mr. Alan Stewart	FOR	FOR		✓ 96.0%
15	Elect Mr. Jeremy Darroch	FOR	FOR		✓ 99.7%
16	Elect Ms. Tamara Ingram, OBE	FOR	FOR		✓ 99.1%
17	Re-appoint KPMG as auditors	FOR	FOR		✓ 99.4%
18	Auditor's remuneration	FOR	FOR		✓ 99.2%
19	Political donations and political expenditure	FOR	FOR		✓ 99.0%
20	Authority to allot shares	FOR	FOR		✓ 91.6%
21	General authority to disapply pre-emption rights	FOR	FOR		✓ 99.2%
22	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	FOR	FOR		✓ 98.6%
23	Authority to purchase own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 98.4%
24	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 87.8%

Recruit Holdings

26.06.2023

AGM

Item	Agenda	Board	Ethos		Result
	Election of Directors on a Kansayaku board				
1.1	Re-elect Mr. Masumi Minegishi	FOR	FOR		✓ 96.3%
1.2	Re-elect Mr. Hisayuki Idekoba	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 97.9%
1.3	Re-elect Ms. Ayano Senaha	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 99.3%
1.4	Re-elect Mr. Rony Kahan	FOR	FOR		✓ 99.3%
1.5	Re-elect Mr. Naoki Izumiya	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 99.3%
1.6	Re-elect Mr. Hiroki Totoki	FOR	FOR		✓ 99.3%
1.7	Re-elect Ms. Keiko Honda	FOR	FOR		✓ 99.5%
1.8	Elect Ms. Katrina Lake	FOR	FOR		✓ 99.6%
2	Elect Ms. Miho Tanaka as a Substitute Corporate Auditor	FOR	FOR		✓ 99.8%
3	Revision of Board fees	FOR	● OPPOSE	The board fees are considered excessive.	✓ 99.4%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Dr. Joseph L. Goldstein	FOR	● OPPOSE	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.	✓ 70.3%
1b.	Re-elect Ms. Christine A. Poon	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice.	✓ 75.3%
1c.	Elect Dr. Craig B. Thompson	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.4%
1d.	Re-elect Dr. Huda Y. Zoghbi	FOR	FOR		✓ 96.3%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.3%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 87.1%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.9%
5.	Shareholder resolution: Report on impact of extended patent exclusivities on product access	OPPOSE	● FOR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 9.4%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 91.7%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 91.7%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.1%
4	Statutory auditors' report on the information used to determine the compensation for participating shares	FOR	FOR		✓ 91.9%
5	Special report of the statutory auditors on regulated agreements and commitments	FOR	● OPPOSE	An agreement restricts the right of the company to exercise its voting rights.	✓ 89.8%
	Elections to the board of directors				
6	Re-elect Mr. Jean-Dominique Senard	FOR	FOR		✓ 84.0%
7	Re-elect Ms. Annette Winkler	FOR	FOR		✓ 70.6%
8	Elect Mr. Luca De Meo	FOR	● OPPOSE	Executive director and the board size is excessive.	✓ 90.2%
9	Approve the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 89.5%
10	Approve the 2022 remuneration of Mr. Jean-Dominique Senard, chairman of the board of directors	FOR	FOR		✓ 91.8%
11	Approve the 2022 remuneration of Mr. Luca De Meo, CEO	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 88.0%
12	Approve the remuneration policy of Mr. Jean-Dominique Senard, chairman of the board of directors	FOR	FOR		✓ 91.7%
13	Approve the remuneration policy of Mr. Luca De Meo, CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 68.3%
14	Approve the remuneration policy of directors	FOR	FOR		✓ 90.1%
15	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 91.5%
16	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 92.8%
17	Delegation of powers for the completion of formalities	FOR	FOR		✓ 91.9%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
5	Approve the remuneration policy of the Chairman	FOR	FOR		✓ 99.8%
6	Approve directors' fees	FOR	FOR		✓ 98.7%
7	Approve the remuneration policy of the CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 91.6%
8	Approve the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 97.1%
9	Approve the 2022 remuneration of the Chairman	FOR	FOR		✓ 99.8%
10	Approve the 2022 remuneration of the CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.2%
Board main features					
11	Elect Ms. Marie-Christine Lombard	FOR	FOR		✓ 100.0%
12	Elect Mr. Steven Borges	FOR	FOR		✓ 100.0%
13	Re-elect Mr. Ian Meakins	FOR	FOR		✓ 97.0%
14	Approve authorisation to repurchase the company's own shares	FOR	FOR		✓ 99.9%
15	Reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
16	Authorisation to increase capital by issuing shares with pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 95.1%
17	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	FOR		✓ 96.7%
18	Authorisation to increase capital by issuing shares without pre-emptive rights via a private placement	FOR	FOR		✓ 95.7%
19	"Green shoe" autorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 92.0%
20	Authorisation to increase capital as consideration for contributions in kind made to the company	FOR	FOR		✓ 98.2%
21	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 94.0%

Item	Agenda	Board	Ethos	Result
22	Authorise capital increases related to an all-employee share ownership plan for non-french employees	FOR	FOR	✓ 94.1%
23	Authorise capital increases by transfer of reserves	FOR	FOR	✓ 99.6%
24	Amend articles of association - increase age limit for the chairman of the board	FOR	FOR	✓ 99.5%
25	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.	Dividend Allocation	FOR	FOR		✓
2.	Election of Directors with an Audit & Supervisory Committee				
2.1	Re-elect Mr. Isao Matsumoto	FOR	● OPPOSE	Combined chairman and CEO.	✓
2.2	Re-elect Mr. Katsumi Azuma	FOR	FOR		✓
2.3	Re-elect Mr. Kazuhide Ino	FOR	FOR		✓
2.4	Re-elect Mr. Tetsuo Tateishi	FOR	FOR		✓
2.5	Re-elect Mr. Koji Yamamoto	FOR	FOR		✓
2.6	Re-elect Mr. Tadanobu Nagumo	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓
2.7	Re-elect Mr. Peter Kenevan	FOR	FOR		✓
2.8	Re-elect Ms. Kuniko Muramatsu	FOR	FOR		✓
2.9	Elect Prof. Fukuko Inoue	FOR	FOR		✓
3.1	Re-elect Mr. Masahiko Yamazaki	FOR	FOR		✓
3.2	Re-elect Mr. Hidero Chimori	FOR	FOR		✓
3.3	Elect Mr. Keita Nakagawa	FOR	FOR		✓
3.4	Elect Mr. Tomoyuki Ono	FOR	FOR		✓
4.	Shareholder resolution: Approve Restricted Stock Plan	OPPOSE	OPPOSE		✗

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. K. Gunnar Bjorklund	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.3%
1.b	Re-elect Mr. Michael J. Bush	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.9%
1.c	Elect Mr. Edward G. Cannizzaro	FOR	FOR		✓ 99.6%
1.d	Re-elect Ms. Sharon D. Garrett	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.2%
1.e	Re-elect Mr. Michael J. Hartshorn	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 97.4%
1.f	Re-elect Mr. Stephen Milligan	FOR	FOR		✓ 98.4%
1.g	Re-elect Ms. Patricia H. Mueller	FOR	FOR		✓ 98.2%
1.h	Re-elect Mr. George P. Orban	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.9%
1.i	Re-elect Ms. Larree M. Renda	FOR	FOR		✓ 98.6%
1.j	Re-elect Ms. Barbara Rentler	FOR	FOR		✓ 98.8%
1.k	Re-elect Ms. Doniel N. Sutton	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.5%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.3%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.9%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 97.2%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Marco Alverà	FOR	FOR		✓ 98.6%
1.2	Re-elect Mr. Jacques Esculier	FOR	FOR		✓ 99.5%
1.3	Re-elect Ms. Gay Huey Evans	FOR	FOR		✓ 99.3%
1.4	Re-elect Mr. William D. Green	FOR	FOR		✓ 96.8%
1.5	Re-elect Ms. Stephanie C. Hill	FOR	FOR		✓ 98.8%
1.6	Re-elect Ms. Rebecca Jacoby	FOR	FOR		✓ 98.7%
1.7	Re-elect Mr. Robert P. Kelly	FOR	FOR		✓ 97.5%
1.8	Re-elect Mr. Ian Livingston	FOR	FOR		✓ 99.5%
1.9	Re-elect Ms. Deborah D. McWhinney	FOR	FOR		✓ 99.4%
1.10	Re-elect Ms. Maria R. Morris	FOR	FOR		✓ 98.9%
1.11	Re-elect Mr. Douglas L. Peterson	FOR	FOR		✓ 99.6%
1.12	Re-elect Mr. Richard E. Thornburgh	FOR	FOR		✓ 97.3%
1.13	Re-elect Dr. Gregory Washington	FOR	FOR		✓ 99.2%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.6%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.0%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.8%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
	Elections to the board of directors				
4	Elect Mr. Frédéric Oudéa	FOR	FOR		✓ 96.6%
5	Approve the remuneration report	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 97.1%
6	Approve the 2022 remuneration of Mr. Weinberg, chairman	FOR	FOR		✓ 90.7%
7	Approve the 2022 remuneration of Mr. Hudson, CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 92.9%
8	Approve the maximum amount to be allocated to directors	FOR	FOR		✓ 98.4%
9	Approve the remuneration policy of directors	FOR	FOR		✓ 97.6%
10	Approve the remuneration policy of the chairman	FOR	● OPPOSE	Excessive total remuneration.	✓ 98.8%
11	Approve the remuneration policy of the CEO	FOR	FOR		✓ 93.3%
12	Re-elect PricewaterhouseCoopers as auditors	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 85.4%
13	Ratification of transfer of registered office	FOR	FOR		✓ 99.9%
14	Approve a treasury share buy-back and disposal programme	FOR	FOR		✓ 98.7%
15	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.9%
16	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 94.6%
17	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering or by exchange of shares	FOR	FOR		✓ 94.0%
18	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	FOR		✓ 92.6%
19	Authorisation to issue debt instruments giving access to the share capital of subsidiaries of any other company	FOR	FOR		✓ 98.2%
20	"Green shoe" autorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 89.4%

Sanofi

25.05.2023

MIX

Item	Agenda	Board	Ethos	Result
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR	✓ 98.0%
22	Authorise capital increases by transfer of reserves	FOR	FOR	✓ 99.8%
23	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR	✓ 97.9%
24	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Scor

25.05.2023

MIX

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.9%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
5	Approve the remuneration report	FOR	FOR		✓ 75.9%
6	Approve the 2022 remuneration of Mr. Denis Kessler, Chairman	FOR	● OPPOSE	Excessive total remuneration.	✓ 94.2%
7	Approve the 2022 remuneration of Mr. Laurent Rousseau, CEO	FOR	FOR		✓ 94.2%
8	Approve the remuneration policy of directors	FOR	FOR		✓ 98.4%
9	Approve the remuneration policy of the chairman	FOR	● OPPOSE	Excessive total remuneration.	✓ 91.8%
10	Approve the remuneration policy of Mr. Laurent Rousseau (CEO from 1 January until 25 January 2023)	FOR	FOR		✓ 98.3%
11	Approve the remuneration policy of Mr. François de Varenne (CEO from 26 January until 30 April 2023)	FOR	FOR		✓ 94.8%
12	Approve the remuneration policy of Mr. Thierry Léger (CEO as of 1 May 2023)	FOR	● OPPOSE	Excessive fixed and variable remuneration.	✓ 87.0%
	Board main features				
13	Elect Mr. Thierry Léger	FOR	● OPPOSE	Executive director and the board size is excessive.	✓ 98.1%
14	Approve co-optation of Ms. Martine Gerow as board member to replace Ms. Kory Sorenson	FOR	FOR		✓ 98.0%
15	Re-elect Mr. Augustin de Romanet	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 57.7%
16	Re-elect Mr. Adrien Couret	FOR	FOR		✓ 92.4%
17	Elect Ms. Martine Gerow	FOR	FOR		✓ 98.0%
18	Re-elect Holding Malakoff Humanis	FOR	FOR		✓ 92.6%
19	Re-elect Ms. Vanessa Marquette	FOR	FOR		✓ 93.1%
20	Re-elect Ms. Zhen Wang	FOR	FOR		✓ 97.9%
21	Re-elect Ms. Fields Wicker-Miurin	FOR	FOR		✓ 53.7%
22	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.4%
23	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.9%

Scor

25.05.2023

MIX

Item	Agenda	Board	Ethos		Result
24	Authorisation to increase capital by issuing shares with pre-emptive rights	FOR	FOR		✓ 96.8%
25	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	FOR		✓ 95.1%
26	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	FOR		✓ 94.1%
27	Authorise the Board to issue shares or other securities giving access to shares without pre-emptive rights	FOR	FOR		✓ 98.2%
28	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 98.4%
29	"Green shoe" autorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 92.1%
30	Authorisation to issue stand-alone warrants ("Bons 2023 Contingents") without pre-emptive rights	FOR	FOR		✓ 95.2%
31	Authorisation to issue stand-alone warrants ("Bons 2023 AOF") without pre-emptive rights	FOR	FOR		✓ 95.2%
32	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
33	Authorise capital increases to allocate stock options	FOR	FOR		✓ 97.0%
34	Authorise capital increases to allocate free performance shares (corporate officers and employees)	FOR	● OPPOSE	The size of the authorisation is excessive for a limited eligibility plan.	✓ 94.7%
35	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 98.5%
36	Determination of the overall limit for capital increases with or without pre-emptive rights	FOR	FOR		✓ 97.4%
37	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

SEI Investments

31.05.2023

AGM

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.a	Elect Mr. Ryan P. Hicke	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 96.9%
1.b	Re-elect Ms. Kathryn M. McCarthy	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.	✓ 79.7%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 74.5%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.4%
4.	Re-election of the auditor	FOR	FOR		✓ 99.1%

Item	Agenda	Board	Ethos		Result
1	Dividend Allocation	FOR	FOR		✓
2	Amend the Articles of Incorporation	FOR	FOR		✓
3	Election of Directors with an Audit & Supervisory Committee				
3.1	Re-elect Mr. Minoru Usui	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓
3.2	Re-elect Mr. Yasunori Ogawa	FOR	FOR		✓
3.3	Re-elect Mr. Tatsuaki Seki	FOR	FOR		✓
3.4	Re-elect Ms. Mari Matsunaga	FOR	FOR		✓
3.5	Elect Mr. Tadashi Shimamoto	FOR	FOR		✓
3.6	Elect Mr. Masaki Yamauchi	FOR	FOR		✓
4	Approve annual bonus (excluding the audit and supervisory committee members)	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
1	Dividend Allocation	FOR	FOR		✓ 99.8%
2	Election of Directors				
2.1	Re-elect Mr. Masahiko Uotani	FOR	● OPPOSE	Combined chairman and CEO. Executive director sitting on the advisory remuneration and nomination committee, which is not best practice.	✓ 97.2%
2.2	Elect Mr. Kentaro Fujiwara	FOR	FOR		✓ 98.0%
2.3	Re-elect Ms. Yukari Suzuki	FOR	FOR		✓ 97.4%
2.4	Re-elect Mr. Norio Tadakawa	FOR	FOR		✓ 97.9%
2.5	Re-elect Mr. Takayuki Yokota	FOR	FOR		✓ 97.8%
2.6	Re-elect Ms. Kanoko Oishi	FOR	FOR		✓ 98.7%
2.7	Re-elect Mr. Shinsaku Iwahara	FOR	FOR		✓ 98.7%
2.8	Re-elect Mr. Charles Ditmars Lake II	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 98.6%
2.9	Re-elect Ms. Mariko Tokuno	FOR	FOR		✓ 98.4%
2.10	Elect Mr. Yoshihiko Hatanaka	FOR	FOR		✓ 98.9%
3	Election of 2 Corporate Auditors				
3.1	Elect Ms. Hiromi Anno as a Corporate Auditor	FOR	FOR		✓ 98.2%
3.2	Re-elect Ms. Yasuko Goto as a Corporate Auditor	FOR	FOR		✓ 99.9%
4	Approve a Long-Term Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 99.4%

Item	Agenda	Board	Ethos		Result
1	To receive and adopt the Directors' Statement and audited Financial Statement and Auditors' Report	FOR	FOR		✓ 99.9%
2	To declare a final dividend Elections of directors	FOR	FOR		✓ 100.0%
3	Re-elect Mr. Theng Kiat Lee	FOR	FOR		✓ 97.2%
4	Elect Ms. Tze Gay Tan	FOR	● OPPOSE	The board size is excessive and the new nominee is affiliated (business relationships).	✓ 94.3%
5	Elect Ms. Ying-I Yong	FOR	FOR		✓ 100.0%
6	To approve payment of Directors' fees by the Company for the financial year ending 31 March 2024	FOR	FOR		✓ 99.8%
7	Re-election of the auditor and fix their fees	FOR	FOR		✓ 99.9%
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 92.1%
9	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	FOR	● OPPOSE	Potential excessive awards and an important part of the variable remuneration is based on continued employment only.	✓ 98.5%
10	To approve the proposed renewal of the share purchase mandate	FOR	FOR		✓ 99.9%
11	Approve Mandate for Transactions with Sembcorp Power under the Conditional Power Purchase Agreement	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
	Energy transition plan and social and environmental responsibility	NON-VOTING	NON-VOTING		
1	Approval of the consolidated financial statements	FOR	FOR		✓ 99.3%
2	Approval of the statutory financial statements	FOR	FOR		✓ 99.3%
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.5%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 99.6%
5	Approve the remuneration policy of the chairman	FOR	● OPPOSE	Excessive total remuneration.	✓ 93.7%
6	Approve the remuneration policy of the CEO and Deputy CEOs	FOR	● OPPOSE	Excessive total remuneration.	✓ 78.7%
7	Approve the remuneration policy of directors	FOR	FOR		✓ 92.4%
8	Approve the remuneration report	FOR	FOR		✓ 95.1%
9	Approve the 2022 remuneration of Mr. Bini Smaghi, chairman	FOR	● OPPOSE	Excessive total remuneration.	✓ 93.5%
10	Approve the 2022 remuneration of Mr. Oudéa, CEO	FOR	FOR		✓ 93.0%
11	Approve the 2022 remuneration of Mr. Aymerich, Deputy CEO	FOR	FOR		✓ 93.7%
12	Approve the 2022 remuneration of Ms. Lebot, Deputy CEO	FOR	FOR		✓ 93.3%
13	Consultative vote on the remuneration 2022 paid to the material key risk takers	FOR	FOR		✓ 97.8%
Elections to the board of directors					
14	Elect Mr. Salwomir Krupa	FOR	● OPPOSE	Executive director and the board size is excessive.	✓ 98.7%
15	Elect Ms. Béatrice Cossa-Dumurgier	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 88.6%
16	Elect Ms. Ulrika Ekman	FOR	FOR		✓ 98.9%
17	Elect Mr. Benoît de Ruffray	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 94.5%
18	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.9%
19	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 97.6%
20	Amendment of the Articles of Association: term of office of employee representatives	FOR	FOR		✓ 99.5%
21	Amendment of the Articles of Association: age limit of the chairman	FOR	FOR		✓ 96.8%
22	Delegation of powers for the completion of formalities	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos		Result
1	Amend the Articles of Incorporation: To issue Series 1 Bond-Type Class Shares	FOR	● OPPOSE	We do not support the creation of a new class of shares without voting rights.	✓ 99.8%
	Election of Directors				
2.1	Re-elect Mr. Ken Miyauchi	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 84.6%
2.2	Re-elect Mr. Junichi Miyakawa	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 77.7%
2.3	Re-elect Mr. Jun Shimba	FOR	FOR		✓ 83.8%
2.4	Re-elect Mr. Yasuyuki Imai	FOR	FOR		✓ 83.8%
2.5	Re-elect Mr. Kazuhiko Fujihara	FOR	FOR		✓ 93.0%
2.6	Re-elect Mr. Masayoshi Son	FOR	FOR		✓ 93.0%
2.7	Re-elect Mr. Atsushi Horiba	FOR	● OPPOSE	Concerns over the director's time commitments. The director is over 75 years old, which exceeds guidelines.	✓ 91.4%
2.8	Re-elect Mr. Takehiro Kamigama	FOR	FOR		✓ 93.8%
2.9	Re-elect Mr. Kazuaki Oki	FOR	FOR		✓ 93.8%
2.10	Re-elect Ms. Kyoko Uemura	FOR	FOR		✓ 94.0%
2.11	Re-elect Ms. Naomi Koshi	FOR	FOR		✓ 93.9%
	Election of 3 Corporate Auditors				
3.1	Re-elect Mr. Eiji Shimagami as a Corporate Auditor	FOR	FOR		✓ 97.4%
3.2	Elect Mr. Shuji Kojima as a Corporate Auditor	FOR	FOR		✓ 89.2%
3.3	Re-elect Ms. Kazuko Kimiwada as a Corporate Auditor	FOR	FOR		✓ 96.2%
4	Elect Yasuhiro Nakajima as a Substitute Corporate Auditor	FOR	FOR		✓ 97.2%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Marcel Gani	FOR	FOR		✓ 91.3%
1.b	Re-elect Ms. Tal Payne	FOR	FOR		✓ 93.2%
2	Re-election of the auditor	FOR	FOR		✓ 97.6%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 85.7%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.8%
5	Declassify the Board of Directors	FOR	FOR		✓ 99.8%
6	Eliminate Supermajority Vote Requirement	FOR	● OPPOSE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 97.6%
7	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	FOR	FOR		✓ 86.0%

Item	Agenda	Board	Ethos	Result
1	Approval of the statutory financial statements	FOR	FOR	✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR	✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR	✓ 100.0%
	Elections to the board of directors			
5	Re-elect Bpifrance Participations	FOR	FOR	✓ 99.0%
6	Re-elect Ms. Gabrielle Van Klaveren-Hessel	FOR	FOR	✓ 97.4%
7	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR	✓ 98.1%
8	Approve the 2022 remuneration of Mr. Gauthier Louette, Chairman and CEO	FOR	FOR	✓ 96.0%
9	Approve the remuneration policy of the Chairman and CEO	FOR	FOR	✓ 95.0%
10	Approve the remuneration report	FOR	FOR	✓ 98.5%
11	Approve the remuneration policy of directors	FOR	FOR	✓ 99.6%
12	Approve a treasury share buy-back and disposal programme	FOR	FOR	✓ 99.8%
13	Authorisation to reduce share capital via cancellation of shares	FOR	FOR	✓ 100.0%
14	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR	✓ 97.4%
15	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR	✓ 97.4%
16	Approve distribution of shares to employees	FOR	FOR	✓ 96.3%
17	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Richard E. Allison	FOR	FOR		✓ 94.0%
1.2	Re-elect Mr. Andrew Campion	FOR	FOR		✓ 97.3%
1.3	Elect Ms. Beth Ford	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.6%
1.4	Re-elect Ms. Mellody Hobson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.2%
1.5	Re-elect Mr. Jorgen Vig Knudstorp	FOR	FOR		✓ 84.4%
1.6	Re-elect Mr. Satya Nadella	FOR	FOR		✓ 95.7%
1.7	Elect Mr. Laxman Narasimhan	FOR	FOR		✓ 99.2%
1.8	Elect Mr. Howard Schultz	FOR	FOR		✓ 98.5%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. Concerns over the excessive sign-on bonus granted to the new CEO.	✓ 85.3%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.8%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.5%
5	Shareholder resolution: Plant-Based Milk Pricing	OPPOSE	OPPOSE		✗ 5.3%
6	Shareholder resolution: CEO Succession Planning Policy	OPPOSE	● FOR	The proposal aims at improving the company's succession planning policy and corporate governance.	✗ 21.0%
7	Shareholder resolution: Report on Company Operations in China	OPPOSE	OPPOSE		✗ 4.5%
8	Shareholder resolution: Assessment of Worker Rights Commitments	OPPOSE	● FOR	Enhanced disclosure on human rights.	✓ 52.0%
9	Shareholder resolution: Creation of Board Committee on Corporate Sustainability	OPPOSE	OPPOSE		✗ 2.7%

Item	Agenda	Board	Ethos		Result
1	Report of the Managing Board on the Company's 2022 financial year	NON-VOTING	NON-VOTING		
2	Report of the Supervisory Board on the Company's 2022 financial year	NON-VOTING	NON-VOTING		
3	Advisory vote on the Remuneration Report 2022	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 92.5%
4	Adoption of the Company's annual accounts for its 2022 financial year	FOR	FOR		✓ 99.7%
5	Adoption of a dividend	FOR	● OPPOSE	The proposed payout ratio is below market practice.	✓ 99.9%
6	Discharge of the sole member of the Managing Board	FOR	FOR		✓ 97.6%
7	Discharge of the members of the Supervisory Board	FOR	FOR		✓ 97.5%
8	Approval of the stock-based portion of the compensation of the President and CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 95.9%
	Composition of the Supervisory Board				
9	Re-appointment of Mr. Yann Delabrière as a member of the Supervisory Board for a 1-year term	FOR	FOR		✓ 99.4%
10	Re-appointment of Ms. Ana de Pro Gonzalo as a member of the Supervisory Board for a 2-year term	FOR	FOR		✓ 98.8%
11	Re-appointment of Mr. Frédéric Sanchez as a member of the Supervisory Board for a 3-year term	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 98.5%
12	Re-appointment of Mr. Maurizio Tamagnini as a member of the Supervisory Board for a 3-year term	FOR	FOR		✓ 95.7%
13	Appointment of Ms. Hélène Vletter-van Dort as a member of the Supervisory Board for a 2-year term	FOR	FOR		✓ 99.9%
14	Appointment of Mr. Paolo Visca as a member of the Supervisory Board for a 3-year term	FOR	FOR		✓ 99.8%
15	Authorization to repurchase shares	FOR	FOR		✓ 99.1%
16	Authorization to issue new common shares	FOR	FOR		✓ 98.3%

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
2.	Calling the Meeting to order	NON-VOTING	NON-VOTING	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	NON-VOTING	NON-VOTING	
4.	Recording the legality of the Meeting	NON-VOTING	NON-VOTING	
5.	Recording the attendance at the Meeting and adoption of the list of votes	NON-VOTING	NON-VOTING	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	NON-VOTING	NON-VOTING	
7.	Adoption of the financial statements	FOR	FOR	✓ 99.6%
8.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	FOR	FOR	✓ 98.9%
10.	Approve remuneration report	FOR	● OPPOSE	The information provided is insufficient. ✓ 96.7%
11.	Approve directors' fees	FOR	FOR	✓ 99.0%
12.	Resolution on the number of members of the board of directors	FOR	FOR	✓ 100.0%
13.	Election of the board of directors	FOR	FOR	✓ 99.9%
14.	Approve auditors' fees	FOR	FOR	✓ 100.0%
15.	Election of auditor	FOR	FOR	✓ 100.0%
16.	Authorisation to repurchase own shares	FOR	FOR	✓ 99.9%
17.	Authorisation to issue shares	FOR	FOR	✓ 100.0%
18.	Amendment of Article 9 of the Articles of Association	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 96.6%
19.	Decision making order	NON-VOTING	NON-VOTING	
20.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING	
2	Approve the Dividend	FOR	FOR	✓ 99.3%
3	Approve Discharge of Management Board	FOR	FOR	✓ 96.5%
4	Approve Discharge of Supervisory Board	FOR	FOR	✓ 90.6%
5	Appoint the Auditors	FOR	● OPPOSE	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election. ✓ 98.0%
6	Approve Remuneration Report Board main features	FOR	FOR	✓ 89.9%
7	Elections to the Supervisory Board: Jan Zijderveld	FOR	FOR	✓ 95.7%
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	FOR	FOR	✓ 97.6%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.a	Re-elect Mr. Brian D. Doubles	FOR	FOR	✓ 99.8%
1.b	Re-elect Mr. Fernando Aguirre	FOR	FOR	✓ 96.0%
1.c	Re-elect Mr. Paget L. Alves	FOR	FOR	✓ 97.8%
1.d	Re-elect Ms. Kamila Chytil	FOR	FOR	✓ 99.8%
1.e	Re-elect Mr. Arthur W. Coviello Jr.	FOR	FOR	✓ 99.8%
1.f	Re-elect Mr. Roy A. Guthrie	FOR	FOR	✓ 99.4%
1.g	Re-elect Mr. Jeffrey G. Naylor	FOR	FOR	✓ 97.5%
1.h	Re-elect Mr. P.W. (Bill) Parker	FOR	FOR	✓ 98.3%
1.i	Re-elect Ms. Laurel J. Richie	FOR	FOR	✓ 93.5%
1.j	Re-elect Ms. Ellen M. Zane	FOR	FOR	✓ 92.1%
2	Advisory vote on executive remuneration	FOR	<p>● OPPOSE</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 93.2%
3	Re-election of the auditor	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos	Result	
1.	Elections of directors				
1a.	Re-elect Mr. Glenn R. August	FOR	FOR	✓ 97.8%	
1b.	Re-elect Mr. Mark S. Bartlett	FOR	FOR	✓ 90.3%	
1c.	Re-elect Ms. Dina Dublon	FOR	FOR	✓ 98.3%	
1d.	Re-elect Dr. Freeman A. Hrabowski III	FOR	FOR	✓ 92.3%	
1e.	Re-elect Mr. Robert F. MacLellan	FOR	FOR	✓ 95.6%	
1f.	Re-elect Ms. Eileen P. Rominger	FOR	FOR	✓ 98.4%	
1g.	Re-elect Mr. Robert W. Sharps	FOR	FOR	✓ 99.0%	
1h.	Re-elect Mr. Robert J. Stevens	FOR	FOR	✓ 95.8%	
1i.	Re-elect Mr. William J. Stromberg	FOR	FOR	✓ 97.7%	
1j.	Re-elect Ms. Sandra S. Wijnberg	FOR	FOR	✓ 90.6%	
1k.	Re-elect Mr. Alan D. Wilson	FOR	FOR	✓ 96.5%	
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 85.5%
3.	Amend 1986 Employee Stock Purchase Plan	FOR	FOR	✓ 96.9%	
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 97.8%	
5.	Re-election of the auditor	FOR	● OPPOSE	<p>The auditor's long tenure raises independence concerns.</p> <p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 96.7%

Item	Agenda	Board	Ethos		Result
1	Approve Allocation of Income and Dividend	FOR	FOR		✓ 98.8%
	Election of Directors with an Audit & Supervisory Committee				
2.1	Re-elect Mr. Christophe Weber	FOR	FOR		✓ 95.7%
2.2	Re-elect Dr. Andrew Plump	FOR	● OPPOSE	Executive director and the board size is excessive.	✓ 97.8%
2.3	Re-elect Mr. Constantine Saroukos	FOR	FOR		✓ 96.2%
2.4	Re-elect Mr. Masami Iijima	FOR	● OPPOSE	Non-executive director and the board size is excessive.	✓ 98.4%
2.5	Re-elect Mr. Olivier Bohuon	FOR	FOR		✓ 97.3%
2.6	Re-elect Mr. Jean-Luc Butel	FOR	FOR		✓ 97.8%
2.7	Re-elect Mr. Ian Clark	FOR	FOR		✓ 95.4%
2.8	Re-elect Dr. Steven Gillis	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.4%
2.9	Re-elect Mr. John Maraganore	FOR	FOR		✓ 96.1%
2.10	Re-elect Mr. Michel Orsinger	FOR	FOR		✓ 97.3%
2.11	Elect Ms. Miki Tsusaka	FOR	FOR		✓ 98.9%
3	Approve annual bonus payment for directors	FOR	FOR		✓ 97.9%

Target

14.06.2023

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Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. David P. Abney	FOR	FOR		✓ 98.7%
1b.	Re-elect Mr. Douglas M. Baker Jr.	FOR	FOR		✓ 96.5%
1c.	Re-elect Mr. George S. Barrett	FOR	FOR		✓ 96.3%
1d.	Re-elect Ms. Gail K. Boudreaux	FOR	FOR		✓ 98.9%
1e.	Re-elect Mr. Brian C. Cornell	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.7%
1f.	Re-elect Mr. Robert L. Edwards	FOR	FOR		✓ 98.3%
1g.	Re-elect Mr. Donald (Don) R. Knauss	FOR	FOR		✓ 97.6%
1h.	Re-elect Ms. Christine A. Leahy	FOR	FOR		✓ 96.9%
1i.	Re-elect Ms. Monica C. Lozano	FOR	FOR		✓ 95.8%
1j.	Elect Ms. Grace Puma	FOR	FOR		✓ 99.0%
1k.	Re-elect Mr. Derica W. Rice	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.5%
1l.	Re-elect Mr. Dmitri L. Stockton	FOR	FOR		✓ 97.6%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.1%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.1%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.5%
5.	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The separation of functions allows an effective supervision of the management by the board.	✗ 32.1%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
5	Approve the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.4%
6	Approve the 2022 remuneration of Mr. Daniel Julien, Chairman and CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 74.6%
7	Approve the 2022 remuneration of Mr. Olivier Rigaudy, Deputy CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 76.8%
8	Approve directors' fees	FOR	FOR		✓ 99.7%
9	Approve the remuneration policy of the Chairman and CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 80.1%
10	Approve the remuneration policy of the Deputy CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 80.1%
Elections to the board of directors					
11	Re-elect Ms. Christobel Selecky	FOR	FOR		✓ 98.7%
12	Re-elect Ms. Angela Maria Sierra-Moreno	FOR	FOR		✓ 98.7%
13	Re-elect Mr. Jean Guez	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 82.2%
14	Elect Mr. Varun Bery	FOR	FOR		✓ 99.9%
15	Elect Mr. Bhupender Singh	FOR	● OPPOSE	Executive director and the board size is excessive.	✓ 99.7%
16	Appointment of PricewaterhouseCoopers as auditors	FOR	FOR		✓ 100.0%
17	Re-elect as Deloitte as auditors	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 84.7%
18	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 98.5%
19	Autorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
20	To authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.9%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 96.4%
22	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 100.0%
2	Directors' remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.4%
3	Final dividend	FOR	FOR		✓ 99.8%
Elections to the board of directors					
4	Elect Ms. Caroline Silver	FOR	FOR		✓ 95.3%
5	Re-elect Mr. John Allan	WITH-DRAWN	WITH-DRAWN		-
6	Re-elect Ms. Melissa Bethell	FOR	FOR		✓ 99.1%
7	Re-elect Mr. Bertrand Bodson	FOR	FOR		✓ 99.2%
8	Re-elect Mr. Thierry Garnier	FOR	FOR		✓ 98.8%
9	Re-elect Mr. Stewart Gilliland	FOR	FOR		✓ 95.7%
10	Re-elect Dr. Byron Grote	FOR	FOR		✓ 94.7%
11	Re-elect Mr. Ken Murphy	FOR	FOR		✓ 99.2%
12	Re-elect Mr. Imran Nawaz	FOR	FOR		✓ 98.0%
13	Re-elect Ms. Alison Platt	FOR	FOR		✓ 94.6%
14	Re-elect Ms. Karen Whitworth	FOR	FOR		✓ 99.1%
15	Re-appoint Deloitte as auditors	FOR	FOR		✓ 100.0%
16	Auditor's remuneration	FOR	FOR		✓ 100.0%
17	Political donations	FOR	FOR		✓ 97.0%
18	Authority to allot shares	FOR	FOR		✓ 88.1%
19	Disapplication of pre-emption rights	FOR	FOR		✓ 92.6%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 90.8%
21	Purchase of own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 98.5%
22	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.6%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.1	Re-elect Ms. Pamela M. Arway	FOR	● WITHHOLD Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 98.9%*
1.2	Re-elect Ms. Michele G. Buck	FOR	● WITHHOLD Combined chairman and CEO.	✓ 98.4%*
1.3	Re-elect Mr. Victor L. Crawford	FOR	FOR	✓ 97.9%*
1.4	Re-elect Mr. Robert M. Dutkowsky	FOR	FOR	✓ 56.6%*
1.5	Re-elect Ms. Mary Kay Haben	FOR	FOR	✓ 99.7%*
1.6	Re-elect Mr. James C. Katzman	FOR	● WITHHOLD Concerns over the director's time commitments.	✓ 94.7%*
1.7	Re-elect Ms. M. Diane Koken	FOR	FOR	✓ 99.6%*
1.8	Elect Ms. Huong Maria T. Kraus	FOR	FOR	✓ 99.9%*
1.9	Re-elect Mr. Robert Malcolm	FOR	FOR	✓ 94.8%*
1.10	Re-elect Mr. Anthony J. Palmer	FOR	● WITHHOLD Non independent lead director, which is not best practice.	✓ 94.7%*
1.11	Re-elect Mr. Juan R. Perez	FOR	FOR	✓ 93.6%*
2.	Re-election of the auditor	FOR	FOR	✓ 99.9%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 98.8%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 99.7%
5.	Shareholder resolution: Report on plans to eradicate child labour in the company's cocoa supply chain by 2025	OPPOSE	● FOR Enhanced disclosure on human rights and eradicating child labour from cocoa supply chains.	✗ 3.6%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
2.	Election of the chairman of the Meeting	FOR	FOR	✓
3.	Preparation and approval of the voting register	FOR	FOR	✓
4.	Approval of the agenda	FOR	FOR	✓
5.	Election of persons to verify the minutes of the Meeting	NON-VOTING	NON-VOTING	
6.	Determination whether the Meeting has been duly convened	FOR	FOR	✓
7.	Address by the company CEO	NON-VOTING	NON-VOTING	
8.	Report on the work of the board of directors and its committees	NON-VOTING	NON-VOTING	
9a.	Presentation of the annual report and the auditor's report	NON-VOTING	NON-VOTING	
9b.	Presentation of the consolidated annual report and the consolidated auditor's report	NON-VOTING	NON-VOTING	
9c.	Presentation of the auditor's statement regarding whether the guidelines for remuneration to senior executives adopted on the previous AGM have been complied with	NON-VOTING	NON-VOTING	
9d.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	NON-VOTING	NON-VOTING	
10a.	Adoption of the financial statements	FOR	FOR	✓
10b.	Approve allocation of income and dividend	FOR	FOR	✓
10c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10c (i).	Discharge of Bengt Baron	FOR	FOR	✓
10c (ii).	Discharge of Hans Eckerström	FOR	FOR	✓
10c (iii).	Discharge of Mattias Ankarberg	FOR	FOR	✓
10c (iv).	Discharge of Sarah McPhee	FOR	FOR	✓
10c (v).	Discharge of Heléne Mellquist	FOR	FOR	✓
10c (vi).	Discharge of Therese Reuterswärd	FOR	FOR	✓
10c (vii).	Discharge of Johan Westman	FOR	FOR	✓
10c (viii).	Discharge of Helene Willberg	FOR	FOR	✓

Item	Agenda	Board	Ethos		Result
10c (ix).	Discharge of the company CEO (Magnus Welander)	FOR	FOR		✓
10d.	Approve remuneration report	FOR	FOR		✓
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR		✓
12.	Approve directors' fees	FOR	FOR		✓
13.	Composition of the board of directors				
13.1.	Re-elect Mr. Hans Eckerström	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓
13.2.	Re-elect Mr. Mattias Ankarberg	FOR	FOR		✓
13.3.	Re-elect Ms. Sarah McPhee	FOR	FOR		✓
13.4.	Re-elect Ms. Heléne Mellquist	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
13.5.	Re-elect Mr. Johan Westman	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
13.6.	Re-elect Ms. Helene Willberg	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
13.7.	Elect Mr. Anders Jensen	FOR	FOR		✓
13.8.	Re-elect the chairman of the board of directors	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓
14.	Approve auditors' fees	FOR	FOR		✓
15.	Election of auditor	FOR	FOR		✓
16.	Approve executive remuneration policy	FOR	● OPPOSE	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓
17.	Approve share-related incentive plan 2023	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓
18.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING		
2.	Election of the Chairman of the Meeting	FOR	FOR		✓ 100.0%
3.	Approval of the notice and the agenda	FOR	FOR		✓ 100.0%
4.	Election of (a) person(s) to verify the minutes of the Meeting	FOR	FOR		✓ 100.0%
5.	Report of the board of directors of the past financial year	NON-VOTING	NON-VOTING		
6.	Adoption of the financial statements, including the allocation of profit	FOR	FOR		✓ 99.0%
7.	Approve executive remuneration policy	FOR	FOR		✓ 71.4%
8.	Approve remuneration report	FOR	FOR		✓ 93.4%
9.	Report on corporate governance	NON-VOTING	NON-VOTING		
10.	Approve directors' fees	FOR	FOR		✓ 75.5%
11.	Approve nomination committee fees	FOR	FOR		✓ 99.3%
12.	Election of the board of directors	FOR	FOR		✓ 80.4%
13.	Election of the nomination committee	FOR	● OPPOSE	While Norwegian law allows for individual elections of directors, the company maintains grouped elections.	✓ 94.8%
14.	Approve auditors' fees	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 95.2%
15.	Authorisation to repurchase own shares	FOR	FOR		✓ 98.9%
16.	Authorisation to issue shares	FOR	FOR		✓ 99.8%
17.	Removal of Article 5 of the Articles of Association	FOR	FOR		✓ 99.9%
18.	Approve nomination committee charter	FOR	● OPPOSE	While Norwegian law allows for individual elections of directors, the company maintains grouped elections.	✓ 100.0%
19.	Approve agreement with the employees on board representation	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Kirk E. Arnold	FOR	FOR		✓ 97.1%
1.b	Re-elect Ms. Ann C. Berzin	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.4%
1.c	Re-elect Ms. April Miller Boise	FOR	FOR		✓ 97.2%
1.d	Re-elect Mr. Gary D. Forsee	FOR	● OPPOSE	Non independent lead director, which is not best practice. Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 89.5%
1.e	Elect Mr. Mark George	FOR	FOR		✓ 98.9%
1.f	Elect Mr. John A. Hayes	FOR	FOR		✓ 98.9%
1.g	Re-elect Ms. Linda P. Hudson	FOR	FOR		✓ 86.6%
1.h	Re-elect Mr. Myles P. Lee	FOR	FOR		✓ 97.2%
1.i	Re-elect Mr. David S. Regnery	FOR	● OPPOSE	Combined chairman and CEO.	✓ 89.9%
1.j	Elect Ms. Melissa N. Schaeffer	FOR	FOR		✓ 99.5%
1.k	Re-elect Mr. John P. Surma	FOR	FOR		✓ 90.3%
2	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 85.2%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.2%
4	Re-election of the auditor and fix their remuneration	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 88.4%
5	Renew the Directors' existing authority to issue shares	FOR	FOR		✓ 96.9%
6	Renew Directors' Authority to Issue Shares for Cash	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 93.3%
7	Determine the price range at which the Company can reissue shares	FOR	FOR		✓ 98.4%

Item	Agenda	Board	Ethos		Result
1	To receive the financial statements and related reports regarding the year ended 30 June 2023	NON-VOTING	NON-VOTING		
2	Elections of directors				
2.a	Elect Dr. Sarah E. Ryan	FOR	FOR		✓ 99.9%
2.b	Re-elect Mr. Mark Birrell	FOR	FOR		✓ 95.9%
2.c	Re-elect Ms. Patricia A. Cross	FOR	FOR		✓ 96.4%
3	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 94.8%
4	Increase to the non-executive director fee pool	NO RECOMMEND.	● FOR	The proposed increase is not excessive and can be accepted.	✓ 99.7%
5	Grant of Securities to Ms. Michelle Jablko (incoming CEO)	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos	Result	
Ordinary Agenda					
O.1	Authorization to purchase treasury shares aimed remunerating the shareholders	FOR	● OPPOSE	<p>The amount to be repurchased over one year exceeds 10% of the share capital.</p> <p>The share repurchase replaces part of the dividend in cash.</p>	<p>✓ 99.5%</p>
Extraordinary Agenda					
E.1	Cancellation of treasury shares with no reduction of share capital	FOR	● OPPOSE	<p>The share repurchase replaces part of the dividend in cash.</p>	<p>✓ 99.8%</p>
E.2	Amendments to the Articles of Association to adopt the one-tier corporate governance system	FOR	FOR	<p>✓ 99.7%</p>	

Item	Agenda	Board	Ethos		Result
1	2022 annual report and accounts	FOR	FOR		✓ 99.5%
2	Advisory vote on directors' remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✗ 42.0%
Elections to the board of directors					
3	Re-elect Mr. Nils Andersen	FOR	FOR		✓ 83.1%
4	Re-elect Dr. Judith Hartmann	FOR	FOR		✓ 99.9%
5	Re-elect Mr. Adrian Hennah	FOR	FOR		✓ 95.7%
6	Re-elect Mr. Alan Jope	FOR	FOR		✓ 98.9%
7	Re-elect Ms. Andrea Jung	FOR	FOR		✓ 84.7%
8	Re-elect Ms. Susan Kilsby	FOR	FOR		✓ 99.6%
9	Re-elect Ms. Ruby Lu	FOR	FOR		✓ 86.8%
10	Re-elect Mr. Strive Masiyiwa	FOR	● OPPOSE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 99.5%
11	Re-elect Prof. Dr. Youngme E. Moon	FOR	FOR		✓ 99.7%
12	Re-elect Mr. Graeme Pitkethly	FOR	FOR		✓ 99.2%
13	Re-elect Mr. Feike Sijbesma	FOR	FOR		✓ 98.0%
14	Elect Mr. Nelson Peltz	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 96.2%
15	Elect Mr. Hein Schumacher	FOR	FOR		✓ 99.3%
16	Re-appoint KPMG as auditors	FOR	FOR		✓ 99.4%
17	Auditor's remuneration	FOR	FOR		✓ 99.9%
18	Political donations and political expenditure	FOR	FOR		✓ 98.0%
19	Authority to allot shares	FOR	FOR		✓ 96.7%
20	General authority to disapply pre-emption rights	FOR	FOR		✓ 98.5%
21	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	FOR	FOR		✓ 97.8%
22	Authority to purchase own shares	FOR	FOR		✓ 98.8%
23	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.4%

Item	Agenda	Board	Ethos		Result
	Elections of directors				
1.a	Re-elect Ms. Carol B. Tomé	FOR	FOR		✓ 97.6%
1.b	Re-elect Mr. Rodney C. Adkins	FOR	FOR		✓ 93.5%
1.c	Re-elect Ms. Eva C. Boratto	FOR	FOR		✓ 97.4%
1.d	Re-elect Mr. Michael J. Burns	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.5%
1.e	Re-elect Mr. Wayne M. Hewett	FOR	FOR		✓ 97.5%
1.f	Re-elect Ms. Angela Hwang	FOR	FOR		✓ 97.3%
1.g	Re-elect Ms. Kate E. Johnson	FOR	FOR		✓ 88.7%
1.h	Re-elect Mr. William R. Johnson	FOR	FOR		✓ 87.0%
1.i	Re-elect Mr. Franck J. Moison	FOR	FOR		✓ 88.6%
1.j	Re-elect Ms. Christiana S. Shi	FOR	FOR		✓ 96.7%
1.k	Re-elect Mr. Russell Stokes	FOR	FOR		✓ 88.4%
1.l	Re-elect Mr. Kevin M. Warsh	FOR	FOR		✓ 87.6%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.5%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 88.1%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.5%
5	Shareholder resolution: Reduce the Voting Power of Class A Stock from 10 Votes Per Share to One Vote Per Share	OPPOSE	● FOR	Multiple share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity.	✗ 32.8%
6	Shareholder resolution: Greenhouse Gas Reduction Targets	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 19.8%
7	Shareholder resolution: Report on Integrating GHG Emissions Reductions Targets into Executive Remuneration	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 17.7%
8	Shareholder resolution: Report on Just Transition	OPPOSE	● FOR	Enhanced disclosure on how the company addresses the social and economic impacts linked to its climate change strategy.	✗ 23.6%
9	Shareholder resolution: Report on Risk Due to Restrictions on Reproductive Rights	OPPOSE	● FOR	Enhanced disclosure on human rights.	✗ 8.7%
10	Shareholder resolution: Civil Rights Audit	OPPOSE	OPPOSE		✗ 5.6%
11	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	OPPOSE	● FOR	We support corporate policies aiming to promote gender equality and ethnic diversity.	✗ 24.5%

Item	Agenda	Board	Ethos		Result
	Elections of directors				
1.a	Re-elect Mr. José B. Alvarez	FOR	FOR		✓ 85.9%
1.b	Re-elect Mr. Marc A. Bruno	FOR	FOR		✓ 95.5%
1.c	Re-elect Mr. Larry D. De Shon	FOR	FOR		✓ 95.6%
1.d	Re-elect Mr. Matthew J. Flannery	FOR	FOR		✓ 99.1%
1.e	Re-elect Mr. Bobby J. Griffin	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director is 75 years old, which exceeds guidelines.	✓ 93.9%
1.f	Re-elect Ms. Kim Harris Jones	FOR	FOR		✓ 98.7%
1.g	Re-elect Ms. Terri L. Kelly	FOR	FOR		✓ 96.2%
1.h	Re-elect Mr. Michael J. Kneeland	FOR	FOR		✓ 97.6%
1.i	Elect Mr. Francisco J. Lopez-Balboa	FOR	FOR		✓ 99.3%
1.j	Re-elect Ms. Gracia C. Martore	FOR	FOR		✓ 98.0%
1.k	Re-elect Mr. Shiv Singh	FOR	FOR		✓ 95.6%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. We do not consider the performance period for the long-term incentive plan to be long enough.	✓ 93.4%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.5%
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	FOR	FOR		✓ 97.6%
6	Shareholder resolution: Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	OPPOSE	● FOR	Taking action by written consent in lieu of a meeting is a mechanism shareholders can use to raise important matters without convening an EGM.	✗ 33.4%

Item	Agenda	Board	Ethos		Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING		
2.	Calling the Meeting to order	NON-VOTING	NON-VOTING		
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	NON-VOTING	NON-VOTING		
4.	Recording the legality of the Meeting	NON-VOTING	NON-VOTING		
5.	Recording the attendance at the Meeting and adoption of the list of votes	NON-VOTING	NON-VOTING		
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	NON-VOTING	NON-VOTING		
7.	Adoption of the financial statements	FOR	FOR		✓
8.	Approve allocation of income and dividend	FOR	FOR		✓
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	FOR	FOR		✓
10.	Approve remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓
11.	Approve directors' fees	FOR	FOR		✓
12.	Resolution on the number of members of the board of directors	FOR	FOR		✓
13.	Election of the board of directors	FOR	FOR		✓
14.	Approve auditors' fees	FOR	FOR		✓
15.	Election of auditor: PricewaterhouseCoopers	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓
16.	Election of auditor: Ernst & Young	FOR	FOR		✓
17.	Authorisation to issue shares	FOR	FOR		✓
18.	Authorisation to repurchase own shares	FOR	FOR		✓
19.	Amendment of the Articles of Association: virtual meetings (article 10)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✗
20.	Authorisation to decide on donations	FOR	FOR		✓
21.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Richard T. Carucci	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 96.7%
1b.	Re-elect Mr. Alex Cho	FOR	FOR		✓ 98.3%
1c.	Re-elect Ms. Juliana L. Chugg	FOR	FOR		✓ 96.8%
1d.	Re-elect Mr. Benno Dorer	FOR	FOR		✓ 98.3%
1e.	Re-elect Mr. Mark S. Hoplamazian	FOR	FOR		✓ 96.9%
1f.	Re-elect Ms. Laura W. Lang	FOR	FOR		✓ 98.5%
1g.	Re-elect Mr. W. Rodney McMullen	FOR	FOR		✓ 98.3%
1h.	Re-elect Mr. Clarence Otis Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.4%
1i.	Re-elect Ms. Carol L. Roberts	FOR	FOR		✓ 98.8%
1j.	Re-elect Mr. Matthew J. Shattock	FOR	FOR		✓ 98.5%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 88.8%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.6%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.1%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.6%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.9%
3	Approval of non-deductible charges	FOR	FOR		✓ 99.6%
4	Approve allocation of income and dividend	FOR	FOR		✓ 97.1%
5	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 98.8%
Elections to the board of directors					
6	Re-elect Ms. Maryse Aulagnon	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 93.2%
7	Elect Mr. Olivier Andriès	FOR	● OPPOSE	The board size is excessive. In this regard, Ethos will favor female directors in order to preserve the diversity of the board.	✓ 99.1%
8	Elect Ms. Veronique Bedague-Hamilius	FOR	FOR		✓ 97.3%
9	Elect Mr. Francisco Reynés Massanet	FOR	FOR		✓ 97.4%
10	Re-elect Ernst & Young as auditors	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 71.8%
11	Approve the 2022 remuneration of Mr. Antoine Frérot, chairman and CEO until June 30, 2022	FOR	● OPPOSE	The chairman/CEO is entitled to performance shares granted in the past that have not yet vested.	✓ 93.3%
12	Approve the 2022 remuneration of Mr. Antoine Frérot, chairman since July 1st, 2022	FOR	FOR		✓ 95.6%
13	Approve the 2022 remuneration of Ms. Estelle Brachlianoff, CEO since July 1st, 2022	FOR	FOR		✓ 92.6%
14	Approve the remuneration report	FOR	FOR		✓ 95.2%
15	Approve the remuneration policy of the chairman	FOR	FOR		✓ 93.0%
16	Approve the remuneration policy of the CEO	FOR	FOR		✓ 89.4%
17	Approve the remuneration policy of directors	FOR	FOR		✓ 99.4%
18	Approve a treasury share buy-back and disposal programme	FOR	FOR		✓ 96.4%
19	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.8%
20	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR		✓ 99.8%
21	Approve distribution of performance shares	FOR	FOR		✓ 95.6%

Item	Agenda	Board	Ethos		Result
22	Amend articles of association: Company purpose	WITH-DRAWN	● OPPOSE	ITEM 22 was not submitted to shareholder vote, due to strong opposition from shareholders. Ethos initially recommended to OPPOSE for the following reason: The amendment has a negative impact on the rights of the shareholders.	-
23	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
	Elections to the board				
5	Re-elect Mr. Michel Giannuzzi	FOR	FOR		✓ 94.8%
6	Re-elect Ms. Virginie Hélias	FOR	FOR		✓ 99.8%
7	Re-elect Mr. BWGI	FOR	FOR		✓ 93.9%
8	Re-elect Ms. Cécile Tandeau de Marsac	FOR	FOR		✓ 97.4%
9	Re-elect Ms. BWSA	FOR	FOR		✓ 93.6%
10	Re-elect Mr. Bpifrance Participations	FOR	FOR		✓ 96.3%
11	Re-elect Ms. Marie-José Donsion	FOR	FOR		✓ 99.4%
12	Re-elect Mr. Pierre Vareille	FOR	FOR		✓ 98.2%
13	Approve the remuneration policy of the Chairman	FOR	FOR		✓ 99.8%
14	Approve the remuneration policy of the CEO	FOR	FOR		✓ 98.6%
15	Approve directors' fees	FOR	FOR		✓ 100.0%
16	Approve the 2022 remuneration of Mr. Giannuzzi for his role of Chairman and CEO from 1st January to 11 May 2022	FOR	● OPPOSE	Despite the termination of his mandate, the chairman/CEO is still entitled to performance shares granted in the past that have not yet vested.	✓ 71.6%
17	Approve the 2022 remuneration of Mr. Giannuzzi for his role of Chairman of the board since 11 May 2022	FOR	FOR		✓ 99.8%
18	Approve the 2022 remuneration of Mr. Lucas for his role of Deputy CEO from 1 February to 11 May 2022	FOR	FOR		✓ 99.0%
19	Approve the 2022 remuneration of Mr. Lucas for his role of CEO since 11 May 2022	FOR	FOR		✓ 98.8%
20	Approve the remuneration report	FOR	FOR		✓ 97.7%
21	Approve Authorisation to buy-back shares	FOR	FOR		✓ 99.6%
22	Reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
23	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
24	Authorisation to increase capital by issuing shares with pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 98.3%
25	Authorisation to increase capital by issuing shares without pre-emptive rights but with priority subscription period	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 97.6%
26	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	FOR		✓ 97.0%
27	Authorisation to increase capital by issuing shares without pre-emptive rights via a private placement	FOR	FOR		✓ 96.2%
28	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	● OPPOSE	The discount on the issuance price is above market practice.	✓ 96.0%
29	"Green shoe" authorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 95.5%
30	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 99.3%
31	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.8%
32	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR		✓ 99.8%
33	Approve distribution of performance shares	FOR	FOR		✓ 97.9%
34	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.1	Re-elect Ms. Shellye L. Archambeau	FOR	FOR		✓ 95.9%
1.2	Re-elect Ms. Roxanne S. Austin	FOR	FOR		✓ 96.9%
1.3	Re-elect Mr. Mark T. Bertolini	FOR	FOR		✓ 97.9%
1.4	Re-elect Mr. Vittorio A. Colao	FOR	FOR		✓ 98.3%
1.5	Re-elect Ms. Melanie L. Healey	FOR	FOR		✓ 94.7%
1.6	Re-elect Mr. Laxman Narasimhan	FOR	FOR		✓ 96.9%
1.7	Re-elect Mr. Clarence Otis Jr.	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.2%
1.8	Re-elect Mr. Daniel H. Schulman	FOR	FOR		✓ 97.5%
1.9	Re-elect Mr. Rodney E. Slater	FOR	FOR		✓ 94.8%
1.10	Re-elect Ms. Carol B. Tomé	FOR	FOR		✓ 98.4%
1.11	Re-elect Mr. Hans Vestberg	FOR	● OPPOSE	Combined chairman and CEO.	✓ 90.7%
1.12	Re-elect Mr. Gregory G. Weaver	FOR	FOR		✓ 98.0%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 90.8%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 96.5%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
5.	Shareholder resolution: Report on Government Requests to Remove Content	OPPOSE	OPPOSE		✗ 2.7%
6.	Shareholder resolution: Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	OPPOSE	● FOR	Enhanced disclosure on political donations.	✗ 6.3%
7.	Shareholder resolution: Amend Clawback Policy	OPPOSE	● FOR	This proposal allows management accountability and is in the interest of shareholders.	✗ 37.9%
8.	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 11.6%
9.	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The separation of functions allows an effective supervision of the management by the board.	✗ 29.9%

Item	Agenda	Board	Ethos	Result
1.	Elections of directors			
1.1	Re-elect Dr. Sangeeta N. Bhatia	FOR	FOR	✓ 98.9%
1.2	Re-elect Mr. Lloyd A. Carney	FOR	FOR	✓ 93.1%
1.3	Re-elect Dr. Alan Garber	FOR	FOR	✓ 99.0%
1.4	Re-elect Mr. Terrence C. Kearney	FOR	FOR	✓ 94.6%
1.5	Re-elect Dr. med. Reshma Kewalramani	FOR	FOR	✓ 99.3%
1.6	Re-elect Dr. Jeffrey M. Leiden	FOR	FOR	✓ 96.5%
1.7	Re-elect Ms. Diana L. McKenzie	FOR	FOR	✓ 98.9%
1.8	Re-elect Mr. Bruce I. Sachs	FOR	● OPPOSE	<p>✓ 90.8%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non independent lead director, which is not best practice.</p> <p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p>
1.9	Re-elect Mr. Suketu Upadhyay	FOR	FOR	✓ 99.3%
2.	Re-election of the auditor	FOR	● OPPOSE	<p>✓ 96.7%</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	<p>✓ 89.5%</p> <p>Excessive variable remuneration.</p>
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 99.2%

Item	Agenda	Board	Ethos		Result
1	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
2	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
Elections to the board of directors					
4	Re-elect Ms. Caroline Grégoire Sainte Marie	FOR	FOR		✓ 99.7%
5	Elect Mr. Carlos F. Aguilar	FOR	FOR		✓ 99.9%
6	Elect Dr. phil. Annette Messemer	FOR	FOR		✓ 99.1%
Election in statutory competition of the Employee representative					
7	Re-election of Ms. Dominique Muller Joly-Pottuz	FOR	FOR		✓ 98.6%
8	Election of Ms. Agnès Daney de Marcillac	WITH-DRAWN	● FOR	As ITEM 7 was approved by shareholders, ITEM 8 was not submitted to vote.	–
9	Election of Mr. Ronald Kouwenhoven	WITH-DRAWN	● OPPOSE	As ITEM 7 was approved by shareholders, ITEM 9 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason: The number of employee representatives is sufficient.	–
10	Approve a treasury share buy-back and disposal programme	FOR	FOR		✓ 98.9%
11	Approve directors' fees	FOR	FOR		✓ 99.9%
12	Approve the remuneration policy of the Chairman and CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 88.4%
13	Approve the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 96.2%
14	Approve the 2022 remuneration of Mr. Xavier Huillard, Chairman and CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 86.2%
15	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.9%
16	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.7%
17	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	FOR	FOR		✓ 95.8%
18	Delegation to issue shares and capital securities by public offering	FOR	FOR		✓ 94.5%
19	Delegation to issue shares and capital securities by private placement	FOR	● OPPOSE	In case pre-emptive rights are excluded, the issuance of shares via a public offering should be preferred.	✓ 92.8%

Item	Agenda	Board	Ethos		Result
20	"Green shoe" autorisation share issuances with or without pre-emptive rights.	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 91.3%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 97.4%
22	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 99.6%
23	Authorise capital increases related to an all-employee share ownership plan for non-french employees	FOR	FOR		✓ 99.4%
24	Approve distribution of performance shares	FOR	● OPPOSE	No individual caps are disclosed.	✓ 93.8%
25	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Lloyd A. Carney	FOR	FOR		✓ 94.1%
1.b	Elect Mr. Kermit R. Crawford	FOR	FOR		✓ 99.6%
1.c	Re-elect Mr. Francisco J. Fernández-Carbajal	FOR	FOR		✓ 97.5%
1.d	Re-elect Mr. Alfred F. Kelly, Jr.	FOR	● OPPOSE	Combined chairman and CEO.	✓ 97.0%
1.e	Re-elect Mr. Ramon L. Laguarta	FOR	FOR		✓ 98.9%
1.f	Elect Ms. Teri L. List	FOR	FOR		✓ 98.9%
1.g	Re-elect Mr. John F. Lundgren	FOR	FOR		✓ 98.5%
1.h	Re-elect Ms. Denise M. Morrison	FOR	FOR		✓ 97.5%
1.i	Re-elect Ms. Linda J. Rendle	FOR	FOR		✓ 99.2%
1.j	Re-elect Mr. Maynard G. Webb	FOR	FOR		✓ 97.7%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.7%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.2%
4	Re-election of the auditor	FOR	FOR		✓ 98.4%
5	Shareholder resolution: Independent chairman	OPPOSE	● FOR	An independent chairman can ensure independent oversight of management.	✗ 17.4%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
4	Approve allocation of income and dividend	FOR	FOR		✓ 98.8%
5	Approve the remuneration report	FOR	FOR		✓ 95.0%
6	Approve the 2022 remuneration of Mr. Yannick Bolloré, Chairman	FOR	● OPPOSE	The chairman receives performance shares.	✓ 64.8%
7	Approve the 2022 remuneration of Mr. Arnaud de Puyfontaine, CEO	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. Excessive fixed remuneration.	✓ 95.5%
8	Approve the 2022 remuneration of Mr. Gilles Alix, member of the executive management	FOR	FOR		✓ 97.3%
9	Approve the 2022 remuneration of Mr. Cédric de Bailliencourt, member of the executive management	FOR	FOR		✓ 97.3%
10	Approve the 2022 remuneration of Mr. Frédéric Crépin, member of the executive management	FOR	FOR		✓ 81.0%
11	Approve the 2022 remuneration of Mr. Simon Gillham, member of the executive management	FOR	FOR		✓ 97.2%
12	Approve the 2022 remuneration of Mr. Hervé Philippe, member of the executive management	FOR	FOR		✓ 97.2%
13	Approve the 2022 remuneration of Mr. Stéphane Roussel, member of the executive management	FOR	FOR		✓ 77.3%
14	Approve the 2022 remuneration of Mr. François Laroze, member of the executive management	FOR	FOR		✓ 77.3%
15	Approve the 2022 remuneration of Ms. Claire Léost, member of the executive management	FOR	FOR		✓ 77.3%
16	Approve the 2022 remuneration of Ms. Céline Merle-Béral, member of the executive management	FOR	FOR		✓ 77.3%
17	Approve the 2022 remuneration of Mr. Maxime Saada, member of the executive management	FOR	FOR		✓ 77.4%
18	Approve the remuneration policy for directors	FOR	FOR		✓ 66.6%

Item	Agenda	Board	Ethos		Result
19	Approve the remuneration policy of the CEO	FOR	● OPPOSE	Excessive fixed remuneration. The proportion of the annual bonus that depends on qualitative criteria is excessive	✓ 95.3%
20	Approve the remuneration policy of the members of the executive management Elections to the board of directors	FOR	FOR		✓ 77.8%
21	Re-elect Mr. Cyrille Bolloré	FOR	FOR		✓ 66.4%
22	Elect Mr. Sébastien Bolloré	FOR	FOR		✓ 92.0%
23	Re-elect Deloitte as auditors	FOR	FOR		✓ 99.9%
24	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.4%
25	Reduce share capital via cancellation of shares	FOR	● OPPOSE	The purpose of the repurchase is incompatible with the long-term interests of minority shareholders or with those of the majority of the company's stakeholders.	✓ 98.0%
26	Authorisation to reduce capital by public offering and cancellation of own shares of up to 50% of the capital	FOR	● OPPOSE	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders.	✓ 69.0%
27	Authorisation to increase capital by issuing shares with pre-emptive rights	FOR	FOR		✓ 99.6%
28	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.9%
29	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 98.2%
30	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 98.1%
31	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR		✓ 98.1%
32	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 99.9%
	Elections to the board of directors				
2	Re-elect Mr. Jean-François van Boxmeer	FOR	FOR		✓ 96.3%
3	Re-elect Ms. Margherita Della Valle	FOR	FOR		✓ 99.5%
4	Re-elect Baron Stephen A. Carter CBE	FOR	FOR		✓ 98.2%
5	Re-elect Mr. Michel Demaré	FOR	FOR		✓ 97.3%
6	Re-elect Ms. Delphine Ernotte Cunci	FOR	FOR		✓ 99.4%
7	Re-elect Ms. Deborah Kerr	FOR	FOR		✓ 99.7%
8	Re-elect Ms. Maria Amparo Moraleda Martinez	FOR	FOR		✓ 98.4%
9	Re-elect Mr. David Nish	FOR	FOR		✓ 98.2%
10	Elect Ms. Christine Ramon	FOR	FOR		✓ 99.7%
11	Re-elect Mr. Simon Segars	FOR	FOR		✓ 99.7%
12	Final dividend	FOR	FOR		✓ 99.9%
13	Remuneration policy (binding vote)	FOR	● OPPOSE	Potential excessive awards.	✓ 95.2%
14	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.7%
15	Re-appoint Ernst & Young as auditors	FOR	FOR		✓ 99.5%
16	Auditor's remuneration	FOR	FOR		✓ 99.9%
17	Authority to allot shares	FOR	FOR		✓ 95.5%
18	Disapplication of pre-emption rights	FOR	FOR		✓ 98.0%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 97.5%
20	Purchase of own shares	FOR	FOR		✓ 99.0%
21	Political donations and expenditure	FOR	FOR		✓ 98.6%
22	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.0%
23	Vodafone Global Incentive Plan 2023	FOR	● OPPOSE	Potential excessive awards.	✓ 97.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Ms. Janice M. Babiak	FOR	FOR		✓ 98.3%
1.2	Elect Mr. Inderpal S. Bhandari	FOR	FOR		✓ 98.8%
1.3	Re-elect Ms. Rosalind G. Brewer	FOR	FOR		✓ 98.3%
1.4	Re-elect Ms. Ginger L. Graham	FOR	FOR		✓ 95.6%
1.5	Elect Mr. Bryan Hanson	FOR	FOR		✓ 98.2%
1.6	Re-elect Ms. Valerie B. Jarrett	FOR	FOR		✓ 96.4%
1.7	Re-elect Mr. John A. Lederer	FOR	FOR		✓ 97.1%
1.8	Re-elect Mr. Dominic P. Murphy	FOR	FOR		✓ 98.6%
1.9	Re-elect Mr. Stefano Pessina	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 96.9%
1.10	Re-elect Ms. Nancy M. Schlichting	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.7%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 87.8%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.2%
4	Shareholder resolution: Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market Returns	OPPOSE	● FOR	Enhanced disclosure on social issues.	✗ 10.2%
5	Shareholder resolution: Independent chairman	OPPOSE	OPPOSE		✗ 33.8%

Item	Agenda	Board	Ethos		Result
1	Receive financial statements and related reports for the financial year ended 30 June 2023	NON-VOTING	NON-VOTING		
2	Elections of directors				
2.a	Re-elect Mr. Michael Chaney	FOR	● OPPOSE	The director is 73 years old, and is proposed at re-election for a further 3-year term, therefore his age will exceed guidelines at the end of his mandate.	✓ 95.2%
2.b	Re-elect Sir Bill English	FOR	FOR		✓ 93.4%
2.c	Re-elect Mr. Alan John Cransberg	FOR	FOR		✓ 97.1%
3	Advisory vote on the remuneration report	FOR	FOR		✓ 96.8%
4	Grant of restricted shares and performance shares to Mr. Robert Scott (CEO)	FOR	FOR		✓ 97.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Samuel R. Allen	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 84.9%
1.2	Re-elect Dr. Marc R. Bitzer	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.4%
1.3	Re-elect Mr. Greg Creed	FOR	FOR		✓ 97.3%
1.4	Re-elect Ms. Diane M. Dietz	FOR	FOR		✓ 97.9%
1.5	Re-elect Ms. Gerri T. Elliott	FOR	FOR		✓ 98.2%
1.6	Re-elect Ms. Jennifer A. LaClair	FOR	FOR		✓ 95.8%
1.7	Re-elect Mr. John D. Liu	FOR	FOR		✓ 96.6%
1.8	Re-elect Mr. James M. Loree	FOR	FOR		✓ 98.2%
1.9	Re-elect Mr. Harish Manwani	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 93.7%
1.10	Re-elect Ms. Patricia K. Poppe	FOR	FOR		✓ 95.8%
1.11	Re-elect Mr. Larry O. Spencer	FOR	FOR		✓ 95.8%
1.12	Re-elect Mr. Michael D. White	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.8%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.8%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 95.2%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.4%
5	To approve the 2023 Omnibus Stock and Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 91.7%

Item	Agenda	Board	Ethos	Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING	
2	Approve the Dividend	FOR	FOR	✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR	✓ 99.9%
4	Approve Discharge of Supervisory Board	FOR	FOR	✓ 99.9%
5	Appoint the Auditors	FOR	FOR	✓ 99.2%
	Board main features			
6.1	Approve reduction of the number of members elected by the shareholders on the Supervisory Board	FOR	FOR	✓ 99.8%
6.2	Elections to the Supervisory Board: Dr. Myriam Meyer	FOR	FOR	✓ 99.0%
6.3	Elections to the Supervisory Board: Katrien Beuls	FOR	FOR	✓ 99.2%
6.4	Elections to the Supervisory Board: Effie Konstantine Datson	FOR	FOR	✓ 98.9%
7	Approve Remuneration Report	FOR	● OPPOSE	The remuneration of the chairman is excessive. ✓ 97.0%

Item	Agenda	Board	Ethos		Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING		
2a.	Report of the executive board for the financial year 2022	NON-VOTING	NON-VOTING		
2b.	Report of the supervisory board for the financial year 2022	NON-VOTING	NON-VOTING		
2c.	Approve remuneration report	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓ 93.7%
3a.	Adoption of the financial statements	FOR	FOR		✓ 100.0%
3b.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING		
3c.	Approve allocation of income	FOR	FOR		✓ 100.0%
4a.	Discharge of executive board	FOR	FOR		✓ 98.7%
4b.	Discharge of supervisory board	FOR	FOR		✓ 98.7%
	Composition of the supervisory board				
5.	Re-elect Mr. Chris Vogelzang	FOR	FOR		✓ 99.1%
6a.	Authorisation to issue shares	FOR	FOR		✓ 98.4%
6b.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR		✓ 96.3%
7.	Authorisation to repurchase own shares	FOR	● OPPOSE	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.	✓ 98.3%
8.	Reduce share capital via cancellation of shares	FOR	● OPPOSE	Concerns regarding the share repurchase under ITEM 7, therefore we cannot approve the cancellation of the treasury shares.	✓ 99.8%
9.	Election of auditor	FOR	FOR		✓ 99.4%
10.	Any other business	NON-VOTING	NON-VOTING		
11.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	To receive financial statements and related reports for the financial year ended 25 June 2023	NON-VOTING	NON-VOTING	
2	Elections of directors			
2.a	Re-elect Mr. Scott Perkins	FOR	FOR	✓ 92.4%
2.b	Elect Ms. Tracey Fellows	FOR	FOR	✓ 99.6%
2.c	Elect Mr. Warwick Bray	FOR	FOR	✓ 99.5%
3	Advisory vote on the remuneration report	FOR	FOR	✓ 72.0%
4	Grant of performance shares to the CEO	FOR	FOR	✓ 97.1%
5	Approve approach to termination benefits	FOR	FOR	✓ 98.7%
6	Approve non-executive directors' equity plans	NO RECOMMENDATION.	● FOR The proposed plan raises no concerns and can be accepted.	✓ 98.3%

Item	Agenda	Board	Ethos		Result
1	Approval of issuance of Xylem shares	FOR	FOR		✓ 99.6%
2	Approve the adjournment of the special meeting to solicit additional proxies	WITH-DRAWN	● OPPOSE	<p>As ITEM 1 was approved by shareholders, ITEM 2 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:</p> <p>When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.</p>	–

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Jeanne Beliveau-Dunn	FOR	FOR		✓ 97.9%
1.b	Re-elect Mr. Patrick Decker	FOR	FOR		✓ 98.8%
1.c	Elect Mr. Earl R. Ellis	FOR	FOR		✓ 99.4%
1.d	Re-elect Mr. Robert F. Friel	FOR	FOR		✓ 92.5%
1.e	Re-elect Ms. Victoria D. Harker	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 87.3%
1.f	Re-elect Mr. Steven R. Loranger	FOR	FOR		✓ 96.2%
1.g	Re-elect Mr. Mark D. Morelli	FOR	FOR		✓ 97.6%
1.h	Re-elect Mr. Jerome A. Peribere	FOR	FOR		✓ 93.7%
1.i	Re-elect Ms. Lila Tretikov	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 90.3%
1.j	Re-elect Mr. Uday Yadav	FOR	FOR		✓ 93.9%
2	Re-election of the auditor	FOR	FOR		✓ 97.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 83.1%
4	Shareholder resolution: Independent chairman	OPPOSE	OPPOSE		✗ 38.8%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Paget L. Alves	FOR	FOR		✓ 98.5%
1b.	Re-elect Mr. Keith Barr	FOR	FOR		✓ 98.8%
1c.	Re-elect Mr. Christopher M. Connor	FOR	FOR		✓ 96.9%
1d.	Re-elect Mr. Brian C. Cornell	FOR	FOR		✓ 94.0%
1e.	Re-elect Ms. Tanya Domier	FOR	FOR		✓ 98.9%
1f.	Re-elect Mr. David Gibbs	FOR	FOR		✓ 99.0%
1g.	Re-elect Dr. Mirian M. Graddick-Weir	FOR	FOR		✓ 88.4%
1h.	Re-elect Mr. Thomas C. Nelson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.9%
1i.	Re-elect Mr. P. Justin Skala	FOR	FOR		✓ 98.9%
1j.	Re-elect Ms. Annie Young-Scriver	FOR	FOR		✓ 98.9%
2.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.2%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 87.1%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.4%
5.	Shareholder resolution: Report on Efforts to Reduce Plastic Use	OPPOSE	● FOR	The report would be useful to evaluate opportunities for dramatically reducing the amount of plastics used in the company's packaging.	✗ 36.4%
6.	Shareholder resolution: Report on Lobbying Payments and Policy	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 41.4%
7.	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	WITH-DRAWN	● OPPOSE	The proposal was not voted on because it was not properly presented at the meeting, as neither the shareholder proponent nor their designee was in attendance.	–
8.	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	WITH-DRAWN	● FOR	The proposal was withdrawn by the proponent prior to the AGM. Ethos initially recommended to vote FOR for the following reason: Mandatory equity ownership for executives promotes accountability and encourages them to create long-term value.	–
9.	Shareholder resolution: Report on Paid Sick Leave	OPPOSE	● FOR	We support corporate policies that encourage social responsibility.	✗ 20.2%

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