

Q2 | 2023

Fonds Ethos

Assemblées générales de sociétés non-suisse

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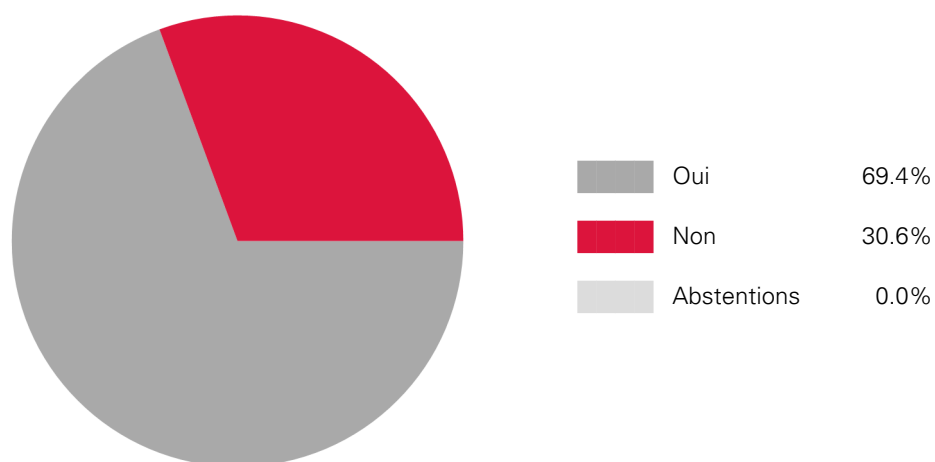
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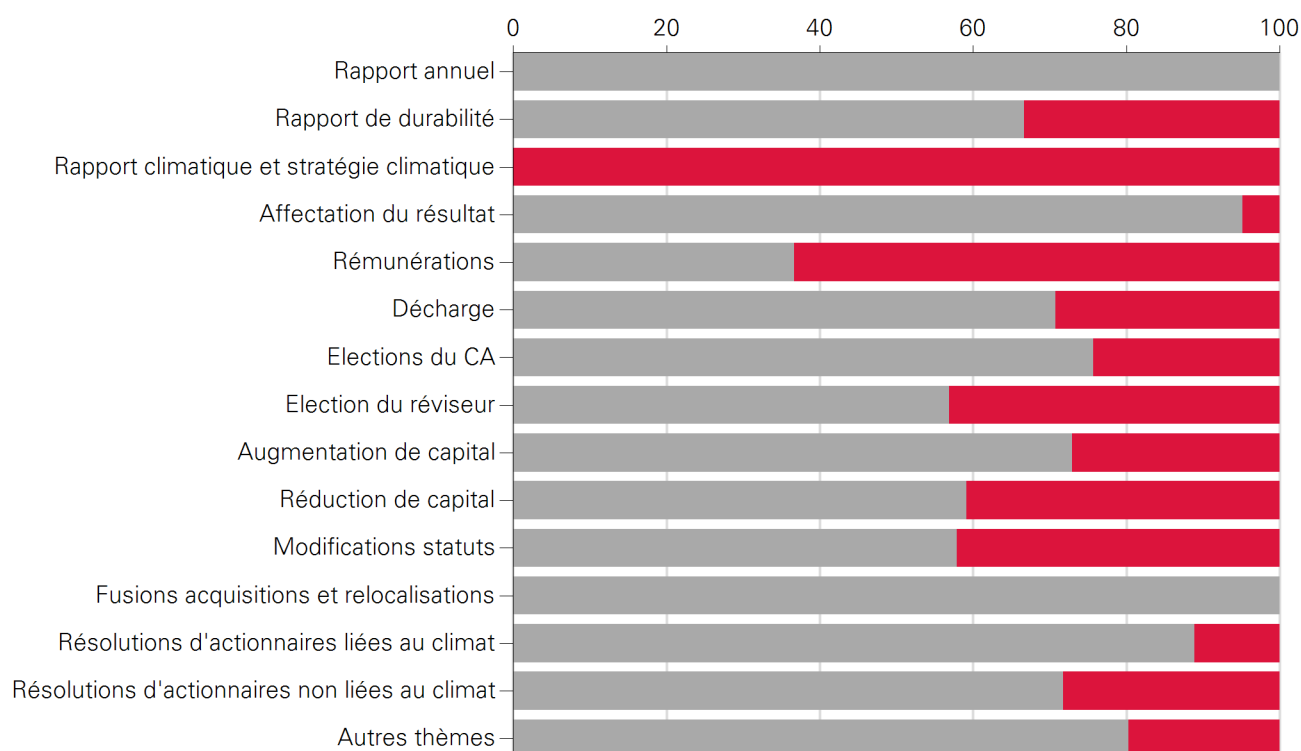
1 Résumé des analyses effectuées

Type d'assemblées générales	Nombre d'assemblées	Nombre de résolutions			
		Total	Oui	Non	Abstentions
Assemblées générales ordinaires	160	2472	1712	760	0
Assemblées générales extraordinaires	1	2	1	1	0
Assemblées générales ordinaires et extraordinaires	25	609	426	183	0
Total	186	3083	2139	944	0

1.1 Résumé des recommandations de vote d'Ethos



1.2 Recommandations de vote d’Ethos par catégorie de résolutions



	■ Résolutions approuvées		■ Résolutions refusées		■ Abstentions		Total Résolutions
Rapport annuel	92	100.0%	0	0.0%	0	0.0%	92
Rapport de durabilité	2	66.7%	1	33.3%	0	0.0%	3
Rapport climatique et stratégie climatique	0	0.0%	1	100.0%	0	0.0%	1
Affectation du résultat	78	95.1%	4	4.9%	0	0.0%	82
Rémunérations	150	36.7%	259	63.3%	0	0.0%	409
Décharge	140	70.7%	58	29.3%	0	0.0%	198
Elections du CA	1101	75.7%	354	24.3%	0	0.0%	1455
Election du réviseur	103	56.9%	78	43.1%	0	0.0%	181
Augmentation de capital	164	72.9%	61	27.1%	0	0.0%	225
Réduction de capital	55	59.1%	38	40.9%	0	0.0%	93
Modifications statuts	33	57.9%	24	42.1%	0	0.0%	57
Fusions acquisitions et relocalisations	1	100.0%	0	0.0%	0	0.0%	1
Résolutions d'actionnaires liées au climat	8	88.9%	1	11.1%	0	0.0%	9
Résolutions d'actionnaires non liées au climat	89	71.8%	35	28.2%	0	0.0%	124
Autres thèmes	122	80.3%	30	19.7%	0	0.0%	152

2 Résumé des recommandations de vote

Type d'assemblées générales (Type)

AGO	Assemblées générales ordinaires
AGE	Assemblées générales extraordinaires
MIX	Assemblées générales ordinaires et extraordinaires

Vote

✓	Pour
◐	Partiellement pour
✗	Contre
✕	Abstention

Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
3i	29.06.2023	AGO	✓			✓	✗		◐	✓	✓	✓					◐
Adobe	20.04.2023	AGO					✗		◐	✗						✓	
Advanced Micro Devices	18.05.2023	AGO					✗		◐	✗							
Advantest	27.06.2023	AGO							◐								✓
Adyen	11.05.2023	AGO	✓				✓	✓	✓	✓	✓	✗	✓				✓
AFLAC	01.05.2023	AGO					✗		◐	✗							
Ahold Delhaize	12.04.2023	AGO	✓			✓	✗	✓	✓	✓	✓	✓					✓
AIA Group	18.05.2023	AGO	✓			✓	✗		✗	✓	✓	✗					
Ally Financial	03.05.2023	AGO					✗		◐	✗							
American Express Company	02.05.2023	AGO					✗		◐	✓						✓	
American International Group	10.05.2023	AGO					✗		◐	✗						✓	
American Water Works	10.05.2023	AGO					✗		◐	✗						✓	
Ameriprise Financial	26.04.2023	AGO					✗		◐	✓							
Amgen	19.05.2023	AGO					✗		◐	✗							
Amundi	12.05.2023	MIX	✓		✗	✓	✓		◐		◐	◐					✓
Anglo American	26.04.2023	AGO	✓			✓	✗		◐	✓	✓	✗					✗
Aon	16.06.2023	AGO					✗		◐	✗							✓
Aquafil	27.04.2023	AGO	✓			✓	◐		✓								✗
Arcadis	12.05.2023	AGO	✓			✓	✓	✓	✓	✓	✓	✓					✓

Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Arch Capital Group	04.05.2023	AGO					🟡		🟡	✗							✓
ASML	26.04.2023	AGO	✓			✓	🟡	✓	✓	✓	✓	✓					
AstraZeneca	27.04.2023	AGO	✓			✗	✗		🟡	✓	✓	✗	✗				✗
AT&T	18.05.2023	AGO					✗		✓	✗						🟡	
Bath & Body Works	08.06.2023	AGO					✗		🟡	✗						✗	
Baxter	02.05.2023	AGO					✗		🟡	✗						✓	
Befesa	15.06.2023	AGO	✓			✓	🟡	✓		✓							
bioMérieux	23.05.2023	MIX	✓			✓	✓	✓	✓	✓	🟡	🟡					✓
BMW	11.05.2023	AGO				✓	✗	🟡	✓	✓			🟡				
BNP Paribas	16.05.2023	MIX	✓			✓	🟡		🟡		🟡	✗	✗				✓
Booking Holdings	06.06.2023	AGO					✗		✓	✗						✓	
Bouygues	27.04.2023	MIX	✓			✓	🟡		🟡		🟡	🟡					🟡
Brenntag	15.06.2023	AGO				✓	🟡	✓	✓	✓			🟡			✗	
Bristol-Myers Squibb	02.05.2023	AGO					✗		🟡	✗						🟡	
C.H. Robinson Worldwide	04.05.2023	AGO					✗		✓	✗							
Cadence Design Systems	04.05.2023	AGO					✗		🟡	✓						✗	
Carrefour	26.05.2023	MIX	✓	✓		✓	🟡		🟡	✓	🟡	🟡					✓
CBRE Group	17.05.2023	AGO					✗		✓	✓						✗	
Church & Dwight	27.04.2023	AGO					🟡		🟡	✗						✓	
Cigna	26.04.2023	AGO					✗		🟡	✗			✓			✓	
CME Group	04.05.2023	AGO					✗		🟡	✗							
CNH Industrial	14.04.2023	AGO	✓			✓	✗	✓	🟡	✓	🟡	✓					
Cognizant Technology Solutions	06.06.2023	AGO					🟡		🟡	✗						✓	
Colgate-Palmolive	12.05.2023	AGO					✗		🟡	✗						🟡	
Commerzbank	31.05.2023	AGO				✓	✗	✓	🟡	✓	🟡		🟡				
Corbion	17.05.2023	AGO	✓			✓	✓	✓	🟡	✓	🟡	✓					✓
Corticeira Amorim	28.04.2023	AGO	✓	✓		✓	✓	✓			✓	✓					🟡
Cummins	09.05.2023	AGO					🟡		🟡	✓						✓	
CVS Health	18.05.2023	AGO					✗		🟡	✓						🟡	
Daiichi Sankyo	19.06.2023	AGO				✓	✗		🟡								✓

Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Dell Technologies	20.06.2023	AGO					✗		🟡	✗							
Discover Financial	11.05.2023	AGO					✗		🟡	✔️							
Dollar General	31.05.2023	AGO					✗		🟡	✗						🟡	
Dollarama	07.06.2023	AGO					✗		🟡	✔️				✔️	✔️		
Dropbox	18.05.2023	AGO					✗		🟡	✔️							
E.ON	17.05.2023	AGO			✔️		✗	✔️	🟡	✔️			🟡				
Edenred	11.05.2023	MIX	✔️			✔️	🟡				✗	✔️					✔️
Electrolux Professional	26.04.2023	AGO	✔️			✔️	🟡	✗	✔️	✔️	✔️						✔️
Eli Lilly	01.05.2023	AGO					✗		🟡	✗			✔️			🟡	
Elis	25.05.2023	MIX	✔️			✔️	🟡		🟡		🟡	🟡				✔️	🟡
Eni	10.05.2023	MIX	✔️			✔️	🟡		✔️			✗				✗	🟡
Equinix	25.05.2023	AGO					✗		🟡	✗						✔️	
Everest Group	17.05.2023	AGO					✗		🟡	✗			✔️				
Expeditors	02.05.2023	AGO					✗		✔️	✗						✔️	
Fidelity National Information Services	24.05.2023	AGO					✗		🟡	✔️							
Ford Motors	11.05.2023	AGO					✗		🟡	✗						🟡	
Fresenius Medical Care AG & Co. KGaA	16.05.2023	AGO	✔️			✔️	✗	🟡		✔️			✗				
Fresenius SE & Co. KGaA	17.05.2023	AGO	✔️			✔️	✗	✔️		✔️			🟡				
Fujifilm Holdings	29.06.2023	AGO				✔️			✔️				✔️				✔️
Galp Energia, SGPS, S.A.	03.05.2023	AGO	✔️			✔️	✔️	✔️	🟡			🟡	✔️				🟡
GEA Group	27.04.2023	AGO				✔️	✔️	✔️	✔️	✗		✔️	🟡				
General Motors	20.06.2023	AGO					✗		🟡	✔️					✔️	✗	
Genuine Parts	01.05.2023	AGO					✗		🟡	✗							
Gilead Sciences	03.05.2023	AGO					🟡		🟡	✗						🟡	
GoDaddy	07.06.2023	AGO					✗		✔️	✔️							
Grainger	26.04.2023	AGO					✗		🟡	✔️							
Hang Seng Bank	04.05.2023	AGO							🟡	✔️	✔️	✔️	✗				✔️
HelloFresh	12.05.2023	AGO				✔️	✗	✔️	🟡	✔️			🟡				
Hennes & Mauritz	04.05.2023	AGO	✔️			✔️	✔️	✗	🟡	✔️		✔️				✔️	✔️

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Hera	27.04.2023	AGO	✓			✓	✗		✓			✓					○
Hermes International	20.04.2023	MIX	✓			✓	○	✓	○	○	○	✓					✓
Hewlett Packard Enterprise	05.04.2023	AGO					✗		○	✓						✓	
Hilton Worldwide	18.05.2023	AGO					✗		○	✗							
Home Depot	18.05.2023	AGO					✗		○	✗						○	
Honda Motor	21.06.2023	AGO							○								
Hong Kong Exchange & Clearing	26.04.2023	AGO	✓						✓	✓	✓	✓					
HP	24.04.2023	AGO					✗		○	✗						✓	
HubSpot	06.06.2023	AGO					✗		○	✓							
Humana Inc.	20.04.2023	AGO					✗		○	✗							
Iberdrola	28.04.2023	AGO	✓	✗		✓	✗	✓	○		✓	✓	✓				✓
IBM	25.04.2023	AGO					✗		○	✗						○	
Idexx Laboratories	17.05.2023	AGO					✗		✓	✗							
Insulet	23.05.2023	AGO					✗		✓	✓							
Intel	11.05.2023	AGO					✗		○	✗						○	
Intercontinental Hotels Group	05.05.2023	AGO	✓			✓	✗		○	✓	✓	✓					○
Investor AB	03.05.2023	AGO	✓			✓	○	✗	○	✓	✓	✓					✓
Japan Exchange	16.06.2023	AGO							○				✗				
Jerónimo Martins, SGPS, S.A.	20.04.2023	AGO	✓			✓	✗	✓		✓							
Juniper Networks	10.05.2023	AGO					✗		○	✗							
Kingspan Group	28.04.2023	AGO	✓			✗	○		○	✓	✓	✗					✗
KION Group	17.05.2023	AGO				✓	✗	○	✓	✓			✗				
Koninklijke Philips	09.05.2023	AGO	✓			✓	✓	✗	✓	✓	✓	✗					✓
Kroger	22.06.2023	AGO					✗		○	✗					✓	○	
Laboratory Corporation of America	11.05.2023	AGO					✗		○	✓						✓	
Lennox International	18.05.2023	AGO					✗		○	✗							
Lenzing	19.04.2023	AGO					✗	✓	○	✓	✗						
Liberty Global	14.06.2023	AGO					✗		✗	○	○	✗					✗
London Stock Exchange	27.04.2023	AGO	✓			✓	✗		✓	✓	✓	✗					○

Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
L'Oréal	21.04.2023	MIX	✓			✓	⦿		⦿		✓	✓					✓
Lowe's Companies	26.05.2023	AGO					✗		⦿	✗						✓	
LPL Financial	11.05.2023	AGO					✗		⦿	✗							
LVMH	20.04.2023	MIX	✓			✓	⦿		⦿		⦿	✓					✗
Marketaxess Holdings	07.06.2023	AGO					✗		⦿	✗							
Mastercard	27.06.2023	AGO					⦿		⦿	✗						⦿	
Mazda Motor	27.06.2023	AGO				✓	✗		⦿								
Mercedes-Benz Group	03.05.2023	AGO				✓	✗	✓	✗	✓	✗		⦿				
Merck	23.05.2023	AGO					✗		⦿	✗						⦿	
Mettler Toledo International (MT)	04.05.2023	AGO					✗		⦿	✓							
MIPS	10.05.2023	AGO	✓			✓	✓	✓	⦿	✓	✓	✓					✓
Molson Coors	17.05.2023	AGO					✗		⦿								
Moody's	18.04.2023	AGO					✗		✓	✓							
Motorola Solutions	16.05.2023	AGO					✗		⦿	✓							
Munich Re	05.05.2023	AGO				✓	✗	✓		✗			⦿				
Munters Group	17.05.2023	AGO	✓			✓	⦿	✗	⦿	✗	✓						✓
NatWest Group	25.04.2023	AGO	✓			✓	✗		✓	✓	⦿	⦿					⦿
NEC Corp.	22.06.2023	AGO							⦿				✓				
Neurocrine Biosciences	17.05.2023	AGO					✗		⦿	✗							
Newmont Corporation	26.04.2023	AGO					✗		⦿	✓							
Nexans	11.05.2023	MIX	✓			✓	✓		⦿		⦿	⦿					⦿
Next	18.05.2023	AGO	✓			✓	✗		⦿	✓	✓	✗					✗
Nvidia	22.06.2023	AGO					✗		⦿	✓							
Owens Corning	20.04.2023	AGO					✗		⦿	✗			✓				
Paccar	25.04.2023	AGO					✗		⦿	✗					✓	✓	
Paramount Global	08.05.2023	AGO					✗		⦿	✗						✓	
Pearson	28.04.2023	AGO	✓			✓	✗		✓	✓	✓	✗					✗
PepsiCo	03.05.2023	AGO					✗		⦿	✗					✗	⦿	
Pfizer	27.04.2023	AGO					✗		⦿	✗						✓	
Principal Financial Group	16.05.2023	AGO					✗		⦿	✗							
Progressive Corp	12.05.2023	AGO					✗		⦿	✗							

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Prudential Financial	09.05.2023	AGO					✗		🟡	✗						✓	
Prysmian	19.04.2023	MIX	✓			✓	🟡				✓	✓					✗
Publicis Groupe	31.05.2023	MIX	✓			✓	🟡		✓	✓	✓	✓					✓
Quest Diagnostics	17.05.2023	AGO					✗		🟡	✗					✓		
Reckitt Benckiser	03.05.2023	AGO	✓			✗	✗		✓	✓	✓	✗					🟡
Recruit Holdings	26.06.2023	AGO					✗		🟡								✓
Regeneron Pharmaceutical	09.06.2023	AGO					✗		🟡	✗						✓	
Renault	11.05.2023	MIX	✓			✓	🟡		🟡			🟡					🟡
Rexel	20.04.2023	MIX	✓			✓	🟡		✓		🟡	✓	✓				✓
Rohm	27.06.2023	AGO				✓			🟡							✗	
Ross Stores	17.05.2023	AGO					✗		🟡	✗							
S&P Global	03.05.2023	AGO					✗		✓	✗							
Sanofi	25.05.2023	MIX	✓			✓	🟡		✓	✗	🟡	✓	✓				✓
Scor	25.05.2023	MIX	✓			✓	🟡		🟡		🟡						✓
SEI Investments	31.05.2023	AGO					✗		✗	✓							
Seiko Epson	27.06.2023	AGO				✓	✓		🟡				✓				
Société Générale	23.05.2023	MIX	✓			✓	🟡		🟡		✓	✗	✓				✓
Softbank Corp	20.06.2023	AGO							🟡				✗				✓
SolarEdge Technologies	01.06.2023	AGO					✗		✓	✓			🟡				✓
SPIE	10.05.2023	MIX	✓			✓	✓		✓	✓	✓	✓					✓
STMicroelectronics	24.05.2023	AGO	✓			✗	✗	✓	🟡		✓	✓					
Symrise	10.05.2023	AGO				✓	✓	✓	✓	✗							
Synchrony Financial	18.05.2023	AGO					✗		✓	✓							
T Rowe Price Group	09.05.2023	AGO					🟡		✓	✗							
Takeda Pharmaceutical	28.06.2023	AGO				✓	✓		🟡								
Target	14.06.2023	AGO					✗		🟡	✗						✓	
Teleperformance	13.04.2023	MIX	✓			✓	🟡		🟡	🟡	✓	🟡					✓
Tesco	16.06.2023	AGO	✓			✓	✗		✓	✓	✓	✗					🟡
The Hershey Company	16.05.2023	AGO					✗		🟡	✓						✓	
Thule Group	27.04.2023	AGO	✓			✓	🟡	✓	🟡	✓							✓
Tomra Systems	27.04.2023	AGO	✓			✓	✓		✓	✗	✓	✓	✓				🟡

Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Trane Technologies	01.06.2023	AGO					✗		🟡	✗	🟡						✔️
Unilever	03.05.2023	AGO	✔️				✗		🟡	✔️	✔️	✔️					🟡
United Parcel Service	04.05.2023	AGO					✗		🟡	✗					✔️	🟡	
United Rentals	04.05.2023	AGO					✗		🟡	✗			✔️			✔️	
UPM Kymmene	12.04.2023	AGO	✔️			✔️	🟡	✔️	✔️	🟡	✔️	✔️	✗				✔️
Veolia Environnement	27.04.2023	MIX	✔️			✔️	🟡		🟡	✗	✔️	✔️	✗				✔️
Verallia	25.04.2023	MIX	✔️			✔️	🟡		✔️		🟡	✔️					✔️
Verizon Communications	11.05.2023	AGO					✗		🟡	✗						🟡	
Vertex Pharmaceuticals	17.05.2023	AGO					✗		🟡	✗							
Vinci	13.04.2023	MIX	✔️			✔️	🟡		🟡		🟡	✔️					✔️
Vivendi	24.04.2023	MIX	✔️			✔️	🟡		✔️	✔️	✔️	✗					✔️
Whirlpool	18.04.2023	AGO					✗		🟡	✗							
Wienerberger	05.05.2023	AGO				✔️	✗	✔️	✔️	✔️							
Wolters Kluwer	10.05.2023	AGO	✔️			✔️	✗	✔️	✔️	✔️	✔️	✗					
Xylem	11.05.2023	AGE												✔️			✗
	18.05.2023	AGO					✗		🟡	✔️						✗	
Yum! Brands	18.05.2023	AGO					✗		🟡	✗						🟡	

3 Résultats des votes

3.1 Résultats moyens par thème

Type de résolution	Nombre de résolutions*	Résultats disponibles*	Taux d'approbation moyen*
Rapport annuel	92	85	99.5%
Rapport de durabilité	3	3	97.7%
Rapport climatique et stratégie climatique	1	1	98.3%
Affectation du résultat	82	73	99.6%
Rémunérations	409	386	89.9%
Décharge	198	127	96.6%
Elections du CA	1420	1321	96.0%
Election du réviseur	181	165	97.0%
Augmentation de capital	225	219	93.9%
Réduction de capital	93	88	98.0%
Modifications statuts	57	53	92.6%
Fusions acquisitions et relocalisations	1	1	99.6%
Résolutions d'actionnaires liées au climat	9	9	24.9%
Résolutions d'actionnaires non liées au climat	124	115	22.8%
Autres thèmes	150	121	97.7%
Tous les thèmes	3045	2767	92.1%

*Sans les propositions basées sur le « plurality vote » ou la majorité relative.

3.2 Résolutions du conseil refusées

Société	Date AG	No.	Résolution	Ethos	Résultat
UPM Kymmene	12.04.2023	19.	Amendment of the Articles of Association: virtual meetings (article 10)	CONTRE	
Hera	27.04.2023	8.2	Slate of nominees submitted by Gruppo Società Gas Rimini SpA	NE PAS VOTER	8.2%
HelloFresh	12.05.2023	8	Amend Articles: Term of office of Supervisory Board members (Article 8 (2))	CONTRE	18.7%
Befesa	15.06.2023	8.	Approve remuneration report	CONTRE	22.1%
Koninklijke Philips	09.05.2023	2e.	Discharge of executive board	CONTRE	23.6%
CME Group	04.05.2023	3.	Advisory vote on executive remuneration	CONTRE	32.1%
American International Group	10.05.2023	2	Advisory vote on executive remuneration	CONTRE	32.4%
HelloFresh	12.05.2023	7	Approve Remuneration Report	CONTRE	36.9%
Unilever	03.05.2023	2	Advisory vote on directors' remuneration report	CONTRE	42.0%
Owens Corning	20.04.2023	6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	71.6%

3.3 Résolutions du conseil retirées

Société	Date AG	No.	Résolution	Ethos
Cigna	26.04.2023	7	Shareholder resolution: Disclose political contributions	POUR
Equinix	25.05.2023	1c.	Re-elect Mr. Ron Guerrier	POUR
Paramount Global	08.05.2023	6	Shareholder resolution: Disclose political contributions	POUR
Tesco	16.06.2023	5	Re-elect Mr. John Allan	RETIRÉE
Vinci	13.04.2023	8	Election of Ms. Agnès Daney de Marcillac	POUR
Vinci	13.04.2023	9	Election of Mr. Ronald Kouwenhoven	CONTRE
Xylem	11.05.2023	2	Approve the adjournment of the special meeting to solicit additional proxies	CONTRE
Yum! Brands	18.05.2023	7.	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	CONTRE
Yum! Brands	18.05.2023	8.	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	POUR

3.4 Résolutions du conseil les plus contestées

Société	Date AG	No.	Résolution	Ethos	Résultat
Befesa	15.06.2023	7.	Approve (executive) remuneration policy	CONTRE	50.0%
Ally Financial	03.05.2023	2	Advisory vote on executive remuneration	CONTRE	51.7%
Pearson	28.04.2023	12	Binding vote on directors' remuneration policy	CONTRE	53.6%
Scor	25.05.2023	21	Re-elect Ms. Fields Wicker-Miurin	POUR	53.7%
American Express Company	02.05.2023	3.	Advisory vote on executive remuneration	CONTRE	54.2%
CME Group	04.05.2023	1d.	Re-elect Mr. Charles P. Carey	CONTRE	54.5%
Prysmian	19.04.2023	O.6	Advisory vote on the remuneration paid in FY 2022	POUR	56.4%
Carrefour	26.05.2023	10	Approve the remuneration policy of the Chairman and CEO	CONTRE	56.8%
Scor	25.05.2023	15	Re-elect Mr. Augustin de Romanet	CONTRE	57.7%
Liberty Global	14.06.2023	5.	Advisory vote on executive remuneration	CONTRE	58.2%

4 Analyses par société

3i 29.06.2023 AGO

No.	Ordre du jour	Board	Ethos		Résultat
1	Report and accounts	POUR	POUR		✓ 100.0%
2	Directors' remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 95.2%
3	Directors' remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 95.1%
4	Non-executive directors' fees	POUR	● CONTRE	The proposed increase relative to the previous year is excessive.	✓ 99.8%
5	Final dividend	POUR	POUR		✓ 100.0%
Elections to the board of directors					
6	Re-elect Mr. Simon Borrows	POUR	POUR		✓ 99.4%
7	Re-elect Mr. Stephen Daintith	POUR	POUR		✓ 98.0%
8	Re-elect Ms. Jasi Halai	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice.	✓ 99.3%
9	Re-elect Mr. James Hatchley	POUR	POUR		✓ 99.2%
10	Re-elect Mr. David Hutchison	POUR	● CONTRE	Non independent member of the remuneration committees which is not best UK market practice.	✓ 91.7%
11	Re-elect Ms. Lesley Knox OBE	POUR	POUR		✓ 98.0%
12	Re-elect Ms. Coline Lucille McConville	POUR	POUR		✓ 95.6%
13	Re-elect Mr. Peter McKellar	POUR	POUR		✓ 94.4%
14	Re-elect Ms. Alexandra Schaapveld	POUR	POUR		✓ 98.1%
15	Re-appoint KPMG as auditors	POUR	POUR		✓ 98.2%
16	Auditor's remuneration	POUR	POUR		✓ 99.9%
17	Political donations	POUR	POUR		✓ 98.3%
18	Authority to allot shares	POUR	POUR		✓ 93.7%
19	Disapplication of pre-emption rights	POUR	POUR		✓ 98.9%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 96.9%
21	Purchase of own shares	POUR	POUR		✓ 97.8%
22	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Dr. iur. Amy L. Banse	POUR	POUR	✓ 92.8%
1.b	Re-elect Mr. Brett Biggs	POUR	POUR	✓ 99.3%
1.c	Re-elect Ms. Melanie Boulden	POUR	POUR	✓ 97.4%
1.d	Re-elect Mr. Frank A. Calderoni	POUR	POUR	✓ 95.9%
1.e	Re-elect Ms. Laura B. Desmond	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 96.6%
1.f	Re-elect Mr. Shantanu Narayen	POUR	● CONTRE	Combined chairman and CEO. ✓ 93.6%
1.g	Re-elect Mr. Spencer Neumann	POUR	POUR	✓ 99.3%
1.h	Re-elect Ms. Kathleen Oberg	POUR	POUR	✓ 96.9%
1.i	Re-elect Mr. Dheeraj Pandey	POUR	POUR	✓ 99.3%
1.j	Re-elect Mr. David A. Ricks	POUR	POUR	✓ 97.1%
1.k	Re-elect Mr. Daniel L. Rosensweig	POUR	POUR	✓ 96.0%
1.l	Re-elect Dr. John E. Warnock	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 98.5%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	To approve the amendment of the 2019 Equity Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 94.2%
				An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.7%
4	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 88.2%
				An important part of the variable remuneration is based on continued employment only.
5	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.6%
6	Shareholder resolution: Eliminating discrimination through inclusive hiring	CONTRE	● POUR	We support corporate policies that encourage social responsibility. ✗ 17.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Ms. Nora M. Denzel	POUR	POUR	✓ 98.4%
1b.	Re-elect Mr. Mark Durcan	POUR	POUR	✓ 97.6%
1c.	Re-elect Mr. Michael P. Gregoire	POUR	POUR	✓ 97.9%
1d.	Re-elect Mr. Joseph A. Householder	POUR	POUR	✓ 98.4%
1e.	Re-elect Mr. John W. Marren	POUR	POUR	✓ 99.4%
1f.	Re-elect Mr. Jon A. Olson	POUR	POUR	✓ 98.7%
1g.	Re-elect Dr. Lisa T. Su	POUR	● CONTRE	Combined chairman and CEO. ✓ 94.1%
1h.	Re-elect Mr. Abhi Y. Talwalkar	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 85.0%
1i.	Re-elect Ms. Elizabeth W. Vanderslice	POUR	POUR	✓ 97.6%
2.	To approve 2023 Equity Incentive Plan	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.2%
3.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.0%
4.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 85.7%
5.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Election of Directors with an Audit & Supervisory Committee			
1.1	Re-elect Mr. Yoshiaki Yoshida	POUR	● CONTRE	Combined chairman and CEO. ✓ 98.0%
1.2	Re-elect Mr. Douglas Lefever	POUR	POUR	✓ 98.7%
1.3	Re-elect Mr. Koichi Tsukui	POUR	POUR	✓ 98.7%
1.4	Re-elect Mr. Toshimitsu Urabe	POUR	POUR	✓ 98.4%
1.5	Re-elect Mr. Nicholas Benes	POUR	POUR	✓ 99.3%
1.6	Elect Mr. Naoto Nishida	POUR	POUR	✓ 99.3%
2.1	Re-elect Mr. Yuichi Kurita	POUR	POUR	✓ 96.3%
2.2	Elect Ms. Tomoko Nakada	POUR	POUR	✓ 100.0%
3	Elect Mr. Nicholas Benes as a substitute audit and supervisory committee member	POUR	POUR	✓ 98.7%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2a.	Report of the executive - and supervisory board of the past financial year	SANS VOTE	SANS VOTE	
2b.	Adoption of the financial statements	POUR	POUR	✓ 96.9%
2c.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
2d.	Approve remuneration report	POUR	POUR	✓ 97.7%
2e.	Approve executive remuneration policy	POUR	POUR	✓ 97.8%
2f.	Approve remuneration of the supervisory board	POUR	POUR	✓ 99.7%
2g.	Approval of an increased cap on variable remuneration outside the European Economic Area to 200% of fixed remuneration	POUR	POUR	✓ 99.4%
3.	Discharge of executive board	POUR	POUR	✓ 98.9%
4.	Discharge of supervisory board	POUR	POUR	✓ 98.9%
5.	Re-elect Mr. Ingo Uytdehaage as member of the executive board	POUR	POUR	✓ 100.0%
6.	Re-elect Ms. Mariëtte Swart as member of the executive board	POUR	POUR	✓ 100.0%
7.	Elect Ms. Brooke Nayden as member of the executive board	POUR	POUR	✓ 100.0%
8.	Elect Mr. Ethan Tandowsky as member of the executive board	POUR	POUR	✓ 100.0%
	Composition of the supervisory board			
9.	Re-elect Ms. Pamela Joseph	POUR	POUR	✓ 97.3%
10.	Re-elect Mr. Joep van Beurden	POUR	POUR	✓ 92.2%
11.	Amendment of Articles 2 and 18.1 of the Articles of Association	POUR	POUR	✓ 99.8%
12.	Authorisation to issue shares	POUR	POUR	✓ 99.7%
13.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 98.7%
14.	Authorisation to repurchase own shares	POUR	● CONTRE	The share repurchase replaces the dividend in cash. ✓ 98.8%
15.	Election of auditor	POUR	POUR	✓ 99.9%
16.	Any other business and closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Daniel P. Amos	POUR	● CONTRE	Combined chairman and CEO. ✓ 98.3%
1.b	Re-elect Mr. W. Paul Bowers	POUR	POUR	✓ 99.3%
1.c	Re-elect Mr. Arthur R. Collins	POUR	POUR	✓ 99.5%
1.d	Elect Prof. Miwako Hosoda	POUR	POUR	✓ 99.6%
1.e	Re-elect Mr. Thomas J. Kenny	POUR	POUR	✓ 99.7%
1.f	Re-elect Ms. Georgette D. Kiser	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.1%
1.g	Re-elect Ms. Karole F. Lloyd	POUR	POUR	✓ 99.4%
1.h	Re-elect Mr. Nobuchika Mori	POUR	POUR	✓ 99.6%
1.i	Re-elect Mr. Joseph L. Moskowitz	POUR	POUR	✓ 98.8%
1.j	Re-elect Prof. Dr. Barbara K. Rimer	POUR	● CONTRE	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	POUR	POUR	✓ 98.7%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 97.3%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.5%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 97.4%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Report of the executive - and supervisory board of the past financial year	SANS VOTE	SANS VOTE	
3.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
4.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
5.	Approve allocation of income	POUR	POUR	✓ 99.9%
6.	Approve remuneration report	POUR	● CONTRE	Excessive total remuneration. Performance targets are not sufficiently challenging. ✓ 94.4%
7.	Discharge of executive board	POUR	POUR	✓ 98.4%
8.	Discharge of supervisory board	POUR	POUR	✓ 98.4%
	Composition of the supervisory board			
9.	Re-elect Mr. Peter Agnefjäll	POUR	POUR	✓ 99.5%
10.	Re-elect Mr. Bill McEwan	POUR	POUR	✓ 96.0%
11.	Re-elect Ms. Katie Doyle	POUR	POUR	✓ 99.7%
12.	Elect Ms. Julia Vander Ploeg	POUR	POUR	✓ 99.8%
13.	Re-elect Mr. Frans Muller to the executive board	POUR	POUR	✓ 100.0%
14.	Elect Mr. JJ Fleeman to the executive board	POUR	POUR	✓ 100.0%
15.	Election of auditor	POUR	POUR	✓ 99.9%
16.	Authorisation to issue shares	POUR	POUR	✓ 98.4%
17.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 97.0%
18.	Authorisation to repurchase own shares	POUR	POUR	✓ 97.7%
19.	Reduce share capital via cancellation of shares	POUR	POUR	✓ 99.8%
20.	Closing of the Meeting	SANS VOTE	SANS VOTE	













No.	Ordre du jour	Board	Ethos		Résultat
1	Accept financial statements and statutory reports of the company	POUR	POUR		✓ 99.0%
2	Approve final dividend	POUR	POUR		✓ 99.7%
	Elections of directors				
3	Re-elect Mr. Edmund Sze-Wing Tse	POUR	● CONTRE	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	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 88.4%
5	Re-elect Prof. Lawrence Juen-Yee Lau	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 95.7%
6	Re-election of the auditor and fix their remuneration	POUR	POUR		✓ 96.4%
7.a	Mandate to issue shares	POUR	POUR		✓ 97.3%
7.b	Mandate to buyback shares	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 78.3%
10	To approve and adopt the restricted share unit scheme	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 83.8%
11	To approve and adopt the employee share purchase plan	POUR	● CONTRE	Individual cap is egregious.	✓ 96.1%
12	To approve and adopt the agency share purchase plan	POUR	● CONTRE	Individual cap is egregious.	✓ 96.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Franklin W. Hobbs	POUR	● CONTRE	The director is 75 years old, which exceeds guidelines. ✔ 93.9%
1.b	Re-elect Mr. Kenneth J. Bacon	POUR	POUR	✔ 94.7%
1.c	Re-elect Mr. William H. Cary	POUR	POUR	✔ 99.0%
1.d	Re-elect Ms. Mayree Carroll Clark	POUR	POUR	✔ 94.2%
1.e	Re-elect Mr. Kim S. Fennebresque	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✔ 85.7%
1.f	Re-elect Ms. Melissa Goldman	POUR	POUR	✔ 99.8%
1.g	Re-elect Ms. Marjorie Magner	POUR	POUR	✔ 94.3%
1.h	Re-elect Mr. David Reilly	POUR	POUR	✔ 99.4%
1.i	Re-elect Mr. Brian H. Sharples	POUR	POUR	✔ 99.3%
1.j	Re-elect Mr. Michael F. Steib	POUR	POUR	✔ 99.3%
1.k	Re-elect Mr. Jeffrey J. Brown	POUR	POUR	✔ 99.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✔ 51.7%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✔ 94.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a.	Re-elect Mr. Thomas J. Baltimore Jr.	POUR	● CONTRE	Concerns over the director's time commitments. ✔ 79.8%
1b.	Re-elect Mr. John J. Brennan	POUR	POUR	✔ 96.7%
1c.	Re-elect Mr. Peter Chernin	POUR	● CONTRE	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	POUR	POUR	✔ 99.5%
1e.	Re-elect Mr. Ralph de la Vega	POUR	POUR	✔ 98.0%
1f.	Re-elect Mr. Theodore J. Leonsis	POUR	POUR	✔ 95.7%
1g.	Elect Ms. Deborah P. Majoras	POUR	POUR	✔ 99.2%
1h.	Re-elect Ms. Karen L. Parkhill	POUR	POUR	✔ 99.6%
1i.	Re-elect Mr. Charles E. Phillips Jr.	POUR	POUR	✔ 98.4%
1j.	Re-elect Ms. Lynn A. Pike	POUR	POUR	✔ 98.6%
1k.	Re-elect Mr. Stephen J. Squeri	POUR	● CONTRE	Combined chairman and CEO. ✔ 96.0%
1l.	Re-elect Dr. med. Daniel L. Vasella	POUR	POUR	✔ 96.4%
1m.	Re-elect Ms. Lisa W. Wardell	POUR	POUR	✔ 99.1%
1n.	Re-elect Mr. Christopher D. Young	POUR	POUR	✔ 97.5%
2.	Re-election of the auditor	POUR	POUR	✔ 98.4%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 54.2% Excessive total remuneration.
4.	Advisory vote on say on pay frequency	UN AN	UN AN	✔ 98.9%
5.	Shareholder resolution: Termination Pay	CONTRE	● POUR	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	CONTRE	● POUR	Protecting customer privacy is crucial for maintaining a good reputation and building trust with customers. ✘ 11.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Elect Ms. Paola Bergamaschi	POUR	POUR	✓ 99.8%
1b	Re-elect Mr. James Cole Jr.	POUR	POUR	✓ 99.5%
1c	Re-elect Mr. W. Don Cornwell	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 97.6%
1d	Re-elect Ms. Linda A. Mills	POUR	POUR	✓ 87.3%
1e	Elect Ms. Diana M. Murphy	POUR	POUR	✓ 99.8%
1f	Re-elect Mr. Peter R. Porrino	POUR	POUR	✓ 98.9%
1g	Re-elect Mr. John G. Rice	POUR	POUR	✓ 98.3%
1h	Re-elect Ms. Therese M. Vaughan	POUR	POUR	✓ 95.9%
1i	Elect Ms. Vanessa A. Wittman	POUR	POUR	✓ 99.6%
1j	Re-elect Mr. Peter Zaffino	POUR	● CONTRE	Combined chairman and CEO. ✓ 95.2%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive total remuneration. ✗ 32.4%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.6%
4	Shareholder resolution: Independent chairman	CONTRE	● POUR	The separation of functions allows an effective supervision of the management by the board. ✗ 45.1%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Jeffrey N. Edwards	POUR	POUR	✓ 96.2%
1b.	Re-elect Ms. Martha Clark Goss	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.9%
1c.	Re-elect Ms. M. Susan Hardwick	POUR	POUR	✓ 99.4%
1d.	Re-elect Ms. Kimberly J. Harris	POUR	POUR	✓ 96.1%
1e.	Elect Ms. Laurie P. Havanec	POUR	POUR	✓ 99.6%
1f.	Re-elect Ms. Julia L. Johnson	POUR	POUR	✓ 95.3%
1g.	Re-elect Ms. Patricia Leonard Kampling	POUR	POUR	✓ 96.7%
1h.	Re-elect Mr. Karl F. Kurz	POUR	POUR	✓ 97.8%
1i.	Elect Mr. Michael L. Marberry	POUR	POUR	✓ 99.3%
1j.	Re-elect Dr. James Stavridis	POUR	POUR	✓ 92.6%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 93.5%
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.4%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 91.6%
5.	Shareholder resolution: Oversee and Report a Racial Equity Audit	CONTRE	● POUR	Enhanced disclosure on human rights to prevent discrimination. ✗ 39.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. James M. Cracchiolo	POUR	● CONTRE	Combined chairman and CEO.  90.1%
1.b	Re-elect Mr. Robert F. Sharpe	POUR	● CONTRE	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	POUR	POUR	 88.0%
1.d	Re-elect Ms. Amy DiGeso	POUR	POUR	 99.0%
1.e	Re-elect Mr. Christopher J. Williams	POUR	POUR	 87.7%
1.7	Elect Mr. Armando Pimentel, Jr.	POUR	POUR	 94.8%
1.g	Re-elect Mr. Brian T. Shea	POUR	POUR	 97.5%
1.h	Re-elect Mr. W. Edward Walter	POUR	POUR	 94.7%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  81.9% An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	UN AN	UN AN	 97.8%
4	To approve the amendment of the 2005 Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.  88.2%
5	Re-election of the auditor	POUR	POUR	 98.5%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Dr. Wanda M. Austin	POUR	POUR	✓ 99.1%
1b.	Re-elect Mr. Robert A. Bradway	POUR	● CONTRE	Combined chairman and CEO. ✓ 93.8%
1c.	Elect Mr. Dr. med. Michael V. Drake	POUR	● CONTRE	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	POUR	POUR	✓ 99.2%
1e.	Re-elect Mr. Robert A. Eckert	POUR	POUR	✓ 92.2%
1f.	Re-elect Mr. Greg C. Garland	POUR	POUR	✓ 87.7%
1g.	Re-elect Mr. Charles M. Holley Jr.	POUR	POUR	✓ 94.5%
1h.	Re-elect Dr. S. Omar Ishrak	POUR	POUR	✓ 99.1%
1i.	Re-elect Prof. Dr. Tyler Jacks	POUR	POUR	✓ 97.7%
1j.	Re-elect Ms. Ellen J. Kullman	POUR	POUR	✓ 96.0%
1k.	Re-elect Ms. Amy E. Miles	POUR	POUR	✓ 95.5%
1l.	Re-elect Dr. Ronald D. Sugar	POUR	● CONTRE	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	POUR	● CONTRE	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	UN AN	UN AN	✓ 98.1%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	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	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.5%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 99.5%
3	Approve allocation of income and dividend	POUR	POUR	✓ 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)	POUR	POUR	✓ 100.0%
5	Approve the remuneration report	POUR	POUR	✓ 98.5%
6	Approve the 2022 remuneration of Mr. Yves Perrier, Chairman of the board	POUR	POUR	✓ 99.9%
7	Approve the 2022 remuneration of Ms. Valérie Baudson, CEO	POUR	POUR	✓ 97.8%
8	Approve the 2022 remuneration of Mr. Nicolas Calcoen, deputy CEO as from 1 April 2022	POUR	POUR	✓ 97.8%
9	Approve the remuneration policy of directors	POUR	POUR	✓ 99.9%
10	Approve the remuneration policy of the Chairman of the board	POUR	POUR	✓ 99.9%
11	Approve the remuneration policy of the CEO	POUR	POUR	✓ 97.1%
12	Approve the remuneration policy of the deputy CEO	POUR	POUR	✓ 97.8%
13	Consultative vote on the remuneration 2022 paid to the material key risk takers	POUR	POUR	✓ 99.4%
Elections to the board of directors				
14	Elect Mr. Philippe Brassac	POUR	POUR	✓ 94.9%
15	Elect Ms. Nathalie Wright	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 94.7%
16	Re-elect Ms. Laurence Danon	POUR	POUR	✓ 99.6%
17	Re-elect Ms. Christine Gandon	POUR	POUR	✓ 95.2%
18	Re-elect Ms. Hélène Molinari	POUR	POUR	✓ 98.8%
19	Re-elect Mr. Christian Rouchon	POUR	● CONTRE	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	POUR	● CONTRE	The CO2e emission reduction targets do not cover all direct and indirect emissions. ✓ 98.3%

No.	Ordre du jour	Board	Ethos		Résultat
21	Authorisation to the board to trade up to 10% of the company's shares	POUR	● CONTRE	The repurchase price is too high.	✓ 99.8%
22	Authorisation to increase capital by issuing shares with pre-emptive rights	POUR	POUR		✓ 99.9%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 99.7%
24	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 99.5%
25	Approve distribution of performance shares	POUR	● CONTRE	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	POUR	POUR		✓ 99.2%
27	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	2022 Annual Report and Accounts	POUR	POUR	✓ 99.0%
2	Final dividend	POUR	POUR	✓ 100.0%
Elections to the Board of Directors				
3	Elect Ms. Magali Anderson	POUR	POUR	✓ 99.5%
4	Re-elect Mr. Stuart Chambers	POUR	POUR	✓ 96.8%
5	Re-elect Mr. Duncan Wanblad	POUR	POUR	✓ 99.6%
6	Re-elect Mr. Stephen Pearce	POUR	POUR	✓ 99.7%
7	Re-elect Mr. Ian Ashby	POUR	● CONTRE	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	POUR	POUR	✓ 99.5%
9	Re-elect Ms. Hilary Maxson	POUR	POUR	✓ 100.0%
10	Re-elect Ms. Hixonia Nyasulu	POUR	POUR	✓ 99.3%
11	Re-elect Ms. Nonkululeko Nyembezi	POUR	POUR	✓ 99.5%
12	Re-elect Mr. Ian Tyler	POUR	POUR	✓ 99.8%
13	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR	✓ 99.3%
14	Auditor's remuneration	POUR	POUR	✓ 100.0%
15	Binding vote on Directors' Remuneration policy	POUR	● CONTRE	Potential excessive awards. ✓ 95.9%
16	Advisory vote on Directors' Remuneration report	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.6%
17	Authority to allot shares	POUR	POUR	✓ 94.6%
18	Disapplication of pre-emption rights on the issue of shares for cash	POUR	POUR	✓ 87.1%
19	Authority to purchase own shares	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital. ✓ 88.0%
20	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 91.4%

No.	Ordre du jour	Board	Ethos	Résultat
Elections of directors				
1.1	Re-elect Mr. Lester B. Knight	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 93.5%
1.2	Re-elect Mr. Gregory C. Case	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.8%
1.3	Re-elect Mr. Jin-Yong Cai	POUR	POUR	✓ 99.3%
1.4	Re-elect Mr. Jeffrey C. Campbell	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 92.4%
1.5	Re-elect Mr. Fulvio Conti	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 96.5%
1.6	Re-elect Ms. Cheryl A. Francis	POUR	POUR	✓ 96.8%
1.7	Elect Ms. Adriana Karaboutis	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.1%
1.8	Re-elect Mr. Richard C. Notebaert	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 95.4% The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Re-elect Ms. Gloria Santona	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.8%
1.10	Elect Ms. Sarah E. Smith	POUR	POUR	✓ 99.7%
1.11	Re-elect Mr. Byron O. Spruell	POUR	POUR	✓ 99.1%
1.12	Re-elect Dr. Carolyn Y. Woo	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.0%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive total remuneration. ✓ 92.3% Excessive variable remuneration.
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.0%
4	Re-election of Ernst & Young as auditors	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.3%
5	Re-election of Ernst & Young Chartered Accountants as auditors (Irish Law)	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.5%
6	Authorize the Board to Fix Remuneration of Auditors (Irish Law)	POUR	POUR	✓ 98.4%
7	To approve the amendment of the Aon 2011 Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 94.6%

No.	Ordre du jour	Board	Ethos		Résultat
1	Financial statements as at 31 December 2022	POUR	POUR		✓ 99.4%
2	Allocation of net income and dividend distribution	POUR	POUR		✓ 99.5%
3.a	Binding vote on the remuneration policy	POUR	POUR		✓ 99.2%
3.b	Advisory vote on the remuneration paid in 2022	POUR	● CONTRE	The information provided is insufficient.	✓ 92.1%
4.1	Definition of the number of members of the Board of Directors	POUR	POUR		✓ 99.6%
4.2	Definition of the term of office of Directors	POUR	POUR		✓ 99.6%
4.3	Appointment of Board members				
4.3.1	Slate of nominees submitted by Aquafil Holding SpA	PAS DE RECOMMA ND.	● NE PAS VOTER	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	PAS DE RECOMMA ND.	● POUR	The nominees in the slate are independent from the company and its shareholders.	✓ 9.0% *
4.4	Definition of the remuneration of Directors	POUR	POUR		✓ 99.6%
A.	Deliberations on possible legal action against Directors if presented by shareholders	PAS DE RECOMMA ND.	● CONTRE	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	–

* Cette élection est basée sur le « plurality vote » ou la majorité relative : le/la candidat(e) avec le plus de voix POUR est élu(e), même si la majorité absolue (50%) n'est pas atteinte. Si le nombre de candidat(e)s correspond au nombre de sièges à pourvoir, une seule voix POUR suffit pour être élu(e).

No.	Ordre du jour	Board	Ethos	Résultat
1a.	Opening of the Meeting	SANS VOTE	SANS VOTE	
1b.	Notifications	SANS VOTE	SANS VOTE	
2.	Report of the supervisory board of the past financial year	SANS VOTE	SANS VOTE	
3.	Report of the executive board of the past financial year	SANS VOTE	SANS VOTE	
4a.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
4b.	Approve allocation of income	POUR	POUR	✓ 99.7%
5a.	Discharge of executive board	POUR	POUR	✓ 98.4%
5b.	Discharge of supervisory board	POUR	POUR	✓ 98.4%
6.	Election of auditor	POUR	POUR	✓ 100.0%
7a.	Approve remuneration report	POUR	POUR	✓ 98.3%
7b.	Approve remuneration of the supervisory board	POUR	POUR	✓ 99.5%
8.	Elect Mr. Alan Brookes to the executive board	POUR	POUR	✓ 100.0%
9.	Composition of the supervisory board			
9a.	Re-elect Mr. Michiel Lap	POUR	POUR	✓ 98.2%
9b.	Elect Ms. Barbara Duganier	POUR	POUR	✓ 99.4%
9c.	Announcement concerning vacancies in the supervisory board arising in 2023	SANS VOTE	SANS VOTE	
10a.	Authorisation to issue shares	POUR	POUR	✓ 98.8%
10b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 97.7%
11.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.3%
12.	Approve share-related LT incentive plan 2023	POUR	POUR	✓ 99.3%
13.	Any other business	SANS VOTE	SANS VOTE	
14.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Francis Ebong	POUR	POUR	✓ 88.7%
1.b	Re-elect Ms. Eileen A. Mallesch	POUR	POUR	✓ 96.1%
1.c	Re-elect Mr. Louis J. Paglia	POUR	POUR	✓ 94.7%
1.d	Re-elect Mr. Brian S. Posner	POUR	● CONTRE	Non-independent chairman of the risk committee. The independence of this committee is insufficient. ✓ 93.7%
1.e	Re-elect Mr. John D. Vollaro	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 97.8% Non-independent director and the board size is excessive.
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 93.9% An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.8%
4	To approve the 2007 Employee Stock Purchase Plan	POUR	POUR	✓ 99.9%
5	Re-election of the auditor	POUR	● CONTRE	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	POUR	POUR	✓ 99.9%
6.b	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 99.9%
6.c	Elect Director H. Beau Franklin as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 99.6%
6.d	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 99.9%
6.e	Elect Director James Haney as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 99.9%
6.f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 99.9%
6.g	Elect Director Pierre Jal as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 99.9%
6.h	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 94.4%
6.i	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 99.9%
















No.	Ordre du jour	Board	Ethos	Résultat
6.j	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 93.4%
6.k	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 99.9%
6.l	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Report of the executive - and supervisory board of the past financial year	SANS VOTE	SANS VOTE	
3a.	Approve remuneration report	POUR	● CONTRE	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	POUR	POUR	✔ 99.1%
3c.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
3d.	Approve allocation of income	POUR	POUR	✔ 99.9%
4a.	Discharge of executive board	POUR	POUR	✔ 98.5%
4b.	Discharge of supervisory board	POUR	POUR	✔ 98.5%
5.	Approve the number of shares to be granted to members of the executive board under the LTI	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. ✔ 94.3%
6a.	Approve remuneration of the supervisory board	POUR	● CONTRE	The proposed special fee payment for additional work excessive. ✔ 98.9%
6b.	Approve supervisory directors' fees	POUR	POUR	✔ 99.2%
7.	Elect Mr. Wayne Allan to the executive board	SANS VOTE	SANS VOTE	
8.	Composition of the supervisory board			
8a.	Elect Mr. Nils Andersen	POUR	POUR	✔ 97.7%
8b.	Elect Mr. Jack de Kreij	POUR	POUR	✔ 96.7%
8c.	Announcement concerning vacancies in the supervisory board arising in 2024	SANS VOTE	SANS VOTE	
9.	Election of auditor	POUR	POUR	✔ 99.9%
10a.	Authorisation to issue shares	POUR	POUR	✔ 99.6%
10b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✔ 98.9%
11.	Authorisation to repurchase own shares	POUR	POUR	✔ 99.1%
12.	Reduce share capital via cancellation of shares	POUR	POUR	✔ 99.5%
13.	Any other business	SANS VOTE	SANS VOTE	
14.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	2022 annual report and accounts	POUR	POUR	✓ 99.8%
2	Final dividend	POUR	● CONTRE	✓ 98.9% The proposed dividend is inconsistent with the company's financial situation.
3	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR	✓ 99.4%
4	Auditor's remuneration	POUR	POUR	✓ 100.0%
Elections to the board of directors				
5a	Re-elect Mr. Michel Demaré	POUR	POUR	✓ 97.9%
5b	Re-elect Mr. Pascal Soriot	POUR	POUR	✓ 99.4%
5c	Re-elect Ms. Dr Aradhana Sarin	POUR	POUR	✓ 99.8%
5d	Re-elect Mr. Philip Broadley	POUR	POUR	✓ 99.3%
5e	Re-elect Mr. Euan Ashley	POUR	POUR	✓ 100.0%
5f	Re-elect Ms. Deborah DiSanzo	POUR	POUR	✓ 100.0%
5g	Re-elect Ms. Diana Layfield	POUR	POUR	✓ 100.0%
5h	Re-elect Ms. Sherilyn McCoy	POUR	POUR	✓ 97.9%
5i	Re-elect Mr. Tony Mok	POUR	POUR	✓ 100.0%
5j	Re-elect Ms. Nazneen Rahman	POUR	POUR	✓ 99.9%
5k	Re-elect Dr. pharm. Andreas Rummelt	POUR	POUR	✓ 100.0%
5l	Re-elect Mr. Marcus Wallenberg	POUR	● CONTRE	✓ 80.9% Concerns over the director's time commitments.
6	Advisory vote on directors' remuneration report	POUR	● CONTRE	✓ 94.2% Excessive total remuneration.
7	Political donations and political expenditure	POUR	● CONTRE	✓ 97.8% Authorisation to make political donations exceeds our guidelines.
8	Authority to allot shares	POUR	POUR	✓ 92.0%
9	General authority to disapply pre-emption rights	POUR	POUR	✓ 94.2%
10	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	POUR	POUR	✓ 91.2%
11	Authority to purchase own shares	POUR	● CONTRE	✓ 98.9% The amount of the repurchase is excessive given the financial situation and perspectives of the company.
12	Authority to call general meetings on short notice	POUR	● CONTRE	✓ 93.4% 14-days is insufficient for shareholders to vote in an informed manner.
13	Adoption of new articles of association	POUR	● CONTRE	✓ 99.3% Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Scott T. Ford	POUR	POUR	✓ 97.3%
1.2	Re-elect Mr. Glenn H. Hutchins	POUR	POUR	✓ 82.5%
1.3	Re-elect Mr. William E. Kennard	POUR	POUR	✓ 93.6%
1.4	Re-elect Mr. Stephen J. Luczo	POUR	POUR	✓ 97.6%
1.5	Re-elect Mr. Michael B. McCallister	POUR	POUR	✓ 96.9%
1.6	Re-elect Ms. Beth E. Mooney	POUR	POUR	✓ 93.8%
1.7	Re-elect Mr. Matthew K. Rose	POUR	POUR	✓ 96.4%
1.8	Re-elect Mr. John T. Stankey	POUR	POUR	✓ 97.2%
1.9	Re-elect Ms. Cynthia B. Taylor	POUR	POUR	✓ 96.7%
1.10	Re-elect Mr. Luis A. Ubinas	POUR	POUR	✓ 88.9%
2.	Re-election of the auditor	POUR	● CONTRE	✓ 95.2% The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 92.3% Excessive total remuneration. Excessive variable remuneration.
4.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 95.7%
5.	Shareholder resolution: Independent chairman	CONTRE	CONTRE	✗ 34.4%
6.	Shareholder resolution: Racial equity audit	CONTRE	● POUR	✗ 21.5% Enhanced disclosure on human rights to prevent discrimination.

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Ms. Patricia Bellinger	POUR	POUR	✓ 95.9%
1.2	Re-elect Mr. Alessandro Bogliolo	POUR	POUR	✓ 98.6%
1.3	Re-elect Ms. Gina R. Boswell	POUR	POUR	✓ 99.7%
1.4	Elect Ms. Lucy Brady	POUR	POUR	✓ 99.7%
1.5	Re-elect Ms. Francis A. Hondal	POUR	POUR	✓ 98.6%
1.6	Elect Mr. Thomas J. Kuhn	POUR	● CONTRE	✓ 99.7% Representative of an important shareholder who is sufficiently represented on the board.
1.7	Re-elect Ms. Danielle Lee	POUR	POUR	✓ 98.5%
1.8	Re-elect Mr. Michael G. Morris	POUR	● CONTRE	✓ 97.3% The director is over 75 years old, which exceeds guidelines.
1.9	Re-elect Ms. Sarah E. Nash	POUR	POUR	✓ 98.5%
1.10	Re-elect Mr. Juan Rajlin	POUR	POUR	✓ 99.7%
1.11	Re-elect Mr. Stephen D. Steinour	POUR	POUR	✓ 99.4%
1.12	Re-elect Mr. J. K. Symancyk	POUR	POUR	✓ 99.7%
1.13	Elect Mr. Steven E. Voskuil	POUR	POUR	✓ 99.7%
2	Re-election of the auditor	POUR	● CONTRE	✓ 98.1% The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 68.3% Excessive variable remuneration.
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.1%
5	Shareholder resolution: Independent chairman	CONTRE	CONTRE	✗ 32.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Jose E. Almeida	POUR	● CONTRE	Combined chairman and CEO.  91.5%
1.b	Re-elect Mr. Michael F. Mahoney	POUR	POUR	 96.5%
1.c	Re-elect Ms. Patricia B. Morrison	POUR	POUR	 99.0%
1.d	Re-elect Dr. Stephen N. Oesterle	POUR	POUR	 97.7%
1.e	Re-elect Ms. Nancy M. Schlichting	POUR	POUR	 95.6%
1.f	Elect Mr. Brent Shafer	POUR	POUR	 99.0%
1.g	Re-elect Ms. Cathy R. Smith	POUR	● CONTRE	Concerns over the director's time commitments.  91.4%
1.h	Re-elect Ms. Amy A. Wendell	POUR	POUR	 97.0%
1.i	Re-elect Dr. David S. Wilkes	POUR	POUR	 99.0%
1.j	Elect Mr. Peter M. Wilver	POUR	POUR	 96.1%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  77.5% An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	UN AN	UN AN	 98.7%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.  94.3%
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy.  9.7%
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	CONTRE	● POUR	Mandatory equity ownership for executives promotes accountability and encourages them to create long-term value.  31.1%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Report of the board of directors and report of the independent auditor on the annual accounts	SANS VOTE	SANS VOTE	
2.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
3.	Adoption of the parent company's financial statements	POUR	POUR	✓ 100.0%
4.	Approve allocation of income	POUR	POUR	✓ 100.0%
5.	Discharge of the members of the board of directors	POUR	POUR	✓ 85.3%
6.	Approve directors' fees	POUR	POUR	✓ 96.7%
7.	Approve (executive) remuneration policy	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 50.0%
8.	Approve remuneration report	POUR	● CONTRE	Excessive variable remuneration. ✗ 22.1%
9.	Election of auditor	POUR	POUR	✓ 99.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 99.8%
3	Discharge board members	POUR	POUR	✓ 90.5%
4	Approve allocation of income and dividend	POUR	POUR	✓ 99.8%
5	Approval of the related-party agreement with the Fondation Christophe et Rodolphe Mérieux	POUR	POUR	✓ 100.0%
6	Approval of the related-party agreement with Institut Mérieux relating to the acquisition of Specific Diagnostics	POUR	POUR	✓ 100.0%
	Board main features			
7	Re-elect Dr. Philippe Archinard	POUR	POUR	✓ 90.6%
8	Re-elect Grant Thornton as auditors	POUR	POUR	✓ 99.2%
9	Approve the remuneration policy	POUR	POUR	✓ 98.9%
10	Approve the remuneration policy of the Chairman and CEO	POUR	POUR	✓ 88.4%
11	Approve the remuneration policy of the Deputy CEO	POUR	POUR	✓ 86.5%
12	Approve the remuneration policy of directors	POUR	POUR	✓ 99.9%
13	Approve the remuneration report	POUR	POUR	✓ 98.1%
14	Approve the 2022 remuneration of Mr. Mérieux, Chairman and CEO	POUR	POUR	✓ 98.4%
15	Approve the 2022 remuneration of Mr. Boulud, Deputy CEO	POUR	POUR	✓ 86.9%
16	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high. ✓ 99.6%
17	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 99.6%
18	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	POUR	● CONTRE	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	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. ✓ 84.2% Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.

No.	Ordre du jour	Board	Ethos		Résultat
20	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	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	POUR	● CONTRE	The discount is excessive.	✓ 85.9%
22	"Green shoe" authorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	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	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 87.2%
24	Authorise capital increases by transfer of reserves	POUR	POUR		✓ 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)	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 84.5%
26	Authorise capital increases to allocate shares or options to corporate officers and employees	POUR	● CONTRE	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	POUR	POUR		✓ 99.0%
28	Removal of preemptive rights in relation to the ESOP	POUR	POUR		✓ 99.1%
29	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR		✓ 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	POUR	POUR		✓ 100.0%
31	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 98.3%
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chairman)	POUR	● CONTRE	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)	POUR	POUR	✓ 97.0%
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chairman)	POUR	POUR	✓ 94.6%
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chairman)	POUR	POUR	✓ 97.0%
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chairman)	POUR	POUR	✓ 97.3%
4.6	Approve Discharge of Supervisory Board member Christiane Benner	POUR	POUR	✓ 97.3%
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer	POUR	POUR	✓ 97.3%
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner	POUR	POUR	✓ 97.3%
4.9	Approve Discharge of Supervisory Board member Rachel Empey	POUR	POUR	✓ 97.3%
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	POUR	POUR	✓ 97.3%
4.11	Approve Discharge of Supervisory Board member Johann Horn	POUR	POUR	✓ 97.3%
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	POUR	POUR	✓ 96.4%
4.13	Approve Discharge of Supervisory Board member Jens Köhler	POUR	POUR	✓ 97.3%
4.14	Approve Discharge of Supervisory Board member Gerhard Kurz (member since 11 July 2022)	POUR	POUR	✓ 97.3%
4.15	Approve Discharge of Supervisory Board member André Mandl (member since 4 April 2022)	POUR	POUR	✓ 97.3%
4.16	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	POUR	POUR	✓ 97.0%
4.17	Approve Discharge of Supervisory Board member Anke Schäferkordt	POUR	POUR	✓ 97.3%
4.18	Approve Discharge of Supervisory Board member Prof. Dr. Christoph M. Schmidt	POUR	POUR	✓ 97.3%

No.	Ordre du jour	Board	Ethos		Résultat
4.19	Approve Discharge of Supervisory Board member Dr. Vishal Sikka	POUR	POUR		✓ 97.0%
4.20	Approve Discharge of Supervisory Board member Sibylle Wankel (member since 4 January 2022)	POUR	POUR		✓ 97.3%
4.21	Approve Discharge of Supervisory Board member Dr. Thomas Wittig (member until 31 May 2022)	POUR	POUR		✓ 97.3%
4.22	Approve Discharge of Supervisory Board member Werner Zierer (member until 31 March 2022)	POUR	POUR		✓ 97.3%
5	Approve Remuneration Report	POUR	● CONTRE	Excessive total remuneration.	✓ 94.1%
6	Appoint the Auditors	POUR	POUR		✓ 99.8%
	Board main features				
7	Elections to the Supervisory Board: Dr. Kurt Bock	POUR	POUR		✓ 93.4%
8.1	Amend Articles: Virtual general meetings (Article 16)	POUR	● CONTRE	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)	POUR	POUR		✓ 97.4%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 99.9%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 99.5%
5	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high.	✓ 98.8%
	Elections to the board of directors				
6	Re-elect Mr. Jean Lemierre	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR		✓ 97.9%
9	Re-elect Ms. Daniela Schwarzer	POUR	POUR		✓ 99.4%
10	Approve the remuneration policy of directors	POUR	POUR		✓ 99.7%
11	Approve the remuneration policy of Mr. Jean Lemierre, chairman	POUR	● CONTRE	Excessive total remuneration.	✓ 96.7%
12	Approve the remuneration policy of corporate officers	POUR	POUR		✓ 87.8%
13	Approve the remuneration report	POUR	POUR		✓ 97.0%
14	Approve the 2022 remuneration of Mr. Jean Lemierre, chairman	POUR	● CONTRE	Excessive total remuneration.	✓ 96.9%
15	Approve the 2022 remuneration of Mr. Jean-Laurent Bonnafé, CEO	POUR	POUR		✓ 90.6%
16	Approve the 2022 remuneration of Mr. Yann Gérardin, Deputy CEO	POUR	POUR		✓ 94.6%
17	Approve the 2022 remuneration of Mr. Thierry Laborde, Deputy CEO	POUR	POUR		✓ 96.2%
18	Consultative vote on the remuneration 2022 paid to the material key risk takers	POUR	POUR		✓ 99.3%
19	Authorisation to issue contingent convertible bonds without pre-emptive rights	POUR	● CONTRE	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	POUR	POUR		✓ 98.9%
21	Authorisation to reduce share capital via cancellation of shares	POUR	● CONTRE	The share repurchase is inconsistent with the long-term interests of shareholders.	✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
22	Amendments of the articles of association relating to the age limit of the chairman	POUR	● CONTRE	The amendment exceeds Etho's limit of 75 years old for directors.  97.8%
23	Delegation of powers for the completion of formalities	POUR	POUR	 100.0%

Booking Holdings

06.06.2023

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No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1.1	Re-elect Mr. Glenn D. Fogel	POUR	POUR	✓ 99.8%	
1.2	Re-elect Dr. Mirian M. Graddick-Weir	POUR	POUR	✓ 96.5%	
1.3	Re-elect Ms. Wei Hopeman	POUR	POUR	✓ 98.9%	
1.4	Re-elect Mr. Robert J. Mylod Jr.	POUR	POUR	✓ 97.0%	
1.5	Re-elect Mr. Charles H. Noski	POUR	POUR	✓ 97.7%	
1.6	Elect Mr. Joseph (Larry) Quinlan	POUR	POUR	✓ 99.9%	
1.7	Re-elect Mr. Nicholas J. Read	POUR	POUR	✓ 99.6%	
1.8	Re-elect Mr. Thomas E. Rothman	POUR	POUR	✓ 98.6%	
1.9	Re-elect Mr. Sumit Singh	POUR	POUR	✓ 98.8%	
1.10	Re-elect Ms. Lynn Vojvodich Radakovich	POUR	POUR	✓ 97.9%	
1.11	Re-elect Ms. Vanessa A. Wittman	POUR	POUR	✓ 98.5%	
2.	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 87.6%
3.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 91.1%
4.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 99.1%
5.	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 7.5%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	● CONTRE	An agreement between the company and a company in which it has a majority shareholding raises concerns.	✓ 63.4%
5	Approve directors' fees	POUR	POUR		✓ 99.9%
6	Approve the remuneration policy of the Chairman	POUR	POUR		✓ 99.9%
7	Approve the remuneration policy of the CEO	POUR	● CONTRE	Excessive total remuneration. The potential variable remuneration exceeds our guidelines.	✓ 91.3%
8	Approve the remuneration report	POUR	POUR		✓ 98.1%
9	Approve the 2022 remuneration of Mr. Martin Bouygues, chairman of the board of directors	POUR	POUR		✓ 99.9%
10	Approve the 2022 remuneration of Mr. Olivier Roussat, CEO	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 78.3%
11	Approve the 2022 remuneration of Mr. Pascal Grangé, deputy CEO	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 78.3%
12	Approve the 2022 remuneration of Mr. Edward Bouygues, deputy CEO	POUR	POUR		✓ 93.4%
13	Re-elect Mr. Benoît Maes	POUR	POUR		✓ 96.5%
14	Re-elect Mr. Alexandre de Rothschild	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR		✓ 100.0%
17	Authorisation to increase capital by issuing shares with pre-emptive rights	POUR	● CONTRE	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	POUR	POUR		✓ 97.0%
19	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	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%

No.	Ordre du jour	Board	Ethos		Résultat
20	Authorisation to increase capital by issuing shares without pre-emptive rights by private placement	POUR	● CONTRE	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	POUR	● CONTRE	The discount on the issuance price is excessive.	✓ 73.5%
22	"Green shoe" autorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 73.5%
26	Authorise capital increases related to an all-employee share ownership plan	POUR	● CONTRE	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)	POUR	POUR		✓ 79.1%
28	Approve distribution of shares to members of the management (1% of the share capital)	POUR	● CONTRE	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%)	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR		✓ 100.0%

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15.06.2023

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No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.9%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 95.1%
5	Appoint the Auditors	POUR	POUR	✓ 99.6%
6	Approve Remuneration System for the Management Board members	POUR	● CONTRE	Certain elements of the remuneration structure are not in line with best practice. ✓ 94.1%
7	Approve Remuneration of the Supervisory Board members	POUR	● CONTRE	The proposed increase relative to the previous year is excessive. ✓ 95.3%
8	Approve Remuneration Report	POUR	POUR	✓ 89.2%
	Board main features			
9.1	Elections to the Supervisory Board: Richard Ridinger	POUR	POUR	✓ 62.7%
9.2	Elections to the Supervisory Board: Sujatha Chandrasekaran	POUR	POUR	✓ 61.8%
10.1	Amend Articles: Virtual general meetings (Section 16 (3))	POUR	● CONTRE	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))	POUR	POUR	✓ 91.7%
	Unannounced shareholder proposal made during the AGM: special audit relating to the Univar projects		● CONTRE	Shareholders voting by proxy cannot approve in advance any unannounced proposal. ✗ 17.6%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Mr. Peter J. Arduini	POUR	POUR		✓ 97.1%
1b.	Elect Prof. Dr. Deepak L. Bhatt	POUR	POUR		✓ 99.4%
1c.	Re-elect Dr. Giovanni Caforio	POUR	● CONTRE	Combined chairman and CEO.	✓ 92.4%
1d.	Re-elect Dr. Julia A. Haller	POUR	POUR		✓ 98.4%
1e.	Re-elect Prof. Dr. Manuel Hidalgo Medina	POUR	POUR		✓ 98.4%
1f.	Re-elect Prof. Paula A. Price	POUR	POUR		✓ 97.3%
1g.	Re-elect Mr. Derica W. Rice	POUR	POUR		✓ 95.4%
1h.	Re-elect Mr. Theodore R. Samuels	POUR	POUR		✓ 94.8%
1i.	Re-elect Mr. Gerald L. Storch	POUR	POUR		✓ 92.7%
1j.	Re-elect Dr. Karen H. Vousden	POUR	POUR		✓ 97.3%
1k.	Re-elect Ms. Phyllis R. Yale	POUR	POUR		✓ 98.1%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 92.0%
3.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 97.9%
4.	Re-election of the auditor	POUR	● CONTRE	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	CONTRE	● POUR	The separation of functions allows an effective supervision of the management by the board.	✗ 31.7%
6.	Shareholder resolution: Workplace Non-Discrimination Audit	CONTRE	CONTRE		✗ 1.5%
7.	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	CONTRE		✗ 5.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a.	Re-elect Mr. Scott P. Anderson	POUR	POUR	✓ 98.9%
1b.	Elect Mr. James J. Barber	POUR	POUR	✓ 94.4%
1c.	Re-elect Mr. Kermit R. Crawford	POUR	POUR	✓ 79.4%
1d.	Re-elect Dr. Timothy C. Gokey	POUR	POUR	✓ 98.1%
1e.	Re-elect Mr. Mark A. Goodburn	POUR	POUR	✓ 99.0%
1f.	Re-elect Dr. iur. Jodee A. Kozlak	POUR	POUR	✓ 92.3%
1g.	Re-elect Mr. Henry J. Maier	POUR	POUR	✓ 87.3%
1h.	Re-elect Mr. James B. Stake	POUR	POUR	✓ 90.3%
1i.	Re-elect Ms. Mary J. Steele Guilfoile	POUR	POUR	✓ 95.4%
1j.	Re-elect Ms. Paula C. Tolliver	POUR	POUR	✓ 99.1%
1k.	Re-elect Mr. Henry W. Winship	POUR	POUR	✓ 94.2%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	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	UN AN	UN AN	✓ 98.7%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Mark W. Adams	POUR	POUR	✓ 96.8%
1.2	Re-elect Ms. Ita M. Brennan	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 88.5%
1.3	Re-elect Mr. Lewis Chew	POUR	POUR	✓ 99.8%
1.4	Re-elect Dr. Anirudh Devgan	POUR	POUR	✓ 99.5%
1.5	Re-elect Ms. Mary Louise Krakauer	POUR	POUR	✓ 96.7%
1.6	Re-elect Ms. Julia Liuson	POUR	POUR	✓ 97.6%
1.7	Re-elect Dr. James D. Plummer	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 96.8%
1.8	Re-elect Dr. Alberto Sangiovanni-Vincentelli	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR	✓ 99.4%
2	To approve the amendment of the Omnibus Equity Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 94.5%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 88.9%
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.3%
5	Re-election of the auditor	POUR	POUR	✓ 99.9%
6	Shareholder resolution: Remove One-Year Holding Period Requirement to Call Special Meeting	CONTRE	CONTRE	✗ 6.3%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 98.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
Elections to the board of directors					
5	Re-elect Mr. Alexandre Bompard	POUR	● CONTRE	Combined chairman and CEO.	✓ 80.5%
6	Re-elect Ms. Marie-Laure Sauty de Chalon	POUR	POUR		✓ 97.3%
7	Re-elect Mazars as auditors	POUR	POUR		✓ 99.1%
8	Approve the remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 82.7%
9	Approve the 2022 remuneration of Mr. Bompard, Chairman and CEO	POUR	● CONTRE	Excessive variable and total remuneration.	✓ 60.7%
10	Approve the remuneration policy of the Chairman and CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 56.8%
11	Approve the remuneration policy of directors	POUR	POUR		✓ 97.7%
12	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high.	✓ 99.6%
13	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 98.0%
14	Authorisation to increase capital by issuing shares with pre-emptive rights	POUR	POUR		✓ 98.2%
15	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	POUR		✓ 95.4%
16	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	POUR		✓ 94.4%
17	"Green shoe" authorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	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	POUR	POUR		✓ 96.6%
19	Authorise capital increases by transfer of reserves	POUR	POUR		✓ 99.9%
20	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 99.5%
21	Authorise capital increases related to an all-employee share ownership plan for non-French employees	POUR	POUR		✓ 99.5%

No.	Ordre du jour	Board	Ethos	Résultat
22	Approve distribution of performance shares	POUR	● CONTRE	 68.5% The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.
23	Delegation of powers for the completion of formalities	POUR	POUR	 100.0%
24	Approve Opinion on Quantification of the Company's various scope 3 action levers	POUR	POUR	 93.3%
25	Shareholder proposal: question on the environmental information provided by the company	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1a.	Re-elect Mr. Brandon B. Boze	POUR	POUR	✓ 99.1%	
1b.	Re-elect Ms. Beth F. Cobert	POUR	POUR	✓ 97.6%	
1c.	Re-elect Mr. Reginald H. Gilyard	POUR	POUR	✓ 94.7%	
1d.	Re-elect Ms. Shira D. Goodman	POUR	POUR	✓ 99.1%	
1e.	Elect Mr. E.M. Blake Hutcheson	POUR	POUR	✓ 98.7%	
1f.	Re-elect Mr. Christopher T. Jenny	POUR	POUR	✓ 92.3%	
1g.	Re-elect Mr. Gerardo I. Lopez	POUR	POUR	✓ 96.5%	
1h.	Elect Ms. Susan Meaney	POUR	POUR	✓ 97.3%	
1i.	Re-elect Mr. Oscar Munoz	POUR	POUR	✓ 97.0%	
1j.	Re-elect Mr. Robert Sulentic	POUR	POUR	✓ 99.7%	
1k.	Re-elect Mr. Sanjiv Yajnik	POUR	POUR	✓ 99.1%	
2.	Re-election of the auditor	POUR	POUR	✓ 98.2%	
3.	Advisory vote on executive remuneration	POUR	● CONTRE	<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	UN AN	UN AN	✓ 98.6%	
5.	Shareholder resolution: Mandatory Retention of Significant Stock by Executives	CONTRE	CONTRE	✗ 26.1%	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Bradlen S. Cashaw	POUR	POUR	✓ 98.8%
1.b	Re-elect Mr. Matthew T. Farrell	POUR	● CONTRE	Combined chairman and CEO. ✓ 91.5%
1.c	Re-elect Mr. Bradley C. Irwin	POUR	● CONTRE	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	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 94.9%
1.e	Re-elect Ms. Susan G. Saideman	POUR	POUR	✓ 95.8%
1.f	Re-elect Mr. Ravichandra K. Saligram	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 91.3% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.g	Re-elect Mr. Robert K. Shearer	POUR	POUR	✓ 94.5%
1.h	Re-elect Ms. Janet S. Vergis	POUR	POUR	✓ 94.3%
1.i	Re-elect Mr. Arthur B. Winkleblack	POUR	● CONTRE	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓ 92.5%
1.j	Re-elect Ms. Laurie J. Yoler	POUR	POUR	✓ 96.1%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 83.0% An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.4%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.0%
5	To approve the Employee Stock Purchase Plan	POUR	POUR	✓ 98.8%
6	Shareholder resolution: Independent chairman	CONTRE	● POUR	The separation of functions allows an effective supervision of the management by the board. ✗ 34.7%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a	Re-elect Mr. David M. Cordani	POUR	● CONTRE	Combined chairman and CEO.	✓ 93.8%
1b	Re-elect Mr. William J. DeLaney	POUR	POUR		✓ 98.5%
1c	Re-elect Mr. Eric J. Foss	POUR	POUR		✓ 95.3%
1d	Re-elect Dr. Elder Granger	POUR	POUR		✓ 98.6%
1e	Re-elect Ms. Neesha Hathi	POUR	POUR		✓ 99.5%
1f	Re-elect Mr. George Kurian	POUR	POUR		✓ 98.3%
1g	Re-elect Ms. Kathleen M. Mazarella	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 95.6%
1h	Re-elect Prof. Dr. Mark B. McClellan	POUR	POUR		✓ 98.8%
1i	Re-elect Ms. Kimberly A. Ross	POUR	POUR		✓ 99.3%
1j	Re-elect Mr. Eric C. Wiseman	POUR	● CONTRE	Non independent lead director, which is not best practice.	✓ 97.2%
1k	Re-elect Ms. Donna F. Zarcone	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 88.0%
3	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 98.3%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 93.6%
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	POUR	POUR		✓ 88.5%
6	Shareholder resolution: Special Shareholder Meeting Improvement	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 46.6%
7	Shareholder resolution: Disclose political contributions	RETIRÉE	● POUR	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.	–

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Terrence A. Duffy	POUR	● CONTRE	Combined chairman and CEO.  90.9%
1b.	Elect Ms. Kathryn Benesh	POUR	POUR	 99.1%
1c.	Re-elect Mr. Timothy S. Bitsberger	POUR	POUR	 69.7%
1d.	Re-elect Mr. Charles P. Carey	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.  54.5%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1e.	Re-elect Mr. Bryan T. Durkin	POUR	POUR	 94.0%
1f.	Elect Mr. Harold Ford Jr.	POUR	POUR	 98.9%
1g.	Re-elect Mr. Martin J. Gepsman	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.  82.5%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h.	Re-elect Mr. Larry G. Gerdes	POUR	● CONTRE	Non independent lead director, which is not best practice.  81.1%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i.	Re-elect Mr. Daniel R. Glickman	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.  62.0%
				The director is over 75 years old, which exceeds guidelines.
1j.	Re-elect Mr. Daniel G. Kaye	POUR	POUR	 96.1%
1k.	Re-elect Ms. Phyllis M. Lockett	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.  66.4%
				Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1l.	Re-elect Prof. Deborah J. Lucas	POUR	POUR	 98.0%
1m.	Re-elect Ms. Terry L. Savage	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.  63.7%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1n.	Re-elect Ms. Rahael Seifu	POUR	POUR	 73.1%

No.	Ordre du jour	Board	Ethos	Résultat	
1o.	Re-elect Mr. William R. Shepard	POUR	● CONTRE	<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	POUR	● CONTRE	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 87.9%
1q.	Re-elect Mr. Dennis A. Suskind	POUR	● CONTRE	<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	POUR	● CONTRE	<p>The auditor's long tenure raises independence concerns.</p>	✓ 92.8%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	<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	UN AN	UN AN		✓ 98.3%

No.	Ordre du jour	Board	Ethos		Résultat
1	Opening	SANS VOTE	SANS VOTE		
2.a	Policy on additions to reserves and on dividends	SANS VOTE	SANS VOTE		
2.b	Adoption of the Annual Accounts 2022	POUR	POUR		✓ 99.9%
2.c	Approval of 2022 dividend	POUR	POUR		✓ 99.9%
2.d	Granting of discharge to the Directors in respect of the performance of their duties during the financial year 2022	POUR	POUR		✓ 99.8%
3.a	Advisory vote on the Remuneration Report 2022	POUR	● CONTRE	Excessive variable remuneration.	✓ 89.8%
3.b	Approval of an equity incentive plan for executive Directors	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR		✓ 100.0%
4.c	Re-appointment of Mr. Howard W. Buffett as non-executive Director	POUR	POUR		✓ 97.1%
4.d	Re-appointment of Ms. Karen Linehan as non-executive Director	POUR	POUR		✓ 97.5%
4.e	Re-appointment of Mr. Alessandro Nasi as non-executive Director	POUR	● CONTRE	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	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 99.5%
4.g	Re-appointment of Ms. Åsa Tamsons as non-executive Director	POUR	POUR		✓ 99.8%
4.h	Appointment of Ms. Elizabeth Bastoni as non-executive Director	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 95.1%
4.i	Appointment of Mr. Richard J. Kramer as non-executive Director	POUR	POUR		✓ 98.5%
5.a	Authorization to issue shares and/or grant rights to subscribe for shares	POUR	POUR		✓ 99.6%
5.b	Authorization to limit or exclude pre-emptive rights	POUR	POUR		✓ 99.3%

No.	Ordre du jour	Board	Ethos	Résultat
5.c	Authorization to issue special voting shares	POUR	● CONTRE	The amendment contravenes the "one share = one vote" principle. ✓ 67.4%
5.d	Authorization to repurchase own shares	POUR	POUR	✓ 99.6%
6	Re-appointment of Deloitte as independent auditor for FY 2024	POUR	POUR	✓ 99.9%
7	Closing	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Mr. Zein Abdalla	POUR	POUR		✓ 96.4%
1b.	Re-elect Ms. Vinita Bali	POUR	POUR		✓ 97.7%
1c.	Elect Mr. Eric Branderiz	POUR	POUR		✓ 99.2%
1d.	Re-elect Ms. Archana Deskus	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 97.3%
1e.	Re-elect Mr. John M. Dineen	POUR	POUR		✓ 99.4%
1f.	Elect Ms. Nella Domenici	POUR	POUR		✓ 99.8%
1g.	Elect Mr. Ravi Kumar	POUR	POUR		✓ 99.7%
1h.	Re-elect Mr. Leo S. Mackay Jr.	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 91.5%
1i.	Re-elect Mr. Michael Patsalos-Fox	POUR	POUR		✓ 98.5%
1j.	Re-elect Mr. Stephen Rohleder	POUR	POUR		✓ 97.9%
1k.	Elect Mr. Abraham (Bram) Schot	POUR	POUR		✓ 99.6%
1l.	Re-elect Mr. Joseph M. Velli	POUR	POUR		✓ 98.5%
1m.	Re-elect Ms. Sandra S. Wijnberg	POUR	POUR		✓ 95.1%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 92.4%
3.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 98.2%
4.	To approve the 2023 Incentive Award Plan	POUR	● CONTRE	Potential excessive awards.	✓ 95.6%
5.	To amend the 2004 Employee Stock Purchase Plan	POUR	POUR		✓ 99.8%
6.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.6%
7.	Shareholder resolution: Approval of Certain Provisions Related to Director Nominations by Shareholders	CONTRE	● POUR	The proposal aims at improving shareholder rights.	✗ 20.4%
8.	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 8.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. John P. Bilbrey	POUR	POUR	✓ 96.9%
1.b	Re-elect Mr. John T. Cahill	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.5%
1.c	Elect Mr. Steve Cahillane	POUR	POUR	✓ 99.0%
1.d	Re-elect Ms. Lisa M. Edwards	POUR	POUR	✓ 97.8%
1.e	Re-elect Dr. C. Martin Harris	POUR	POUR	✓ 96.8%
1.f	Re-elect Ms. Martina Hund-Mejean	POUR	POUR	✓ 98.7%
1.g	Re-elect Ms. Kimberly A. Nelson	POUR	POUR	✓ 97.3%
1.h	Re-elect Ms. Lorrie M. Norrington	POUR	● CONTRE	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	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 96.5%
1.j	Re-elect Mr. Stephen I. Sadove	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 92.0%
1.k	Re-elect Mr. Noel R. Wallace	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. Combined chairman and CEO. ✓ 92.7%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 92.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 89.3%
				An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.4%
5	Shareholder resolution: Independent chairman	CONTRE	● POUR	An independent chairman can ensure independent oversight of management. ✗ 34.3%
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	CONTRE	CONTRE	✗ 29.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3.1	Approve Discharge of Dr. Manfred Knof as member of the Management Board	POUR	POUR	✓ 96.0%
3.2	Approve Discharge of Dr. Bettina Orlopp as member of the Management Board	POUR	POUR	✓ 96.0%
3.3	Approve Discharge of Dr. Marcus Chromik as member of the Management Board	POUR	POUR	✓ 96.0%
3.4	Approve Discharge of Mr. Michael Kotzbauer as member of the Management Board	POUR	POUR	✓ 96.0%
3.5	Approve Discharge of Dr. Jörg Oliveri del Castillo-Schulz as member of the Management Board	POUR	POUR	✓ 96.0%
3.6	Approve Discharge of Mr. Thomas Schaufler as member of the Management Board	POUR	POUR	✓ 96.0%
3.7	Approve Discharge of Ms. Sabine Schmittroth as member of the Management Board	POUR	POUR	✓ 96.0%
4.1	Approve Discharge of Mr. Helmut Gottschalk as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.2	Approve Discharge of Mr. Uwe Tschäge as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.3	Approve Discharge of Ms. Heike Anscheit as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.4	Approve Discharge of Mr. Alexander Boursanoff as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.5	Approve Discharge of Mr. Gunnar de Buhr as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.6	Approve Discharge of Mr. Stefan Burghardt as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.7	Approve Discharge of Dr. Frank Czichowski as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.8	Approve Discharge of Ms. Sabine Dietrich as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.9	Approve Discharge of Dr. Jutta Dönges as member of the Supervisory Board	POUR	POUR	✓ 96.4%

No.	Ordre du jour	Board	Ethos	Résultat
4.10	Approve Discharge of Ms. Monika Fink as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.11	Approve Discharge of Mr. Stefan Jennes as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.12	Approve Discharge of Ms. Kerstin Jerchel as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.13	Approve Discharge of Mr. Burkhard Keese as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.14	Approve Discharge of Ms. Alexandra Krieger as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.15	Approve Discharge of Ms. Daniela Mattheus as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.16	Approve Discharge of Ms. Caroline Seifert as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.17	Approve Discharge of Mr. Robin Stalker as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.18	Approve Discharge of Dr. Gertrude Tumpel-Gugerell as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.19	Approve Discharge of Mr. Frank Westhoff as member of the Supervisory Board	POUR	POUR	✓ 96.4%
4.20	Approve Discharge of Mr. Stefan Wittmann as member of the Supervisory Board	POUR	POUR	✓ 96.4%
5.1	Appoint the Auditors	POUR	POUR	✓ 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	POUR	POUR	✓ 99.3%
6	Approve Remuneration Report	POUR	● CONTRE	✓ 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	POUR	POUR	✓ 94.3%
7.2	Elections to the Supervisory Board: Dr. Frank Czichowski	POUR	POUR	✓ 99.2%
7.3	Elections to the Supervisory Board: Sabine U. Dietrich	POUR	POUR	✓ 99.8%

No.	Ordre du jour	Board	Ethos		Résultat
7.4	Elections to the Supervisory Board: Dr. Jutta A. Dönges	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 81.3%
7.5	Elections to the Supervisory Board: Burkhard Keese	POUR	POUR		✓ 96.5%
7.6	Elections to the Supervisory Board: Daniela Mattheus	POUR	POUR		✓ 99.8%
7.7	Elections to the Supervisory Board: Caroline Seifert	POUR	POUR		✓ 99.8%
7.8	Elections to the Supervisory Board: Dr. Gertrude Tumpel-Gugerell	POUR	POUR		✓ 91.2%
7.9	Elections to the Supervisory Board: Dr. Jens Weidmann	POUR	POUR		✓ 99.2%
7.10	Elections to the Supervisory Board: Frank Westhoff	POUR	POUR		✓ 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	POUR	POUR		✓ 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	POUR	POUR		✓ 96.8%
10	Authorisation to issue profit sharing rights and other hybrid debt instruments with the possibility to exclude the shareholders' subscription right	POUR	● CONTRE	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)	POUR	● CONTRE	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))	POUR	POUR		✓ 94.9%
13	Amend Articles: Location of the general meeting (§ 16)	POUR	POUR		✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Report of the executive board of the past financial year	SANS VOTE	SANS VOTE	
3.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
4.	Approve remuneration report	POUR	POUR	✓ 87.7%
5.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
6.	Approve allocation of income	POUR	POUR	✓ 100.0%
7.	Discharge of executive board	POUR	POUR	✓ 96.8%
8.	Discharge of supervisory board	POUR	POUR	✓ 96.8%
9.	Re-elect Mr. Olivier Rigaud to the executive board	POUR	POUR	✓ 100.0%
	Composition of the supervisory board			
10.	Re-elect Mr. Mathieu Vrijssen	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 97.8%
11.	Re-elect Ms. Elizabeth Doherty	POUR	POUR	✓ 99.1%
12.	Authorisation to issue shares for general purposes	POUR	POUR	✓ 98.4%
13.	Authorisation to restrict or exclude pre-emptive rights for general purposes	POUR	POUR	✓ 96.9%
14.	Authorisation to issue additional shares in connection with mergers, acquisitions and/or (strategic) alliances	POUR	● CONTRE	Ahthorisation of share issuance exceeds Dutch market practice. ✓ 62.0%
15.	Authorisation to repurchase own shares	POUR	POUR	✓ 100.0%
16.	Reduce share capital via cancellation of shares	POUR	POUR	✓ 97.4%
17.	Election of auditor	POUR	POUR	✓ 100.0%
18.	Any other business	SANS VOTE	SANS VOTE	
19.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the Directors' Report and the accounts	POUR	POUR	✓ 100.0%
2	Approval of the consolidated Directors' report and the consolidated accounts	POUR	POUR	✓ 100.0%
3	Approval of the Corporate Governance Report	POUR	● CONTRE	✓ 99.9% 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.
4	Approval of the non-financial information report	POUR	POUR	✓ 100.0%
5	Allocation of income	POUR	POUR	✓ 100.0%
6	Discharge of the Board	POUR	POUR	✓ 99.8%
7	Acquisition of own shares	POUR	POUR	✓ 99.9%
8	Sale by the Company of its own shares	POUR	POUR	✓ 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	POUR	POUR	✓ 100.0%
10	Election of the members of the Appointments, Evaluation and Remuneration Committee and approval of their respective remuneration	POUR	● CONTRE	✓ 99.9% Bundled vote, while the remuneration is reasonable, we have concerns over the lack of independence of this committee.
11	Approval of the 2022-2024 remuneration policy	POUR	POUR	✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
Elections of directors				
1.	Re-elect Mr. Thomas N. Linebarger	POUR	● CONTRE	Executive chairman. The board is not sufficiently independent. ✓ 96.6%
2.	Re-elect Ms. Jennifer W. Rumsey	POUR	POUR	✓ 98.4%
3.	Elect Mr. Gary Belske	POUR	POUR	✓ 99.6%
4.	Re-elect Prof. Robert J. Bernhard	POUR	POUR	✓ 94.7%
5.	Re-elect Mr. Bruno di Leo Allen	POUR	POUR	✓ 99.1%
6.	Re-elect Mr. Stephen B. Dobbs	POUR	● CONTRE	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	POUR	POUR	✓ 95.8%
8.	Re-elect Mr. Thomas J. Lynch	POUR	POUR	✓ 96.6%
9.	Re-elect Mr. William I. Miller	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.9%
10.	Re-elect Ms. Georgia R. Nelson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.2%
11.	Re-elect Ms. Kimberly A. Nelson	POUR	POUR	✓ 98.8%
12.	Re-elect Ms. Karen H. Quintos	POUR	POUR	✓ 98.8%
13.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.8%
14.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 97.3%
15.	Re-election of the auditor	POUR	POUR	✓ 95.0%
16.	To approve the Employee Stock Purchase Plan	POUR	POUR	✓ 82.5%
17.	Shareholder resolution: Independent chairman	CONTRE	● POUR	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	CONTRE	● POUR	The proposal aims at improving the remuneration policy and increasing the management's accountability in regard to climate change. ✗ 15.1%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1.a	Re-elect Mr. Fernando Aguirre	POUR	POUR	✓ 99.1%	
1.b	Elect Mr. Ph.D Jeffrey R. Balsler	POUR	POUR	✓ 99.4%	
1.c	Re-elect Mr. C. David Brown II	POUR	● CONTRE	<p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 91.4%
1.d	Re-elect Ms. Alecia A. DeCoudreaux	POUR	POUR	✓ 99.2%	
1.e	Re-elect Ms. Nancy-Ann M. DeParle	POUR	POUR	✓ 99.1%	
1.f	Re-elect Mr. Roger N. Farah	POUR	POUR	✓ 97.5%	
1.g	Re-elect Ms. Anne M. Finucane	POUR	POUR	✓ 93.1%	
1.h	Re-elect Mr. Edward J. Ludwig	POUR	POUR	✓ 99.1%	
1.i	Re-elect Ms. Karen S. Lynch	POUR	POUR	✓ 98.8%	
1.j	Re-elect Mr. Jean-Pierre Millon	POUR	● CONTRE	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 96.6%
1.k	Re-elect Ms. Mary L. Schapiro	POUR	POUR	✓ 99.2%	
2	Re-election of the auditor	POUR	POUR	✓ 97.4%	
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p>	✓ 79.6%
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 97.4%	
5	Shareholder resolution: Adopt a Paid Sick Leave Policy	CONTRE	● POUR	<p>Paid sick leave is one of the fundamental workplace rights of an employee.</p>	✗ 25.6%
6	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	● POUR	<p>The proposed threshold would enhance the right of shareholders to call a special meeting.</p>	✗ 40.7%
7	Shareholder resolution: Require Shareholder Approval of Certain Provisions Related to Director Nominations	CONTRE	● POUR	<p>Enhanced disclosure on board nomination process.</p>	✗ 18.4%
8	Shareholder resolution: Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	CONTRE	● POUR	<p>Enhanced disclosure on human rights.</p>	✗ 25.9%
9	Shareholder resolution: Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	CONTRE	CONTRE		✗ 1.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 100.0%
	Election of Directors			
2.1	Re-elect Mr. Sunao Manabe	POUR	● CONTRE	Combined chairman and CEO. ✓ 95.5%
2.2	Re-elect Mr. Hiroyuki Okuzawa	POUR	POUR	✓ 96.8%
2.3	Re-elect Mr. Shoji Hirashima	POUR	POUR	✓ 98.4%
2.4	Re-elect Mr. Masahiko Ohtsuki	POUR	POUR	✓ 98.6%
2.5	Re-elect Mr. Takashi Fukuoka	POUR	POUR	✓ 98.6%
2.6	Re-elect Mr. Kazuaki Kama	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.4%
2.7	Re-elect Ms. Sawako Nohara	POUR	POUR	✓ 99.7%
2.8	Re-elect Prof. Dr. med. Yasuhiro Komatsu	POUR	POUR	✓ 99.5%
2.9	Elect Mr. Takaaki Nishii	POUR	POUR	✓ 99.7%
3	Election of 2 Corporate Auditors			
3.1	Re-elect Mr. Kenji Sato as a Corporate Auditor	POUR	POUR	✓ 99.1%
3.2	Elect Ms. Miyuki Arai as a Corporate Auditor	POUR	POUR	✓ 99.1%
4	Approve Trust-Type Equity Remuneration Plan	POUR	● CONTRE	The information provided is insufficient. ✓ 97.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Michael S. Dell	POUR	● S'ABSTENIR 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	POUR	POUR	✓ 98.8%
1.3	Re-elect Mr. Egon P. Durban	POUR	● S'ABSTENIR Concerns over the director's time commitments.	✓ 98.4%
1.4	Re-elect Mr. David J. Grain	POUR	POUR	✓ 99.9%
1.5	Re-elect Mr. William D. Green	POUR	POUR	✓ 99.9%
1.6	Re-elect Mr. Simon Patterson	POUR	POUR	✓ 99.8%
1.7	Re-elect Ms. Lynn Vojvodich Radakovich	POUR	POUR	✓ 100.0%
1.8	Re-elect Ms. Ellen J. Kullman (representative of Class C shareholders)	POUR	POUR	✓ 59.7%
2	Re-election of the auditor	POUR	● CONTRE The auditor's long tenure raises independence concerns.	✓ 99.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.	✓ 99.8%
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.9%
5	To approve the amendment of the 2023 Stock Incentive Plan	POUR	● CONTRE Potential excessive awards.	✓ 98.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Jeffrey S. Aronin	POUR	● CONTRE	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	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 93.8% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.3	Re-elect Mr. Gregory C. Case	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 89.2% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.4	Re-elect Ms. Candace H. Duncan	POUR	POUR	✓ 98.5%
1.5	Re-elect Mr. Joseph F. Eazor	POUR	POUR	✓ 99.1%
1.6	Re-elect Mr. Roger C. Hochschild	POUR	POUR	✓ 98.9%
1.7	Re-elect Mr. Thomas G. Maheras	POUR	POUR	✓ 96.8%
1.8	Re-elect Mr. John Owen	POUR	POUR	✓ 99.5%
1.9	Re-elect Mr. David L. Rawlinson II	POUR	POUR	✓ 98.9%
1.10	Elect Ms. Beverley A. Sibbles	POUR	POUR	✓ 99.5%
1.11	Re-elect Mr. Mark A. Thierer	POUR	POUR	✓ 97.2%
1.12	Re-elect Ms. Jennifer L. Wong	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.0%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.9%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 97.8%
4	To approve the amendment of the 2023 Omnibus Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 98.5%
5	Re-election of the auditor	POUR	POUR	✓ 98.5%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Mr. Warren F. Bryant	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 94.8%
1b.	Re-elect Mr. Michael M. Calbert	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.6%
1c.	Elect Ms. Ana M. Chadwick	POUR	POUR		✓ 99.2%
1d.	Re-elect Ms. Patricia D. Fili-Krushel	POUR	POUR		✓ 95.2%
1e.	Re-elect Mr. Timothy I. McGuire	POUR	POUR		✓ 97.5%
1f.	Elect Mr. Jeffrey C. Owen	POUR	POUR		✓ 99.0%
1g.	Re-elect Ms. Debra A. Sandler	POUR	POUR		✓ 92.8%
1h.	Re-elect Mr. Ralph E. Santana	POUR	POUR		✓ 98.2%
1i.	Re-elect Mr. Todd J. Vasos	POUR	● CONTRE	Former CEO has a consultancy agreement until 2025.	✓ 98.2%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 90.9%
3.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 98.3%
4.	Re-election of the auditor	POUR	● CONTRE	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	CONTRE	● POUR	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	CONTRE	CONTRE		✗ 12.6%
7.	Shareholder resolution: Worker safety and well-being audit and report	CONTRE	● POUR	We support corporate policies aiming at improving safety in the workplace.	✓ 67.7%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1A.	Re-elect Mr. Joshua Bekenstein	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 93.9%
1B.	Re-elect Mr. Gregory David	POUR	● CONTRE	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.	POUR	POUR	✔ 98.5%
1D.	Re-elect Mr. Stephen Gunn	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✔ 89.6%
1E.	Re-elect Ms. Kristin Mugford	POUR	POUR	✔ 98.2%
1F.	Re-elect Mr. Nicholas Nomicos	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 95.1%
1G.	Re-elect Mr. Neil Rossy	POUR	POUR	✔ 97.8%
1H.	Re-elect Ms. Samira Sakhia	POUR	POUR	✔ 98.9%
1I.	Elect Ms. Thecla Sweeney	POUR	POUR	✔ 99.9%
1J.	Re-elect Mr. Huw Thomas	POUR	POUR	✔ 96.8%
2.	Re-election of the auditor	POUR	POUR	✔ 97.3%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✔ 91.6%
4.	Shareholder resolution: Report on Emissions and Gender Target and its Overall Significance on the Company's ESG Strategy	CONTRE	● POUR	The resolution ensures Dollarama's adherence to its environmental and social objectives. ✘ 18.6%
5.	Shareholder resolution: Report on Third-Party Employment Agencies	CONTRE	● POUR	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	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✘ 25.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.01	Re-elect Mr. Andrew W. Houston	POUR	● S'ABSTENIR Combined chairman and CEO.	✓ 92.3%
1.02	Re-elect Mr. Donald W. Blair	POUR	POUR	✓ 92.8%
1.03	Re-elect Ms. Lisa Campbell	POUR	POUR	✓ 99.6%
1.04	Re-elect Mr. Paul E. Jacobs	POUR	POUR	✓ 90.4%
1.05	Re-elect Ms. Sara Mathew	POUR	POUR	✓ 97.8%
1.06	Re-elect Mr. Abhay Parasnis	POUR	POUR	✓ 99.6%
1.07	Re-elect Ms. Karen Peacock	POUR	POUR	✓ 99.7%
1.08	Re-elect Mr. Michael Seibel	POUR	POUR	✓ 99.6%
2.	Re-election of the auditor	POUR	POUR	✓ 99.8%
3.	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.	✓ 98.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 97.8%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 97.7%
5a	Appoint the Auditors	POUR	POUR	✓ 98.5%
5b	Appoint the Auditors for a review of short financial statements and interim management reports for financial year 2023	POUR	POUR	✓ 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	POUR	POUR	✓ 98.5%
6	Approve Remuneration Report	POUR	● CONTRE	Excessive fixed remuneration. Performance targets are not sufficiently challenging.
7	Amend Articles: Composition of the Supervisory Board (Section 8a) Board main features	POUR	POUR	✓ 99.3%
8a	Elections to the Supervisory Board: Erich Clementi	POUR	POUR	✓ 92.0%
8b	Elections to the Supervisory Board: Andreas Schmitz	POUR	POUR	✓ 99.4%
8c	Elections to the Supervisory Board: Nadège Petit	POUR	POUR	✓ 99.8%
8d	Elections to the Supervisory Board: Ulrich Grillo	POUR	● CONTRE	Concerns over the director's time commitments.
8e	Elections to the Supervisory Board: Deborah Wilkens	POUR	POUR	✓ 99.6%
8f	Elections to the Supervisory Board: Rolf Martin Schmitz	POUR	POUR	✓ 91.1%
8g	Elections to the Supervisory Board: Klaus Fröhlich	POUR	● CONTRE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
8h	Elections to the Supervisory Board: Anke Groth	POUR	POUR	✓ 99.6%
9	Amend Articles: Virtual general meetings (Section 21a (1) and (2))	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification.
10	Amend Articles: Virtual attendance of Supervisory Board member at virtual general meetings (Section 21a (3))	POUR	POUR	✓ 90.2%



No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.4%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.5%
3	Approve allocation of income and dividend	POUR	POUR		✓ 99.9%
4	Approve the remuneration policy of the Chairman and CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 79.6%
5	Approve the remuneration policy for the members of the board	POUR	POUR		✓ 99.9%
6	Approve directors' fees	POUR	POUR		✓ 99.8%
7	Approve the remuneration report	POUR	● CONTRE	Excessive variable remuneration. Performance targets are not sufficiently challenging.	✓ 92.5%
8	Approve the 2022 remuneration of Mr. Bertrand Dumazy, Chairman and CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 85.0%
9	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
10	Approve a treasury share buy-back and disposal programme	POUR	POUR		✓ 99.5%
11	Approve distribution of performance shares	POUR	● CONTRE	Additional potential dilution which is not in shareholders' interests.	✓ 91.6%
12	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of the chairman of the Meeting	POUR	POUR	✓
2.	Preparation and approval of the voting register	POUR	POUR	✓
3.	Approval of the agenda	POUR	POUR	✓
4.	Election of persons to verify the minutes of the Meeting	SANS VOTE	SANS VOTE	
5.	Determination whether the Meeting has been duly convened	POUR	POUR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
7.	Address by the company CEO	SANS VOTE	SANS VOTE	
8.	Adoption of the financial statements	POUR	POUR	✓
9.	Approve allocation of income and dividend	POUR	POUR	✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10.1.	Discharge of Kai Wärm	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.2.	Discharge of Katharine Clark	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.3.	Discharge of Lorna Donatone	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.4.	Discharge of Hans Ola Meyer	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.5.	Discharge of Daniel Nodhäll	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.6.	Discharge of Martine Snels	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.7.	Discharge of Carsten Voigtländer	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.8.	Discharge of Ulf Karlsson	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.9.	Discharge of Joachim Nord	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.10.	Discharge of Per Magnusson	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.11.	Discharge of Jens Pierard	POUR	● CONTRE	The voting results of the 2022 AGM are not disclosed. ✓
10.12.	Discharge of the company CEO (Alberto Zanata)	POUR	● CONTRE	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	POUR	POUR	✓
12.1.	Approve directors' fees	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
12.2.	Approve auditors' fees	POUR	POUR	✓
13.	Composition of the board of directors			
13.1.	Re-elect Mr. Kai Wörn	POUR	POUR	✓
13.2.	Re-elect Ms. Katharine Clark	POUR	POUR	✓
13.3.	Re-elect Ms. Lorna Donatone	POUR	POUR	✓
13.4.	Re-elect Mr. Hans Ola Meyer	POUR	POUR	✓
13.5.	Re-elect Mr. Daniel Nodhäll	POUR	POUR	✓
13.6.	Re-elect Ms. Martine Snels	POUR	POUR	✓
13.7.	Re-elect Mr. Carsten Voigtländer	POUR	POUR	✓
13.8.	Elect Mr. Josef Matosevic	POUR	POUR	✓
13.9.	Re-elect the chairman of the board of directors	POUR	POUR	✓
14.	Election of auditor	POUR	POUR	✓
15.	Approve remuneration report	POUR	POUR	✓
16.1.	Approve share-related incentive plan	POUR	● CONTRE	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	POUR	● CONTRE	We do not consider the performance period for the long-term incentive plan to be long enough. ✓
17.	Authorisation to issue shares	POUR	POUR	✓
18.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Dr. med. William G. Kaelin, Jr.	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.2%
1b.	Re-elect Mr. David A. Ricks	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 95.9%
1c.	Re-elect Dr. med. Marschall S. Runge	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.6%
1d.	Re-elect Ms. Karen Walker	POUR	POUR		✓ 97.3%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 95.8%
3.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 98.9%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 96.2%
5.	Amend the Company's Articles of Incorporation to Eliminate the Classified Board Structure	POUR	POUR		✓ 85.8%
6.	Amend the Company's Articles of Incorporation to Eliminate Supermajority Voting Provisions	POUR	POUR		✓ 85.3%
7.	Shareholder resolution: Publish an Annual Report Disclosing Lobbying Activities	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✗ 31.4%
8.	Shareholder resolution: Eliminate Supermajority Voting Requirements	CONTRE	CONTRE		✗ 40.7%
9.	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	CONTRE	● POUR	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	CONTRE	CONTRE		✗ 1.9%
11.	Shareholder resolution: Disclose Lobbying Activities and Alignment with Public Policy Positions and Statements	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✗ 22.5%
12.	Shareholder resolution: Report on Effectiveness of the Company's Diversity, Equity, and Inclusion Efforts	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 27.1%
13.	Shareholder resolution: Disclose political contributions	CONTRE	● POUR	Enhanced disclosure on political donations.	✗ 4.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
4	Approve possibility to receive a scrip dividend	POUR	POUR	✓ 99.3%
5	Special report of the statutory auditors on regulated agreements and commitments	POUR	● CONTRE	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	POUR	POUR	✓ 98.8%
7	Re-elect Ms. Magali Chessé	POUR	● CONTRE	Concerns over the director's time commitments. The director has conflicts of interest. ✓ 79.3%
8	Re-elect Mr. Philippe Delleur	POUR	POUR	✓ 99.8%
9	Elect Bpifrance Investissement	POUR	POUR	✓ 99.8%
10	Shareholder proposal: approve co-optation of Mr. Michel Plantevin as board member to replace Ms. Joy Verlé	POUR	POUR	✓ 98.5%
11	Approve the 2023 remuneration policy or Mr. Thierry Morin, chairman	POUR	POUR	✓ 99.9%
12	Approve the 2023 remuneration policy of directors	POUR	POUR	✓ 99.8%
13	Approve the 2023 remuneration policy of the CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 87.6%
14	Approve the 2023 remuneration policy of the executive management	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 93.1%
15	Approve the remuneration report	POUR	● CONTRE	Excessive variable remuneration. ✓ 90.7%
16	Approve the 2022 remuneration of Mr. Thierry Morin, chairman	POUR	POUR	✓ 99.9%
17	Approve the 2022 remuneration of Mr. Xavier Martiré, CEO	POUR	● CONTRE	Excessive variable remuneration. ✓ 87.1%
18	Approve the 2022 remuneration of Mr. Louis Guyot, member of the executive management	POUR	● CONTRE	Excessive variable remuneration. ✓ 90.1%
19	Approve the 2022 remuneration of Mr. Matthieu Lecharny, member of the executive management	POUR	● CONTRE	Excessive variable remuneration. ✓ 90.1%
20	Approve authorisation to buy and sell company shares	POUR	● CONTRE	The repurchase price is too high. ✓ 99.4%
21	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR	✓ 99.3%

No.	Ordre du jour	Board	Ethos	Résultat
22	Authorise capital increases to allocate free performance shares (corporate officers and employees)	POUR	● CONTRE	 90.0% The potential number of shares granted to corporate officers is excessive.
23	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	 98.8%
24	Delegation of powers for the completion of formalities	POUR	POUR	 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the 2022 financial statements	POUR	POUR		✓ 99.7%
	Unannounced shareholder proposal made during the AGM: liability action related to ITEM 1	PAS DE RECOMMANDE.	● CONTRE	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	✗ 0.4%
2	Allocation of net result and distribution of dividend	POUR	POUR		✓ 100.0%
3	Determination of the number of the Directors	POUR	POUR		✓ 100.0%
4	Determination of the Directors' term of office	POUR	POUR		✓ 99.4%
5	Appointment of the Board of Directors				
5.1	Slate of nominees submitted by the Ministry of Economy	PAS DE RECOMMANDE.	● NE PAS VOTER	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	PAS DE RECOMMANDE.	● POUR	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	PAS DE RECOMMANDE.	● POUR	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	PAS DE RECOMMANDE.	● POUR	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	PAS DE RECOMMANDE.	● POUR	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	PAS DE RECOMMANDE.	● NE PAS VOTER	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	PAS DE RECOMMANDE.	● POUR	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	PAS DE RECOMMANDE.	● POUR	Proposed remuneration amounts are in line with the median of large Italian companies.	✓ 100.0%
11	Long term incentive Plan 2023-2025	POUR	POUR		✓ 98.0%
12	Binding vote on the remuneration policy	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 92.6%
13	Advisory vote on remuneration paid in 2022	POUR	● CONTRE	Excessive variable remuneration.	✓ 78.3%
14	Authorization for the purchase and disposal of treasury shares	POUR	● CONTRE	The share repurchase replaces the dividend in cash.	✓ 99.2%
15	Use of available reserves for and in place of the 2023 dividend	POUR	POUR		✓ 99.5%

No.	Ordre du jour	Board	Ethos		Résultat
16	Reduction and use of the available reserves for and in place of the 2023 dividend	POUR	POUR		✓ 99.5%
17	Cancellation of treasury shares without reduction of share capital	POUR	● CONTRE	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	POUR	● CONTRE	The share repurchase replaces the dividend in cash.	✓ 99.6%
A.	Deliberations on possible legal action against Directors if presented by shareholders	PAS DE RECOMMANDE.	● CONTRE	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	–

* Cette élection est basée sur le « plurality vote » ou la majorité relative : le/la candidat(e) avec le plus de voix POUR est élu(e), même si la majorité absolue (50%) n'est pas atteinte. Si le nombre de candidat(e)s correspond au nombre de sièges à pourvoir, une seule voix POUR suffit pour être élu(e).

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Ms. Nanci E. Caldwell	POUR	POUR		✓ 88.9%
1b.	Re-elect Ms. Adaire Fox-Martin	POUR	POUR		✓ 99.3%
1c.	Re-elect Mr. Ron Guerrier	RETIRÉE	● POUR	Mr. Guerrier announced a few days prior to the AGM that he would not stand to re-election.	–
1d.	Re-elect Mr. Gary Hromadko	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.8%
1e.	Re-elect Mr. Charles Meyers	POUR	POUR		✓ 99.3%
1f.	Elect Mr. Thomas Olinger	POUR	POUR		✓ 99.7%
1g.	Re-elect Prof. Christopher Paisley	POUR	● CONTRE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.4%
1h.	Elect Mr. Jeetu Patel	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 95.6%
1i.	Re-elect Ms. Sandra Rivera	POUR	POUR		✓ 96.1%
1j.	Elect Ms. Fidelma Russo	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 96.7%
1k.	Re-elect Mr. Peter Van Camp	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.1%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 74.2%
3.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 97.2%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.6%
5.	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 8.2%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Re-elect Mr. John J. Amore	POUR	POUR	✓ 96.5%
1.2	Re-elect Mr. Juan C. Andrade	POUR	POUR	✓ 98.9%
1.3	Re-elect Mr. William F. Galtney Jr.	POUR	● CONTRE	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	POUR	POUR	✓ 98.8%
1.5	Re-elect Ms. Meryl Hartzband	POUR	POUR	✓ 98.4%
1.6	Re-elect Ms. Gerri Losquadro	POUR	POUR	✓ 98.7%
1.7	Elect Ms. Hazel M. McNeilage	POUR	POUR	✓ 99.8%
1.8	Re-elect Mr. Roger M. Singer	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 96.6%
1.9	Re-elect Mr. Joseph V. Taranto	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.2%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.3%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.2% An important part of the variable remuneration is based on continued employment only.
4.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 100.0%
5.	Change Company Name to Everest Group, Ltd.	POUR	POUR	✓ 97.9%

Expeditors

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No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1.1	Re-elect Mr. Glenn M. Alger	POUR	POUR	✓ 98.2%	
1.2	Re-elect Mr. Robert P. Carlile	POUR	POUR	✓ 96.3%	
1.3	Re-elect Mr. James M. DuBois	POUR	POUR	✓ 98.5%	
1.4	Re-elect Dr. Mark A. Emmert	POUR	POUR	✓ 85.5%	
1.5	Re-elect Ms. Diane H. Gulyas	POUR	POUR	✓ 96.9%	
1.6	Re-elect Mr. Jeffrey S. Musser	POUR	POUR	✓ 98.4%	
1.7	Re-elect Mr. Brandon S. Pedersen	POUR	POUR	✓ 97.1%	
1.8	Re-elect Ms. Liane J. Pelletier	POUR	POUR	✓ 93.5%	
1.9	Re-elect Ms. Olivia D. Polius	POUR	POUR	✓ 99.0%	
2.	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 88.6%
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.9%	
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 92.7%
5.	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✓ 67.3%
6.	Shareholder resolution: Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	CONTRE	● POUR	We support corporate policies aiming to promote gender equality and ethnic diversity.	✓ 74.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Elect Mr. Lee Adrean	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees. ✔ 99.7%
1.b	Re-elect Ms. Ellen R. Alemany	POUR	POUR	✔ 96.4%
1.c	Elect Mr. Mark Benjamin	POUR	● CONTRE	Concerns over the director's time commitments. ✔ 99.4%
1.d	Re-elect Mr. Vijay D'Silva	POUR	POUR	✔ 98.6%
1.e	Elect Ms. Stephanie Ferris	POUR	POUR	✔ 99.4%
1.f	Re-elect Dr. oec. Jeffrey A. Goldstein	POUR	POUR	✔ 97.0%
1.g	Re-elect Ms. Lisa A. Hook	POUR	POUR	✔ 95.5%
1.h	Re-elect Mr. Kenneth T. Lamneck	POUR	● CONTRE	Concerns over the director's time commitments. ✔ 97.2%
1.i	Re-elect Mr. Gary L. Lauer	POUR	POUR	✔ 96.1%
1.j	Re-elect Ms. Louise M. Parent	POUR	POUR	✔ 98.4%
1.k	Re-elect Mr. Brian T. Shea	POUR	POUR	✔ 99.2%
1.l	Re-elect Mr. James B. Stallings Jr.	POUR	POUR	✔ 97.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	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	UN AN	UN AN	✔ 98.3%
4	Re-election of the auditor	POUR	POUR	✔ 97.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Kimberly A. Casiano	POUR	● CONTRE	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	POUR	● CONTRE	Representative of an important shareholder who is sufficiently represented on the board. ✔ 94.9%
1.c	Re-elect Mr. James D. Farley Jr.	POUR	POUR	✔ 97.9%
1.d	Re-elect Mr. Henry Ford III	POUR	POUR	✔ 93.2%
1.e	Re-elect Mr. William Clay Ford Jr.	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 85.5%
				Representative of an important shareholder who is sufficiently represented on the board.
1.f	Re-elect Mr. William W. Helman IV	POUR	● CONTRE	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.	POUR	POUR	✔ 95.3%
1.h	Re-elect Mr. William E. Kennard	POUR	POUR	✔ 82.4%
1.i	Re-elect Mr. John C. May	POUR	POUR	✔ 88.7%
1.j	Re-elect Ms. Beth E. Mooney	POUR	POUR	✔ 96.4%
1.k	Re-elect Ms. Lynn Vojvodich Radakovich	POUR	POUR	✔ 88.4%
1.l	Re-elect Mr. John Lawson Thornton	POUR	● CONTRE	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	POUR	POUR	✔ 96.3%
1.n	Re-elect Mr. John S. Weinberg	POUR	POUR	✔ 88.6%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✔ 98.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 95.1%
				An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	UN AN	UN AN	✔ 98.4%
5	To approve the amendment of the 2023 Long-Term Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✔ 67.1%
6	Shareholder resolution: Give Each Share An Equal Vote	CONTRE	● POUR	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%

Ford Motors

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No.	Ordre du jour	Board	Ethos	Résultat
7	Shareholder resolution: Child Labour Audit	CONTRE	CONTRE	✘ 6.5%
8	Shareholder resolution: Report on Animal Testing Practices	CONTRE	● POUR	✘ 4.9%
			The proposal addresses potential abuses linked to animal cruelty, which is in the interests of all stakeholders	

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report and Approve the Annual Financial Statements	POUR	POUR	✓ 100.0%
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of General Partner	POUR	POUR	✓ 99.1%
4	Approve Discharge of Supervisory Board	POUR	● CONTRE	We strongly disagree with the management of the company's affairs. ✓ 91.5%
5	Appoint the Auditors	POUR	POUR	✓ 97.5%
6	Approve Remuneration Report	POUR	● CONTRE	Concerns over the excessive sign-on bonus granted to the new CEO. ✓ 61.1%
7	Amend Articles: Virtual general meetings (Article 14)	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 88.1%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Receive the Annual Report and Approve the Annual Financial Statements	POUR	POUR	✓ 99.7%	
2	Approve the Dividend	POUR	POUR	✓ 96.7%	
3	Approve Discharge of General Partner	POUR	POUR	✓ 93.5%	
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 89.2%	
5	Appoint the Auditors	POUR	POUR	✓ 99.1%	
6	Approve Remuneration Report	POUR	● CONTRE	<p>Performance targets are not sufficiently challenging.</p> <p>Concerns over the severance payments which are considered excessive.</p>	✓ 89.2%
7	Approve Remuneration System for the Management Board members of the General Partner	POUR	● CONTRE	The information provided is insufficient.	✓ 93.0%
8	Amend Articles: Virtual general meetings (Article 14)	POUR	● CONTRE	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)	POUR	POUR		✓ 94.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 99.5%
2	Amend the Articles of Incorporation: Chairing of board meetings	POUR	POUR	✓ 99.9%
	Election of Directors on a Kansayaku board			
3.1	Re-elect Mr. Kenji Sukeno	POUR	POUR	✓ 91.3%
3.2	Re-elect Mr. Teiichi Goto	POUR	POUR	✓ 97.6%
3.3	Re-elect Mr. Masayuki Higuchi	POUR	POUR	✓ 97.4%
3.4	Re-elect Mr. Naoki Hama	POUR	POUR	✓ 97.4%
3.5	Re-elect Ms. Chisato Yoshizawa	POUR	POUR	✓ 97.4%
3.6	Elect Mr. Yoji Ito	POUR	POUR	✓ 96.8%
3.7	Re-elect Mr. Kunitaro Kitamura	POUR	POUR	✓ 95.8%
3.8	Re-elect Ms. Makiko Eda	POUR	POUR	✓ 99.5%
3.9	Re-elect Mr. Tsuyoshi Nagano	POUR	POUR	✓ 99.5%
3.10	Re-elect Mr. Ikuro Sugawara	POUR	POUR	✓ 99.5%
4	Elect Mr. Masataka Mitsuhashi as a Corporate Auditor	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Election of the members of the Board of the General Meeting	POUR	POUR	✓ 100.0%
2	Approval of the integrated management report, the individual and consolidated accounts, the corporate governance report and the consolidated non-financial information	POUR	POUR	✓ 99.4%
3	Allocation of results with payment of dividend	POUR	POUR	✓ 100.0%
4	General appraisals of the Board of Directors, the Audit Board and the Statutory Auditor	POUR	POUR	✓ 97.8%
5	Election of the members of the Board of Directors for the 2023-2026 period	POUR	● CONTRE	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	POUR	POUR	✓ 99.4%
7	Election of the Statutory Auditor for the 2023-2026 period	POUR	POUR	✓ 99.9%
8	Election of the members of the Remuneration Committee for the 2023-2026 period and approval of their respective remuneration and regulations	POUR	● CONTRE	The remuneration committee is not sufficiently independent. ✓ 97.9%
9	Approval of the remuneration policy	POUR	POUR	✓ 95.2%
10	Amendment of the bylaws	POUR	POUR	✓ 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	POUR	POUR	✓ 100.0%
12	Acquisition and disposal of own shares and bonds	POUR	● CONTRE	The repurchase price is too high. ✓ 98.7%
13	Reduction of share capital via the cancellation of shares	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Remuneration Report	POUR	POUR	✓ 93.7%
4	Approve Discharge of Management Board	POUR	POUR	✓ 99.9%
5	Approve Discharge of Supervisory Board	POUR	POUR	✓ 99.9%
6	Appoint the Auditors	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.4%
Board main features				
7	Elections to the Supervisory Board: Prof. Dieter Kempf	POUR	POUR	✓ 96.5%
8.1	Amend Articles: Term of office of Supervisory Board members (Section 10 (2))	POUR	● CONTRE	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))	POUR	POUR	✓ 100.0%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	POUR	POUR	✓ 99.6%
10.1	Amend Articles: Virtual general meetings (Section 17 (5))	POUR	● CONTRE	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))	POUR	● CONTRE	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))	POUR	● CONTRE	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 99.1%
11	Authorise Share Repurchase	POUR	POUR	✓ 93.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Ms. Mary T. Barra	POUR	● CONTRE	Combined chairman and CEO. ✔ 93.9%
1b.	Re-elect Mr. Aneel Bhusri	POUR	POUR	✔ 98.3%
1c.	Re-elect Mr. Wesley G. Bush	POUR	POUR	✔ 98.1%
1d.	Elect Ms. Joanne C. Crevoiserat	POUR	POUR	✔ 99.4%
1e.	Re-elect Ms. Linda R. Gooden	POUR	POUR	✔ 99.4%
1f.	Re-elect Mr. Joseph Jimenez	POUR	POUR	✔ 94.2%
1g.	Elect Mr. Jonathan (Jon) McNeill	POUR	POUR	✔ 99.5%
1h.	Re-elect Ms. Judith A. Miscik	POUR	POUR	✔ 97.9%
1i.	Re-elect Ms. Patricia F. Russo	POUR	● CONTRE	Non independent lead director, which is not best practice. ✔ 93.5% Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1j.	Re-elect Mr. Thomas M. Schoewe	POUR	POUR	✔ 98.1%
1k.	Re-elect Mr. Mark A. Tatum	POUR	POUR	✔ 99.1%
1l.	Elect Dr. Jan E. Tighe	POUR	POUR	✔ 99.0%
1m.	Re-elect Mr. Devin N. Wenig	POUR	POUR	✔ 99.5%
2.	Re-election of the auditor	POUR	POUR	✔ 99.4%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 91.6%
4.	To approve the amendment of the 2020 Long-Term Incentive Plan	POUR	● CONTRE	Excessive discretion of the remuneration committee in determining the performance criteria. ✔ 96.6% Potential excessive awards.
5.	Shareholder resolution: Report on the company's operations in China	CONTRE	CONTRE	✘ 3.0%
6.	Shareholder resolution: Allow shareholders to act by written consent	CONTRE	CONTRE	✘ 44.6%
7.	Shareholder resolution: Sustainable materials procurement targets	CONTRE	● POUR	The resolution is in line with the long-term interests of the majority of the company's stakeholders. ✘ 14.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Ms. Elizabeth W. Camp	POUR	POUR	✓ 99.4%
1.2	Re-elect Mr. Richard Cox, Jr.	POUR	POUR	✓ 99.4%
1.3	Re-elect Mr. Paul D. Donahue	POUR	● CONTRE	Combined chairman and CEO. ✓ 93.5%
1.4	Re-elect Mr. Gary P. Fayard	POUR	POUR	✓ 99.4%
1.5	Re-elect Mr. P. Russell Hardin	POUR	POUR	✓ 95.2%
1.6	Re-elect Mr. John R. Holder	POUR	POUR	✓ 97.4%
1.7	Re-elect Ms. Donna W. Hyland	POUR	POUR	✓ 92.9%
1.8	Re-elect Mr. John D. Johns	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 95.6% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Re-elect Mr. Jean-Jacques Lafont	POUR	POUR	✓ 98.5%
1.10	Re-elect Mr. Robert C. Loudermilk, Jr.	POUR	POUR	✓ 96.9%
1.11	Re-elect Ms. Wendy B. Needham	POUR	● CONTRE	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	POUR	POUR	✓ 98.5%
1.13	Re-elect Mr. E. Jenner Wood III	POUR	POUR	✓ 98.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.1% An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 97.8%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.2%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Dr. Jacqueline K. Barton	POUR	POUR	✓ 98.7%
1b.	Re-elect Dr. Jefferey A. Bluestone	POUR	POUR	✓ 99.6%
1c.	Re-elect Dr. med. Sandra J. Horning	POUR	● CONTRE	The director is 75 years old, which exceeds guidelines. ✓ 98.1%
1d.	Re-elect Ms. Kelly A. Kramer	POUR	POUR	✓ 96.7%
1e.	Re-elect Mr. Kevin E. Lofton	POUR	POUR	✓ 92.6%
1f.	Re-elect Mr. Harish Manwani	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 96.0%
1g.	Re-elect Mr. Daniel O'Day	POUR	● CONTRE	Combined chairman and CEO. ✓ 92.9%
1h.	Re-elect Mr. Javier J. Rodriguez	POUR	POUR	✓ 99.4%
1i.	Re-elect Mr. Anthony Welters	POUR	POUR	✓ 95.5%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.2%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.7% An important part of the variable remuneration is based on continued employment only.
4.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.5%
5.	To approve the Employee Stock Purchase Plan	POUR	POUR	✓ 99.5%
6.	Shareholder resolution: Require More Director Nominations Than Open Seats	CONTRE	CONTRE	✗ 0.7%
7.	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	CONTRE	✗ 4.6%
8.	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	CONTRE	● POUR	The proposal would demonstrate the commitment of the company to expanding patient access to its products. ✗ 16.5%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Mark S. Garrett	POUR	POUR	✓ 97.2%
1b.	Elect Mr. Srinivas Tallapragada	POUR	POUR	✓ 99.4%
1c.	Elect Ms. Sigal Zarmi	POUR	POUR	✓ 99.4%
2.	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.	✓ 94.6%
3.	Re-election of the auditor	POUR	POUR	✓ 99.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Rodney C. Adkins	POUR	POUR	✓ 90.8%
1b	Re-elect Ms. V. Ann Hailey	POUR	● CONTRE	<p>✓ 92.0%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non-independent chairman of the audit committee. The independence of this committee is insufficient.</p>
1c	Re-elect Ms. Katherine D. Jaspon	POUR	POUR	✓ 97.8%
1d	Re-elect Mr. Stuart L. Levenick	POUR	● CONTRE	<p>✓ 92.0%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p>
1e	Re-elect Mr. Donald G. Macpherson	POUR	● CONTRE	<p>✓ 92.4%</p> <p>Combined chairman and CEO.</p>
1f	Re-elect Mr. Neil S. Novich	POUR	● CONTRE	<p>✓ 93.0%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1g	Re-elect Ms. Beatriz R. Perez	POUR	● CONTRE	<p>✓ 91.7%</p> <p>Concerns over the director's time commitments.</p>
1h	Re-elect Mr. E. Scott Santi	POUR	POUR	✓ 94.2%
1i	Re-elect Ms. Susan Slavik Williams	POUR	POUR	✓ 98.4%
1j	Re-elect Mr. Lucas E. Watson	POUR	POUR	✓ 98.5%
1k	Re-elect Mr. Steven A. White	POUR	POUR	✓ 93.6%
2	Re-election of the auditor	POUR	POUR	✓ 98.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>✓ 92.8%</p> <p>Excessive variable remuneration.</p>
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approve the annual report and financial statements	POUR	POUR	✓ 100.0%
	Elections of directors			
2.a	Re-elect Ms. Kathleen Gan Chieh Huey	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 99.8%
2.b	Elect Ms. Patricia S. W. Lam	POUR	POUR	✓ 99.9%
2.c	Elect Ms. Lin Huey Ru	POUR	POUR	✓ 99.9%
2.d	Re-elect Mr. Kenneth Ng Sing Yip	POUR	● CONTRE	Non-independent chairman of the risk committee. The independence of this committee is insufficient. ✓ 99.8%
2.e	Elect Ms. Saw Say Pin	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 99.5%
3	Election of the auditor and fix their remuneration	POUR	POUR	✓ 99.2%
4	Approve share buyback	POUR	POUR	✓ 99.9%
5	Approve issuance of additional shares	POUR	POUR	✓ 88.2%
6	Amend Articles of Association	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 98.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the use of any distributable profit	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.7%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 98.5%
5	Appoint the Auditors	POUR	POUR	✓ 100.0%
Board main features				
6.1	Elections to the Supervisory Board: John H. Rittenhouse	POUR	● CONTRE	Chairman of the remuneration committee. We have serious concerns over remuneration. ✓ 81.6%
6.2	Elections to the Supervisory Board: Ursula Radeke-Pietsch	POUR	POUR	✓ 88.2%
6.3	Elections to the Supervisory Board: Susanne Schröter-Crossan	POUR	POUR	✓ 99.7%
6.4	Elections to the Supervisory Board: Stefan Smalla	POUR	POUR	✓ 89.5%
6.5	Elections to the Supervisory Board: Derek Zissman	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 93.6%
7	Approve Remuneration Report	POUR	● CONTRE	Excessive variable remuneration. ✗ 36.9%
8	Amend Articles: Term of office of Supervisory Board members (Article 8 (2))	POUR	● CONTRE	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))	POUR	● CONTRE	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))	POUR	POUR	✓ 95.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Election of the chairman of the Meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Approval of the agenda	POUR	POUR	✓
5.	Election of persons to verify the minutes of the Meeting	SANS VOTE	SANS VOTE	
6.	Determination whether the Meeting has been duly convened	POUR	POUR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
8.	Address by the company CEO	SANS VOTE	SANS VOTE	
9a.	Adoption of the financial statements	POUR	POUR	✓
9b.	Approve allocation of income and dividend	POUR	POUR	✓
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	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (ii).	Discharge of Stina Bergfors	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (iii).	Discharge of Anders Dahlvig	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (iv).	Discharge of Danica Kragic Jensfelt	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (v).	Discharge of Lena Patriksson Keller	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (vi).	Discharge of Christian Sievert	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (vii).	Discharge of Erica Wiking Häger	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (viii).	Discharge of Niklas Zennström	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (ix).	Discharge of Ingrid Godin	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (x).	Discharge of Tim Gahnström	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (xi).	Discharge of Louise Wikholm	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (xii).	Discharge of Margareta Welinder	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (xiii).	Discharge of Hampus Glanzelius	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
9c (xiv).	Discharge of Agneta Gustafsson	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓

No.	Ordre du jour	Board	Ethos	Résultat
9c (xv).	Discharge of the company CEO (Helena Helmersson)	POUR	● CONTRE	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	POUR	POUR	✓
10.2.	Resolution on the number of auditors to be appointed	POUR	POUR	✓
11.1.	Approve directors' fees	POUR	POUR	✓
11.2.	Approve auditors' fees	POUR	POUR	✓
12.	Composition of the board of directors			
12.1.	Re-elect Ms. Stina Bergfors	POUR	POUR	✓
12.2.	Re-elect Mr. Anders Dahlvig	POUR	POUR	✓
12.3.	Re-elect Ms. Danica Kragic Jensfelt	POUR	POUR	✓
12.4.	Re-elect Ms. Lena Patriksson Keller	POUR	POUR	✓
12.5.	Re-elect Mr. Karl-Johan Persson	POUR	POUR	✓
12.6.	Re-elect Mr. Christian Sievert	POUR	● CONTRE	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓
12.7.	Re-elect Mr. Niklas Zennström	POUR	POUR	✓
12.8.	Elect Ms. Christina Synnergren	POUR	POUR	✓
12.9.	Re-elect the chairman of the board of directors	POUR	POUR	✓
13.	Election of auditor	POUR	POUR	✓
14.	Approve remuneration report	POUR	POUR	✓
15.	Approve cancellation of shares and bonus issue	POUR	POUR	✓
16.	Authorisation to repurchase own shares	POUR	POUR	✓
17.	Shareholder resolution: To instruct the board of directors and company CEO to initiate a plan for launching clothing with the Fairtrade label	PAS DE RECOMMA ND.	● POUR	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	PAS DE RECOMMA ND.	● POUR	Enhanced disclosure on human rights. ✗
19.	Shareholder resolution: Reporting of sustainably sourced and organically produced cotton etc. respectively	PAS DE RECOMMA ND.	● POUR	Enhanced disclosure on environmental risks. ✗

No.	Ordre du jour	Board	Ethos		Résultat
20.	Shareholder resolution: To instruct the board of directors to prepare a report on the slaughter methods used to procure down for H&M	PAS DE RECOMMA ND.	● POUR	We support corporate policies that prevent suffering in animals.	✘
21.	Closing of the Meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos		Résultat
1	Financial statements as at 31 December 2022	POUR	POUR		✓ 100.0%
2	Allocation of net results and dividend distribution	POUR	POUR		✓ 97.7%
3	Binding vote on the remuneration policy	POUR	● CONTRE	The non-executive chairman receives variable remuneration.	✓ 64.6%
4	Advisory vote on the remuneration paid in 2022	POUR	● CONTRE	The non-executive chairman receives variable remuneration.	✓ 86.9%
5	Authorization for the purchase and disposal of treasury shares	POUR	POUR		✓ 80.5%
6	Appointment of the members of the Board of Directors				
6.1	Slate of nominees submitted by Public Authorities	PAS DE RECOMMANDE.	● NE PAS VOTER	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	PAS DE RECOMMANDE.	● NE PAS VOTER	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	PAS DE RECOMMANDE.	● POUR	All the nominees are independent from the company and its shareholders.	✓ 24.1%*
7	Determination of the remuneration of the Board of Directors	PAS DE RECOMMANDE.	● CONTRE	The information provided is insufficient.	✓ 62.0%
8	Appointment of the Board of Statutory Auditors				
8.1	Slate of nominees submitted by Public Authorities	PAS DE RECOMMANDE.	● NE PAS VOTER	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	PAS DE RECOMMANDE.	● NE PAS VOTER	Concerns over the nominee's aggregate time commitments.	✗ 8.2%*
8.3	Slate of nominees submitted by a group of institutional investors	PAS DE RECOMMANDE.	● POUR	No concerns regarding the submitted slate of nominees.	✓ 24.8%*
9	Determination of the remuneration of the Board of Statutory Auditors	PAS DE RECOMMANDE.	● CONTRE	Excessive remuneration.	✓ 62.7%
A.	Deliberations on possible legal action against Directors if presented by shareholders	PAS DE RECOMMANDE.	● CONTRE	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	–

* Cette élection est basée sur le « plurality vote » ou la majorité relative : le/la candidat(e) avec le plus de voix POUR est élu(e), même si la majorité absolue (50%) n'est pas atteinte. Si le nombre de candidat(e)s correspond au nombre de sièges à pourvoir, une seule voix POUR suffit pour être élu(e).

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Executive management discharge	POUR	POUR	✓ 99.4%
4	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
5	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 92.8%
6	Approve a treasury share buy-back and disposal program	POUR	POUR	✓ 94.5%
7	Approve the remuneration report	POUR	● CONTRE	Excessive total remuneration. Excessive fixed remuneration. ✓ 92.1%
8	Approve the 2022 remuneration of Mr. Alex Dumas, CEO	POUR	● CONTRE	Excessive fixed remuneration. ✓ 92.1%
9	Approve the 2022 remuneration of the company Émile Hermès SAS, CEO	POUR	● CONTRE	Excessive total remuneration. ✓ 92.1%
10	Approve the 2022 remuneration of Mr. Éric de Seynes, Chairman	POUR	POUR	✓ 100.0%
11	Approve the remuneration policy of the CEOs	POUR	● CONTRE	Excessive total remuneration. ✓ 91.6%
12	Approve directors' fees	POUR	POUR	✓ 99.9%
	Elections to the board of directors			
13	Re-elect Ms. Dorothee Altmayer	POUR	POUR	✓ 96.2%
14	Re-elect Ms. Monique Cohen	POUR	POUR	✓ 99.8%
15	Re-elect Mr. Renaud Momméja	POUR	● CONTRE	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	POUR	● CONTRE	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%

No.	Ordre du jour	Board	Ethos		Résultat
17	Re-elect PricewaterhouseCoopers as auditors	POUR	POUR		✓ 99.7%
18	Re-elect Grant Thornton Audit as auditors	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 97.9%
19	Reduce share capital via cancellation of shares	POUR	POUR		✓ 99.8%
20	Authorise capital increases by transfer of reserves	POUR	POUR		✓ 99.8%
21	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights.	✓ 93.6%
22	Delegation to issue shares and capital securities by public offering	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 90.1%
23	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 99.7%
24	Delegation to issue shares and capital securities by private placement	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	● CONTRE	The information provided is insufficient.	✓ 93.0%
29	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

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

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1a.	Re-elect Mr. Christopher J. Nassetta	POUR	POUR	✓ 99.5%	
1b.	Re-elect Mr. Jonathan D. Gray	POUR	● CONTRE	<p>Concerns over the director's time commitments.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 93.5%
1c.	Re-elect Ms. Charlene T. Begley	POUR	POUR	✓ 98.5%	
1d.	Re-elect Mr. Chris Carr	POUR	POUR	✓ 99.7%	
1e.	Re-elect Ms. Melanie L. Healey	POUR	POUR	✓ 98.9%	
1f.	Re-elect Mr. Raymond E. Mabus Jr.	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 99.3%
1g.	Re-elect Ms. Judith A. McHale	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 98.2%
1h.	Re-elect Ms. Elizabeth A. Smith	POUR	POUR		✓ 99.3%
1i.	Re-elect Mr. Douglas M. Steenland	POUR	POUR		✓ 97.2%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 97.3%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 89.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Gerard J. Arpey	POUR	POUR	✓ 98.6%
1.b	Re-elect Mr. Ari Bousbib	POUR	● CONTRE	<p>✓ 97.1%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non-independent director and the board size is excessive.</p>
1.c	Re-elect Mr. Jeffery H. Boyd	POUR	POUR	✓ 96.4%
1.d	Re-elect Mr. Gregory D. Brenneman	POUR	● CONTRE	<p>✓ 96.5%</p> <p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.e	Re-elect Mr. J. Frank Brown	POUR	POUR	✓ 95.3%
1.f	Re-elect Mr. Albert P. Carey	POUR	POUR	✓ 95.3%
1.g	Re-elect Mr. Edward P. Decker	POUR	● CONTRE	<p>✓ 93.3%</p> <p>Combined chairman and CEO.</p>
1.h	Re-elect Ms. Linda R. Gooden	POUR	POUR	✓ 98.2%
1.i	Re-elect Mr. Wayne M. Hewett	POUR	POUR	✓ 98.2%
1.j	Re-elect Mr. Manuel Kadre	POUR	● CONTRE	<p>✓ 98.8%</p> <p>Concerns over the director's time commitments.</p>
1.k	Re-elect Ms. Stephanie C. Linnartz	POUR	POUR	✓ 98.3%
1.l	Re-elect Ms. Paula Santilli	POUR	POUR	✓ 98.8%
1.m	Re-elect Ms. Caryn Seidman-Becker	POUR	POUR	✓ 97.8%
2	Re-election of the auditor	POUR	● CONTRE	<p>✓ 96.1%</p> <p>The auditor's long tenure raises independence concerns.</p>
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>✓ 95.5%</p> <p>Excessive variable remuneration.</p>
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.3%
5	Shareholder resolution: Allow shareholders to act by written consent	CONTRE	CONTRE	✗ 37.2%
6	Shareholder resolution: Independent chairman	CONTRE	CONTRE	✗ 26.6%
7	Shareholder resolution: Disclose political contributions	CONTRE	● POUR	<p>✗ 31.3%</p> <p>Enhanced disclosure on political donations.</p>
8	Shareholder resolution: Rescission of 2022 Racial Equity Audit Proposal	CONTRE	CONTRE	✗ 0.9%
9	Shareholder resolution: Encourage Senior Management Commitment to Avoid Political Speech	CONTRE	CONTRE	✗ 1.7%

No.	Ordre du jour	Board	Ethos	Résultat
	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Seiji Kuraishi	POUR	● CONTRE	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	POUR	POUR	✔ 93.0%
1.3	Re-elect Mr. Shinji Aoyama	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✔ 93.4%
1.4	Elect Mr. Noriya Kaihara	POUR	POUR	✔ 96.9%
1.5	Re-elect Ms. Asako Suzuki	POUR	POUR	✔ 94.3%
1.6	Re-elect Mr. Masafumi Suzuki	POUR	POUR	✔ 94.3%
1.7	Re-elect Mr. Kunihiko Sakai	POUR	POUR	✔ 98.4%
1.8	Re-elect Mr. Fumiya Kokubu	POUR	POUR	✔ 93.8%
1.9	Re-elect Mr. Yoichiro Ogawa	POUR	POUR	✔ 99.2%
1.10	Re-elect Mr. Kazuhiro Higashi	POUR	POUR	✔ 98.0%
1.11	Re-elect Ms. Ryoko Nagata	POUR	POUR	✔ 99.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	To receive the audited consolidated financial statements of the company	POUR	POUR	✓ 99.4%
2	Elections of directors			
2.a	Re-elect Mr. Cheng Hye Cheah	POUR	POUR	✓ 99.8%
2.b	Re-elect Mr. Hugo Leung Pak Hon	POUR	POUR	✓ 99.9%
3	Re-elect the auditor and fix their remuneration	POUR	POUR	✓ 93.5%
4	To authorise the buy back of shares in the company	POUR	POUR	✓ 99.8%
5	To issue and deal with additional shares without pre-emptive rights in the company	POUR	POUR	✓ 96.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Aida M. Alvarez	POUR	POUR	✓ 98.7%
1.b	Re-elect Mr. Shumeet Banerji	POUR	POUR	✓ 96.3%
1.c	Re-elect Mr. Robert R. Bennett	POUR	POUR	✓ 99.2%
1.d	Re-elect Mr. Charles V. Bergh	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 96.8%
1.e	Re-elect Mr. Bruce D. Broussard	POUR	POUR	✓ 99.1%
1.f	Re-elect Ms. Stacy Brown-Philpot	POUR	POUR	✓ 97.1%
1.g	Re-elect Dr. Stephanie A. Burns	POUR	POUR	✓ 99.2%
1.h	Re-elect Ms. Mary Anne Citrino	POUR	POUR	✓ 99.1%
1.i	Re-elect Mr. Richard L. Clemmer	POUR	POUR	✓ 99.3%
1.j	Re-elect Mr. Enrique Lores	POUR	POUR	✓ 99.7%
1.k	Re-elect Ms. Judith A. Miscik	POUR	POUR	✓ 98.9%
1.l	Re-elect Ms. Kim K.W. Rucker	POUR	POUR	✓ 98.6%
1.m	Re-elect Mr. Subra Suresh	POUR	POUR	✓ 99.3%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.0% An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 97.2%
5	Shareholder resolution: Allow shareholders to act by written consent	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 30.7%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Nick Caldwell	POUR	POUR	✓ 95.1%
1b.	Re-elect Ms. Claire Hughes Johnson	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 73.0%
1c.	Re-elect Mr. Jay Simons	POUR	POUR	✓ 94.2%
1d.	Re-elect Ms. Yamini Rangan	POUR	POUR	✓ 96.9%
2.	Re-election of the auditor	POUR	POUR	✓ 99.9%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	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	UN AN	UN AN	✓ 99.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Dr. med. Raquel C. Bono	POUR	POUR	✓ 99.5%
1b	Re-elect Mr. Bruce D. Broussard	POUR	POUR	✓ 99.7%
1c	Re-elect Mr. Frank A. D'Amelio	POUR	● CONTRE	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	POUR	POUR	✓ 99.6%
1e	Re-elect Dr. med. Wayne A.I. Frederick	POUR	POUR	✓ 96.4%
1f	Re-elect Mr. John W. Garratt	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.4%
1g	Re-elect Mr. Kurt J. Hilzinger	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.2%
1h	Re-elect Ms. Karen W. Katz	POUR	POUR	✓ 96.6%
1i	Re-elect Ms. Marcy S. Klevorn	POUR	POUR	✓ 99.7%
1j	Re-elect Mr. William J. McDonald	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.2%
1k	Re-elect Mr. Jorge S. Mesquita	POUR	POUR	✓ 97.4%
1l	Elect Mr. Brad D. Smith	POUR	POUR	✓ 99.6%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.3%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.1%
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.9%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the individual and consolidated accounts	POUR	POUR		✓ 99.9%
2	Approval of the individual and consolidated director's reports	POUR	POUR		✓ 99.9%
3	Approval of the non-financial information statement	POUR	● CONTRE	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	POUR	POUR		✓ 99.5%
5	Amendment of the Bylaws: preamble and preliminary title	POUR	POUR		✓ 99.9%
6	Amendment of the Bylaws: wording changes	POUR	POUR		✓ 99.9%
7	Amendment of the Bylaws: update references to internal regulations	POUR	POUR		✓ 99.9%
8	Approval and payment of an engagement dividend	POUR	POUR		✓ 99.8%
9	Allocation of profit and payment of a dividend	POUR	POUR		✓ 99.8%
10	First share capital increase	POUR	POUR		✓ 99.7%
11	Second share capital increase	POUR	POUR		✓ 99.7%
12	Reduction of the share capital	POUR	POUR		✓ 99.3%
13	Advisory vote on the Annual Director's Remuneration Report	POUR	● CONTRE	Concerns over the excessive total remuneration of the executive chairman.	✓ 88.6%
14	Approval of the 2023-2025 share-based long-term incentive	POUR	● CONTRE	Excessive variable remuneration.	✓ 92.0%
Elections to the Board					
15	Re-elect Ms. Maria Helena Antolin Raybaud	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 95.8%
16	Elect Mr. Armando Martínez Martínez	POUR	POUR		✓ 99.4%
17	Re-elect Mr. Manuel Moreu Munaiz	POUR	POUR		✓ 96.7%
18	Re-elect Ms. Sara de la Rica Goiricelaya	POUR	● CONTRE	Chairman of the sustainability committee and the company has an incomplete decarbonisation strategy.	✓ 99.2%
19	Re-elect Mr. Xabier Sagredo Ormaza	POUR	● CONTRE	Non independent director (various reasons). The board is not sufficiently independent.	✓ 98.8%
20	Re-elect Mr. José Ignacio Sánchez Galán	POUR	● CONTRE	Executive chairman and highest paid executive. He is Chairman/CEO in all but name.	✓ 95.9%
21	Setting the number of directors at 14	POUR	● CONTRE	Excessive board size.	✓ 99.8%
22	Delegation of powers	POUR	POUR		✓ 99.9%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Mr. Thomas Buberl	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 94.6%
1b.	Re-elect Mr. David N. Farr	POUR	POUR		✓ 96.9%
1c.	Re-elect Mr. Alex Gorsky	POUR	POUR		✓ 97.9%
1d.	Re-elect Prof. Michelle J. Howard	POUR	POUR		✓ 98.4%
1e.	Re-elect Dr. Arvind Krishna	POUR	● CONTRE	Combined chairman and CEO.	✓ 93.6%
1f.	Re-elect Mr. Andrew N. Liveris	POUR	● CONTRE	Chairman of the nomination committee. The representation of women on the board is insufficient.	✓ 77.8%
1g.	Re-elect Mr. Frederick William McNabb III	POUR	POUR		✓ 98.2%
1h.	Re-elect Dr. Martha E. Pollack	POUR	POUR		✓ 97.7%
1i.	Re-elect Mr. Joseph R. Swedish	POUR	POUR		✓ 97.3%
1j.	Re-elect Mr. Peter R. Voser	POUR	POUR		✓ 96.9%
1k.	Re-elect Mr. Frederick H. Waddell	POUR	POUR		✓ 96.1%
1l.	Re-elect Mr. Alfred W. Zollar	POUR	POUR		✓ 94.7%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.7%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 91.1%
4.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 97.4%
5.	Shareholder resolution: Independent Board Chairman	CONTRE	● POUR	An independent chairman can ensure independent oversight of management.	✗ 25.9%
6.	Shareholder resolution: Public Report on Lobbying Activities	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✗ 48.1%
7.	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	CONTRE	CONTRE		✗ 7.1%
8.	Shareholder resolution: Public Report on Harassment and Discrimination Prevention Efforts	CONTRE	● POUR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.	✗ 33.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Daniel M. Junius	POUR	POUR	✓ 97.9%
1.b	Re-elect Mr. Lawrence D. Kingsley	POUR	POUR	✓ 94.7%
1.c	Re-elect Dr. Sophie V. Vandebroek	POUR	POUR	✓ 89.9%
2	Re-election of the auditor	POUR	● CONTRE	<p>✓ 93.2%</p> <p>The auditor's long tenure raises independence concerns.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>✓ 95.0%</p> <p>Excessive variable remuneration.</p> <p>The variable remuneration is based on continued employment only.</p>
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 92.8%

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No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Re-elect Dr. med. Luciana Borio	POUR	POUR	✓ 94.2%*
1.2	Re-elect Mr. Michael R. Minogue	POUR	POUR	✓ 93.0%*
1.3	Re-elect Ms. Corinne H. Nevinny	POUR	POUR	✓ 91.6%*
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 97.8%
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.5%
4.	Re-election of the auditor	POUR	POUR	✓ 99.9%

* Cette élection est basée sur le « plurality vote » ou la majorité relative : le/la candidat(e) avec le plus de voix POUR est élu(e), même si la majorité absolue (50%) n'est pas atteinte. Si le nombre de candidat(e)s correspond au nombre de sièges à pourvoir, une seule voix POUR suffit pour être élu(e).

No.	Ordre du jour	Board	Ethos	Résultat
Elections of directors				
1a	Re-elect Mr. Patrick P. Gelsinger	POUR	POUR	✓ 99.0%
1b	Re-elect Mr. James J. Goetz	POUR	POUR	✓ 97.5%
1c	Re-elect Dr. Andrea J. Goldsmith	POUR	POUR	✓ 98.6%
1d	Re-elect Ms. Alyssa H. Henry	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 97.8%
1e	Re-elect Dr. S. Omar Ishrak	POUR	POUR	✓ 97.5%
1f	Re-elect Dr. Risa Lavizzo-Mourey	POUR	POUR	✓ 96.5%
1g	Re-elect Dr. Tsu-Jae King Liu	POUR	POUR	✓ 98.3%
1h	Elect Ms. Barbara G. Novick	POUR	POUR	✓ 98.5%
1i	Re-elect Mr. Gregory D. Smith	POUR	POUR	✓ 98.4%
1j	Elect Mr. Lip-Bu Tan	POUR	POUR	✓ 99.0%
1k	Re-elect Mr. Dion J. Weisler	POUR	POUR	✓ 96.8%
1l	Re-elect Mr. Frank D. Yeary	POUR	POUR	✓ 96.5%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.2% An important part of the variable remuneration is based on continued employment only.
4	To approve the amendment of the 2006 Equity Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 76.3%
5	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 97.2%
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	CONTRE	● POUR	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	CONTRE	CONTRE	✗ 4.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	2022 annual report and accounts	POUR	POUR	✓ 100.0%
2	Binding vote on directors' remuneration policy	POUR	● CONTRE	✓ 74.8% The potential variable remuneration exceeds our guidelines.
3	Advisory vote on directors' remuneration report	POUR	● CONTRE	✓ 76.9% Excessive variable remuneration.
4	Final dividend	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
5(a)	Elect Mr. Michael Glover	POUR	POUR	✓ 100.0%
5(b)	Elect Dr. Byron Grote	POUR	● CONTRE	✓ 94.7% The director is over 75 years old, which exceeds guidelines.
5(c)	Elect Ms. Deanna Oppenheimer	POUR	● CONTRE	✓ 95.4% Concerns over the director's time commitments.
5(d)	Re-elect Mr. Graham Allan	POUR	POUR	✓ 97.3%
5(e)	Re-elect Mr. Keith Barr	POUR	POUR	✓ 100.0%
5(f)	Re-elect Ms. Daniela Barone Soares	POUR	POUR	✓ 99.3%
5(g)	Re-elect Mr. Arthur de Haast	POUR	POUR	✓ 100.0%
5(h)	Re-elect Ms. Duriya Farooqui	POUR	POUR	✓ 99.8%
5(i)	Re-elect Ms. Jo Harlow	POUR	● CONTRE	✓ 96.6% Non independent member of the remuneration committee which is not best UK market practice.
5(j)	Re-elect Mr. Elie Maalouf	POUR	● CONTRE	✓ 99.9% Executive director. The number of executives on the board exceeds market practice.
5(k)	Re-elect Ms. Sharon Rothstein	POUR	POUR	✓ 99.8%
6	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR	✓ 99.7%
7	Auditor's remuneration	POUR	POUR	✓ 100.0%
8	Political donations and political expenditure	POUR	POUR	✓ 97.5%
9	Adoption of new Deferred Award Plan rules	POUR	● CONTRE	✓ 98.5% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
10	Authority to allot shares	POUR	POUR	✓ 95.4%
11	General authority to disapply pre-emption rights	POUR	POUR	✓ 97.0%
12	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	POUR	POUR	✓ 93.7%
13	Authority to purchase own shares	POUR	POUR	✓ 99.6%
14	Authority to call general meetings on short notice	POUR	● CONTRE	✓ 94.0% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Ordre du jour	Board	Ethos		Résultat
1.	Election of the chairman of the Meeting	POUR	POUR		✓
2.	Preparation and approval of the voting register	POUR	POUR		✓
3.	Approval of the agenda	POUR	POUR		✓
4.	Election of persons to verify the minutes of the Meeting	SANS VOTE	SANS VOTE		
5.	Determination whether the Meeting has been duly convened	POUR	POUR		✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE		
7.	Address by the company CEO	SANS VOTE	SANS VOTE		
8.	Adoption of the financial statements	POUR	POUR		✓
9.	Approve remuneration report	POUR	● CONTRE	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	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10b.	Discharge of Johan Forssell	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10c.	Discharge of Magdalena Gerger	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10d.	Discharge of Tom Johnstone	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10e.	Discharge of Isabelle Kocher	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10f.	Discharge of Sven Nyman	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10g.	Discharge of Grace Reksten Skaugen	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10h.	Discharge of Hans Stråberg	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10i.	Discharge of Jacob Wallenberg	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10j.	Discharge of Marcus Wallenberg	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
10k.	Discharge of Sara Öhrvall	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed.	✓
11.	Approve allocation of income and dividend	POUR	POUR		✓
12a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR		✓
12b.	Resolution on the number of auditors to be appointed	POUR	POUR		✓

No.	Ordre du jour	Board	Ethos	Résultat
13a.	Approve directors' fees	POUR	POUR	✓
13b.	Approve auditors' fees	POUR	POUR	✓
14.	Composition of the board of directors			
14a.	Re-elect Mr. Gunnar Brock	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓
14b.	Re-elect Mr. Johan Forssell	POUR	POUR	✓
14c.	Re-elect Ms. Magdalena Gerger	POUR	POUR	✓
14d.	Re-elect Mr. Tom Johnstone	POUR	● CONTRE	Concerns over the director's time commitments. ✓
14e.	Re-elect Ms. Isabelle Kocher	POUR	POUR	✓
14f.	Re-elect Mr. Sven Nyman	POUR	POUR	✓
14g.	Re-elect Ms. Grace Reksten Skaugen	POUR	● CONTRE	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓
14h.	Re-elect Mr. Hans Stråberg	POUR	● CONTRE	Concerns over the director's time commitments. ✓
14i.	Re-elect Mr. Jacob Wallenberg	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓
14j.	Re-elect Mr. Marcus Wallenberg	POUR	● CONTRE	Concerns over the director's time commitments. ✓
14k.	Re-elect Ms. Sara Öhrvall	POUR	POUR	✓
15.	Re-elect the chairman of the board of directors	POUR	● CONTRE	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	POUR	POUR	✓
17a.	Approve share-related incentive plan for employees in Investor AB	POUR	● CONTRE	Performance targets are not sufficiently challenging. ✓
17b.	Approve share-related incentive plan for employees in subsidiary Patricia Industries	POUR	● CONTRE	Performance targets are not sufficiently challenging. ✓
18a.	Authorisation to repurchase own shares	POUR	POUR	✓
18b.	Transfer of own shares in connection with the share-related incentive plan 2023	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
1.	Amend articles of incorporation	POUR	● CONTRE	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	POUR	POUR	✓
2.2	Re-elect Mr. Hiromi Yamaji	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓
2.3	Re-elect Mr. Moriyuki Iwanaga	POUR	POUR	✓
2.4	Elect Mr. Ryusuke Yokoyama	POUR	● CONTRE	Executive director and the board size is excessive. ✓
2.5	Re-elect Mr. Koichiro Miyahara	POUR	POUR	✓
2.6	Elect Mr. Yasuyuki Konuma	POUR	● CONTRE	Executive director and the board size is excessive. ✓
2.7	Re-elect Mr. Nobuhiro Endo	POUR	POUR	✓
2.8	Re-elect Prof. Hiroko Ota	POUR	POUR	✓
2.9	Re-elect Mr. Hitoshi Ogita	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓
2.10	Elect Mr. Kazuaki Kama	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees. ✓
2.11	Re-elect Ms. Main Kohda	POUR	POUR	✓
2.12	Re-elect Mr. Eizo Kobayashi	POUR	POUR	✓
2.13	Re-elect Mr. Yasushi Suzuki	POUR	POUR	✓
2.14	Re-elect Mr. Yasuzo Takeno	POUR	POUR	✓
2.15	Elect Mr. Mitsuhiro Matsumoto	POUR	POUR	✓
2.16	Re-elect Mr. Kimitaka Mori	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the annual accounts	POUR	POUR	✓ 95.6%
2	Application of results	POUR	POUR	✓ 100.0%
3	Discharge the Board	POUR	POUR	✓ 99.8%
4	Resolve on the Company's Corporate Bodies remuneration policy	POUR	● CONTRE	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	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Ms. Anne DeSanto	POUR	POUR	✓ 95.6%
1b.	Re-elect Mr. Kevin DeNuccio	POUR	POUR	✓ 98.5%
1c.	Re-elect Mr. James Dolce	POUR	POUR	✓ 98.5%
1d.	Elect Mr. Steven Fernandez	POUR	POUR	✓ 98.6%
1e.	Re-elect Ms. Christine M. Gorjanc	POUR	POUR	✓ 99.3%
1f.	Re-elect Ms. Janet Haugen	POUR	POUR	✓ 97.1%
1g.	Re-elect Mr. Scott Kriens	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.9%
1h.	Re-elect Mr. Rahul Merchant	POUR	POUR	✓ 99.2%
1i.	Re-elect Mr. Rami Rahim	POUR	POUR	✓ 99.2%
1j.	Re-elect Mr. William R. Stensrud	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.8%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 92.3%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	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	UN AN	UN AN	✓ 97.8%
5.	To approve the amendment of the Omnibus Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 82.8%








No.	Ordre du jour	Board	Ethos	Résultat
1	2022 annual report and accounts	POUR	POUR	✓ 99.7%
2	Final dividend	POUR	● CONTRE	✓ 99.7% The proposed dividend is inconsistent with the company's financial situation.
Elections to the board of directors				
3(a)	Re-elect Mr. Jost Massenberg	POUR	POUR	✓ 88.9%
3(b)	Re-elect Mr. Gene M. Murtagh	POUR	POUR	✓ 95.5%
3(c)	Re-elect Mr. Geoff Doherty	POUR	POUR	✓ 95.2%
3(d)	Re-elect Mr. Russell Shiels	POUR	● CONTRE	✓ 95.1% Executive director. The number of executives on the board exceeds market practice.
3(e)	Re-elect Mr. Gilbert McCarthy	POUR	● CONTRE	✓ 94.6% Executive director. The number of executives on the board exceeds market practice.
3(f)	Re-elect Ms. Linda Hickey	POUR	● CONTRE	✓ 97.0% Non independent lead director, which is not best practice.
3(g)	Re-elect Ms. Anne Heraty	POUR	POUR	✓ 99.6%
3(h)	Re-elect Ms. Éimear Moloney	POUR	POUR	✓ 98.4%
3(i)	Re-elect Mr. Paul Murtagh	POUR	● CONTRE	✓ 95.0% Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.
3(j)	Elect Mr. Senan Murphy	POUR	POUR	✓ 98.6%
4	Auditor's remuneration	POUR	POUR	✓ 100.0%
5	Advisory vote on directors' remuneration report	POUR	POUR	✓ 97.4%
6	Non-executive directors' fees	POUR	● CONTRE	✓ 99.1% The proposed increase relative to the previous year is not justified.
7	Authority to allot shares	POUR	POUR	✓ 98.7%
8	General authority to disapply pre-emption rights	POUR	POUR	✓ 99.5%
9	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	POUR	POUR	✓ 99.4%
10	Authority to purchase own shares	POUR	● CONTRE	✓ 99.6% The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
11	Authority to reissue treasury shares	POUR	POUR	✓ 100.0%
12	Authority to call general meetings on short notice	POUR	● CONTRE	✓ 94.3% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.9%
4	Approve Discharge of Supervisory Board	POUR	● CONTRE	Concerns that the board did not address the low support of the 2021 remuneration report. ✓ 92.2%
5	Appoint the Auditors	POUR	POUR	✓ 99.8%
6	Approve Remuneration Report	POUR	● CONTRE	The information provided is insufficient. ✓ 66.3%
				Concerns over the excessive sign-on bonus granted to the new CEO.
7	Amend Articles: Virtual general meetings and virtual attendance of Supervisory Board members at virtual general meetings (Article 19 (6))	POUR	● CONTRE	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	POUR	POUR	✓ 98.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Address by the company CEO	SANS VOTE	SANS VOTE	
2a.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
2b.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
2c.	Approve allocation of income	POUR	POUR	✓ 99.1%
2d.	Approve remuneration report	POUR	POUR	✓ 94.8%
2e.	Discharge of executive board	POUR	● CONTRE	We strongly disagree with the management of the company's affairs. ✗ 23.6%
2f.	Discharge of supervisory board	POUR	● CONTRE	We strongly disagree with the board's decisions. ✓ 94.8%
3.	Re-elect Mr. Abhijit Bhattacharya to the executive board	POUR	POUR	✓ 99.3%
4.	Composition of the supervisory board			
4a.	Re-elect Mr. David Pyott	POUR	POUR	✓ 94.2%
4b.	Re-elect Ms. Elizabeth Doherty	POUR	POUR	✓ 97.2%
5.	Election of auditor: Ernst & Young	POUR	POUR	✓ 99.9%
6.	Election of auditor: PricewaterhouseCoopers	POUR	POUR	✓ 99.9%
7a.	Authorisation to issue shares	POUR	POUR	✓ 96.3%
7b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 95.7%
8.	Authorisation to repurchase own shares	POUR	● CONTRE	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	POUR	● CONTRE	The company proposes to cancel shares despite its deteriorated performance. ✓ 99.3%
10.	Any other business	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1a.	Re-elect Ms. Nora A. Aufreiter	POUR	POUR	✓ 98.7%	
1b.	Re-elect Mr. Kevin M. Brown	POUR	POUR	✓ 98.9%	
1c.	Re-elect Ms. Elaine L. Chao	POUR	POUR	✓ 98.6%	
1d.	Re-elect Ms. Anne Gates	POUR	POUR	✓ 96.4%	
1e.	Re-elect Ms. Karen Hoguet	POUR	POUR	✓ 98.9%	
1f.	Re-elect Mr. W. Rodney McMullen	POUR	● CONTRE	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	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.3%
1h.	Re-elect Mr. Ronald L. Sargent	POUR	● CONTRE	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	POUR	POUR		✓ 98.6%
1j.	Re-elect Mr. Mark S. Sutton	POUR	POUR		✓ 98.5%
1k.	Re-elect Mr. Ashok Vemuri	POUR	POUR		✓ 98.9%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 91.4%
3.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 96.0%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 91.4%
5.	Shareholder resolution: Report on Public Health Costs from Sale of Tobacco Products	CONTRE	● POUR	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	CONTRE	● POUR	Enhanced disclosure of charitable contributions.	✗ 6.7%
7.	Shareholder resolution: Report on Recyclability of Packaging	CONTRE	● POUR	We support corporate policies aiming to prevent environmental risks.	✗ 31.8%
8.	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	The proposal aims at promoting gender equality, ethnic diversity and at preventing discrimination.	✓ 51.9%
9.	Shareholder resolution: Report on EEO Policy Risks	CONTRE	CONTRE		✗ 1.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Ms. Kerrii B. Anderson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 87.1%
1b.	Re-elect Mr. Jean-Luc Bélingard	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✔ 95.3% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1c.	Re-elect Mr. Jeffrey A. Davis	POUR	POUR	✔ 99.8%
1d.	Re-elect Dr. D. Gary Gilliland	POUR	POUR	✔ 99.8%
1e.	Elect Ms. Kirsten M. Kliphouse	POUR	POUR	✔ 99.9%
1f.	Re-elect Dr. Garheng Kong	POUR	POUR	✔ 87.5%
1g.	Re-elect Mr. Peter M. Neupert	POUR	POUR	✔ 97.7%
1h.	Re-elect Ms. Richelle P. Parham	POUR	● CONTRE	Concerns over the director's time commitments. ✔ 97.8%
1i.	Re-elect Mr. Adam H. Schechter	POUR	● CONTRE	Combined chairman and CEO. ✔ 94.0%
1j.	Re-elect Ms. Kathryn E. Wengel	POUR	POUR	✔ 99.0%
1k.	Re-elect Prof. Dr. R. Sanders Williams	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✔ 96.7% The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 92.1% An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✔ 96.8%
4.	Re-election of the auditor	POUR	POUR	✔ 99.2%
5.	Shareholder resolution: Independent chairman	CONTRE	● POUR	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.	CONTRE	● POUR	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	CONTRE	● POUR	Protecting customer privacy is crucial for maintaining a good reputation and building trust with customers. ✘ 15.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.01	Re-elect Ms. Janet K. Cooper	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR	 99.0%
1.04	Re-elect Mr. Shane D. Wall	POUR	POUR	 98.4%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  91.3% 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.
3.	Advisory vote on say on pay frequency	UN AN	UN AN	 98.8%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.  97.4%

No.	Ordre du jour	Board	Ethos		Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE		
2	Approve Discharge of Management Board	POUR	POUR		✓ 99.7%
3	Approve Discharge of Supervisory Board	POUR	POUR		✓ 99.1%
4	Approve non-executive director fees	POUR	● CONTRE	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	POUR	POUR		✓ 99.9%
5b	Elections to the Supervisory Board: Mag. Gerhard Schwartz	POUR	POUR		✓ 86.9%
5c	Elections to the Supervisory Board: Nicole van der Elst Desai	POUR	POUR		✓ 100.0%
5d	Elections to the Supervisory Board: Mag. Helmut Bernkopf	POUR	POUR		✓ 90.3%
5e	Elections to the Supervisory Board: Dr. Christian Bruch	POUR	POUR		✓ 90.4%
5f	Elections to the Supervisory Board: Dr. Franz Gasselsberger	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 77.4%
6	Approve Remuneration Report	POUR	● CONTRE	Performance targets are not sufficiently challenging.	✓ 75.6%
7	Appoint the Auditors	POUR	POUR		✓ 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	POUR	● CONTRE	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	POUR	● CONTRE	Additional potential dilution which is not in shareholders' interests.	✓ 75.2%
9b	Approve the creation a new Conditional Capital, the cancellation for the existing Conditional Capital and related amendments to the Articles of Association	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 75.2%

No.	Ordre du jour	Board	Ethos		Résultat
Elections of directors					
1.	Re-elect Ms. Miranda Curtis	POUR	● CONTRE	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	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 88.3%
3.	Advisory vote on the remuneration report	POUR	● CONTRE	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	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. The non-executive directors receive variable remuneration and options.	✓ 60.9%
5.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 58.2%
6.	Re-election of KPMG LLP (US) as auditor	POUR	POUR		✓ 99.6%
7.	Re-election of KPMG LLP (UK) as auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 99.6%
8.	Authorise Board to Fix Remuneration of Auditors	POUR	POUR		✓ 99.9%
9.	Authority to allot shares	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights.	✓ 61.5%
10.	Authority to waive pre-emptive rights	POUR	POUR		✓ 99.7%
11.	Authorise UK political donations and political expenditure	POUR	● CONTRE	Authorisation to make political donations exceeds our guidelines.	✓ 94.1%
12.	Authorise purchase of own shares	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.0%
13.	Approve the amendment of the Liberty Global 2023 Incentive Plan	POUR	● CONTRE	Potential excessive awards.	✓ 58.3%

No.	Ordre du jour	Board	Ethos		Résultat
1	2022 annual report and accounts	POUR	POUR		✓ 100.0%
2	Final dividend	POUR	POUR		✓ 100.0%
3	Advisory vote on directors' remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 98.6%
4	Binding vote on directors' remuneration policy	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 97.5%
Elections to the board of directors					
5	Re-elect Mr. Dominic Blakemore	POUR	POUR		✓ 98.3%
6	Re-elect Mr. Martin Brand	POUR	POUR		✓ 97.7%
7	Re-elect Ms. Kathleen DeRose	POUR	POUR		✓ 99.1%
8	Re-elect Ms. Tsega Gebreyes	POUR	POUR		✓ 99.3%
9	Re-elect Baroness Cressida Hogg CBE	POUR	POUR		✓ 99.0%
10	Re-elect Ms. Anna Manz	POUR	POUR		✓ 99.5%
11	Re-elect Ms. Val Rahmani	POUR	POUR		✓ 97.2%
12	Re-elect Mr. Don Robert	POUR	POUR		✓ 98.2%
13	Re-elect Mr. David Schwimmer	POUR	POUR		✓ 99.6%
14	Re-elect Mr. Douglas M. Steenland	POUR	POUR		✓ 97.7%
15	Re-elect Mr. Ashok Vaswani	POUR	POUR		✓ 99.2%
16	Elect Mr. Scott Guthrie	POUR	POUR		✓ 98.3%
17	Elect Mr. William Vereker	POUR	POUR		✓ 100.0%
18	Re-appoint Ernst & Young as auditors	POUR	POUR		✓ 99.7%
19	Auditor's remuneration	POUR	POUR		✓ 100.0%
20	Authority to allot shares	POUR	POUR		✓ 97.4%
21	Political donations and political expenditure	POUR	POUR		✓ 99.1%
22	General authority to disapply pre-emption rights	POUR	POUR		✓ 92.4%
23	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	POUR	POUR		✓ 91.8%
24	Authority to purchase own shares	POUR	● CONTRE	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	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.8%
26	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 97.4%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
	Elections to the board of directors				
4	Re-elect Ms. Sophie Bellon-Clamens	POUR	POUR		✓ 93.5%
5	Re-elect Ms. Fabienne Dulac	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 87.9%
6	Approval of the total maximum amount allotted to directors	POUR	POUR		✓ 99.7%
7	Approve the remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 85.0%
8	Approve the 2022 remuneration of Mr. Jean-Paul Agon, Chairman	POUR	● CONTRE	Excessive fixed remuneration.	✓ 94.1%
9	Approve the 2022 remuneration of Mr. Nicolas Hieronimus, CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 97.2%
10	Approve the remuneration policy of directors	POUR	POUR		✓ 99.7%
11	Approve the remuneration policy of the Chairman	POUR	● CONTRE	Excessive fixed remuneration.	✓ 96.1%
12	Approve the remuneration policy of the CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 93.2%
13	Approve a treasury share buy-back and disposal program	POUR	POUR		✓ 99.2%
14	Delegation to increase capital by issuing shares with preferential subscription rights	POUR	POUR		✓ 96.5%
15	To authorise capital increases by transfer of reserves	POUR	POUR		✓ 100.0%
16	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 99.5%
17	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 99.0%
18	Authorise capital increases related to an all-employee share ownership plan, reserved for employees of foreign subsidiaries	POUR	POUR		✓ 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	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
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	POUR	POUR	✓ 100.0%
21	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Ralph (Raul) Alvarez	POUR	POUR	✓ 94.6%*
1.2	Re-elect Mr. David H. Batchelder	POUR	POUR	✓ 97.9%*
1.3	Elect Mr. Scott H. Baxter	POUR	POUR	✓ 98.7%*
1.4	Re-elect Ms. Sandra B. Cochran	POUR	POUR	✓ 99.1%*
1.5	Re-elect Ms. Laurie Z. Douglas	POUR	POUR	✓ 98.7%*
1.6	Re-elect Mr. Richard W. Dreiling	POUR	POUR	✓ 96.9%*
1.7	Re-elect Mr. Marvin R. Ellison	POUR	● S'ABSTENIR Combined chairman and CEO.	✓ 94.0%*
1.8	Re-elect Mr. Daniel J. Heinrich	POUR	POUR	✓ 98.6%*
1.9	Re-elect Mr. Brian C. Rogers	POUR	POUR	✓ 97.7%*
1.10	Re-elect Mr. Bertram L. Scott	POUR	POUR	✓ 96.8%*
1.11	Re-elect Ms. Colleen Taylor	POUR	POUR	✓ 99.1%*
1.12	Re-elect Ms. Mary Beth West	POUR	POUR	✓ 99.2%*
2	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.	✓ 92.0%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.4%
4	Re-election of the auditor	POUR	● CONTRE The auditor's long tenure raises independence concerns.	✓ 95.2%
5	Shareholder resolution: Independent chairman	CONTRE	● POUR The separation of functions allows an effective supervision of the management by the board.	✗ 23.9%

* Cette élection est basée sur le « plurality vote » ou la majorité relative : le/la candidat(e) avec le plus de voix POUR est élu(e), même si la majorité absolue (50%) n'est pas atteinte. Si le nombre de candidat(e)s correspond au nombre de sièges à pourvoir, une seule voix POUR suffit pour être élu(e).

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Dan H. Arnold	POUR	POUR	✓ 99.1%
1.b	Re-elect Mr. Edward C. Bernard	POUR	POUR	✓ 99.4%
1.c	Re-elect Ms. H. Paulett Eberhart	POUR	POUR	✓ 95.9%
1.d	Re-elect Mr. William F. Glavin Jr.	POUR	POUR	✓ 98.2%
1.e	Elect Mr. Albert J. Ko	POUR	POUR	✓ 99.9%
1.f	Re-elect Ms. Allison H. Mnookin	POUR	POUR	✓ 97.8%
1.g	Re-elect Ms. Anne M. Mulcahy	POUR	POUR	✓ 97.9%
1.h	Re-elect Mr. James S. Putnam	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR	✓ 98.0%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	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	UN AN	UN AN	✓ 98.9%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	● CONTRE	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	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 99.2%
6	Re-elect Mr. Antonio Belloni	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 92.7%
7	Re-elect Ms. Marie-Josée Kravis	POUR	● CONTRE	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	POUR	POUR		✓ 98.5%
9	Re-elect Ms. Natacha Valla	POUR	POUR		✓ 95.3%
10	Elect Mr. Laurent Mignon	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 90.9%
11	Renewal of Lord Powell of Bayswater's term of office as Advisory Board member	POUR	● CONTRE	The appointment of non-voting directors goes against best practice.	✓ 80.5%
12	Appointment of Diego Della Valle as Advisory Board member	POUR	● CONTRE	The appointment of non-voting directors goes against best practice.	✓ 80.5%
13	Approve the remuneration report	POUR	● CONTRE	Excessive fixed and variable remuneration.	✓ 82.5%
14	Approve the 2022 remuneration of Mr. Bernard Arnault, Chairman and CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 82.2%
15	Approve the 2022 remuneration of Mr. Antonio Belloni, Deputy CEO	POUR	● CONTRE	Excessive fixed remuneration.	✓ 82.2%
16	Approve directors' fees	POUR	POUR		✓ 99.9%
17	Approve the remuneration policy of the Chairman and CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 80.5%
18	Approve the remuneration policy of the Deputy CEO	POUR	● CONTRE	Excessive total remuneration.	✓ 80.4%
19	Approve a treasury share buy-back and disposal programme	POUR	POUR		✓ 99.6%
20	Reduce share capital via cancellation of shares	POUR	POUR		✓ 100.0%
21	Authorise capital increases by transfer of reserves	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
22	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	POUR	POUR		✓ 99.4%
23	Delegation to issue shares and capital securities by public offering	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 81.3%
24	Delegation to issue shares and capital securities by private placement	POUR	● CONTRE	Pre-emptive rights are waived, a public offering is preferable rather than a private placement for issuing shares.	✓ 80.3%
25	"Green shoe" autorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR		✓ 96.5%
28	Approve distribution of performance shares	POUR	● CONTRE	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	POUR	POUR		✓ 99.6%
30	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR		✓ 96.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Richard M. McVey	POUR	POUR	✓ 97.6%
1.b	Re-elect Mr. Christopher R. Concannon	POUR	POUR	✓ 99.3%
1.c	Re-elect Ms. Nancy A. Altobello	POUR	POUR	✓ 96.2%
1.d	Re-elect Mr. Steven L. Begleiter	POUR	POUR	✓ 99.3%
1.e	Re-elect Mr. Stephen P. Casper	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.6%
1.f	Re-elect Ms. Jane Chwick	POUR	POUR	✓ 98.8%
1.g	Re-elect Mr. William F. Cruger	POUR	POUR	✓ 96.7%
1.h	Re-elect Ms. Kourtney Gibson	POUR	POUR	✓ 99.3%
1.i	Re-elect Mr. Richard G. Ketchum	POUR	POUR	✓ 99.3%
1.j	Re-elect Ms. Emily H. Portney	POUR	POUR	✓ 99.8%
1.k	Re-elect Mr. Richard L. Prager	POUR	POUR	✓ 95.6%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 91.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 92.4%
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.1%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Dr. Merit E. Janow	POUR	POUR		✓ 98.1%
1b.	Re-elect Mr. Candido Bracher	POUR	POUR		✓ 99.5%
1c.	Re-elect Mr. Richard K. Davis	POUR	POUR		✓ 98.4%
1d.	Re-elect Mr. Julius M. Genachowski	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 96.4%
1e.	Re-elect Mr. Choon Phong Goh	POUR	POUR		✓ 94.5%
1f.	Re-elect Mr. Oki Matsumoto	POUR	POUR		✓ 98.7%
1g.	Re-elect Mr. Michael Miebach	POUR	POUR		✓ 99.8%
1h.	Re-elect Prof. Dr. Youngme E. Moon	POUR	POUR		✓ 98.8%
1i.	Re-elect Ms. Rima Qureshi	POUR	POUR		✓ 98.2%
1j.	Re-elect Ms. Gabrielle Sulzberger	POUR	POUR		✓ 98.0%
1k.	Re-elect Mr. Harit Talwar	POUR	POUR		✓ 99.4%
1l.	Re-elect Mr. Lance Uggla	POUR	POUR		✓ 99.0%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.6%
3.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 97.1%
4.	To approve the Employee Stock Purchase Plan	POUR	POUR		✓ 99.7%
5.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.2%
6.	Shareholder resolution: Report on ensuring respect for civil liberties	CONTRE	CONTRE		✗ 0.6%
7.	Shareholder resolution: Report on New Merchant Category Code for Gun and Ammunition Stores	CONTRE	● POUR	Enhanced disclosure on risks attached to purchasing guns.	✗ 9.5%
8.	Shareholder resolution: Report on Lobbying Disclosure	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✗ 28.3%
9.	Shareholder resolution: stockholders approve advance notice bylaw amendments	CONTRE	● POUR	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	CONTRE	CONTRE		✗ 0.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 98.5%
	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Kiyotaka Shobuda	POUR	POUR	✓ 94.0%
2.2	Re-elect Mr. Mitsuru Ono	POUR	POUR	✓ 98.3%
2.3	Re-elect Mr. Masahiro Moro	POUR	POUR	✓ 97.0%
2.4	Re-elect Mr. Yasuhiro Aoyama	POUR	POUR	✓ 98.4%
2.5	Re-elect Mr. Ichiro Hirose	POUR	POUR	✓ 98.4%
2.6	Re-elect Mr. Takeshi Mukai	POUR	POUR	✓ 98.4%
2.7	Elect Mr. Jeffrey H. Guyton	POUR	● CONTRE	Executive director and the board size is excessive. ✓ 98.2%
2.8	Elect Mr. Takeji Kojima	POUR	● CONTRE	Executive director and the board size is excessive. ✓ 98.3%
2.9	Re-elect Mr. Kiyoshi Sato	POUR	POUR	✓ 99.3%
2.10	Re-elect Ms. Michiko Ogawa	POUR	POUR	✓ 98.7%
3.1	Re-elect Mr. Nobuhiko Watabe	POUR	● CONTRE	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	POUR	POUR	✓ 80.8%
3.3	Re-elect Ms. Hiroko Shibasaki	POUR	POUR	✓ 99.7%
3.4	Re-elect Mr. Masato Sugimori	POUR	POUR	✓ 99.4%
3.5	Elect Mr. Hiroshi Inoue	POUR	POUR	✓ 99.6%
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	POUR	● CONTRE	Excessive total remuneration. ✓ 99.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.8%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.2%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 98.6%
5a	Appoint the Auditors for financial year 2023 including interim financial reports	POUR	POUR	✓ 93.0%
5b	Appoint the Auditors for interim financial reports for financial year 2024 until the AGM 2024	POUR	POUR	✓ 99.8%
5c	Appoint the Auditors for financial year 2024 including interim financial reports after the AGM 2024	POUR	POUR	✓ 99.9%
Board main features				
6	Elections to the Supervisory Board: Stefan Pierer	POUR	● CONTRE	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	POUR	● CONTRE	The chairman's remuneration is excessive. ✓ 98.2%
8	Approve Remuneration System for the Management Board members	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 91.0%
9	Approve Remuneration Report	POUR	● CONTRE	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	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. ✓ 92.2%
11	Amend Articles: Virtual general meetings (Article 11)	POUR	● CONTRE	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)	POUR	POUR	✓ 94.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Douglas M. Baker Jr.	POUR	POUR	✓ 98.2%
1.b	Re-elect Ms. Mary Ellen Coe	POUR	POUR	✓ 98.2%
1.c	Re-elect Ms. Pamela J. Craig	POUR	POUR	✓ 97.9%
1.d	Re-elect Mr. Robert M. Davis	POUR	● CONTRE	Combined chairman and CEO. ✓ 91.5%
1.e	Re-elect Mr. Thomas H. Glocer	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 92.6%
				Non independent lead director, which is not best practice.
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.f	Re-elect Dr. Risa Lavizzo-Mourey	POUR	POUR	✓ 97.4%
1.g	Re-elect Mr. Stephen L. Mayo	POUR	POUR	✓ 99.4%
1.h	Re-elect Mr. Paul B. Rothman	POUR	POUR	✓ 99.4%
1.i	Re-elect Ms. Patricia F. Russo	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 86.1%
				Non-independent director and the board size is excessive.
1.j	Re-elect Prof. Dr. Christine E. Seidman	POUR	POUR	✓ 99.3%
1.k	Re-elect Mr. Inge G. Thulin	POUR	POUR	✓ 97.0%
1.l	Re-elect Ms. Kathy J. Warden	POUR	POUR	✓ 97.8%
1.m	Re-elect Mr. Peter C. Wendell	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.3%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.5%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.3%
5	Shareholder resolution: Regarding Business Operations in China	CONTRE	CONTRE	✗ 3.8%
6	Shareholder resolution: Access to COVID-19 Products	CONTRE	● POUR	We support corporate policies that encourage social responsibility. ✗ 31.2%
7	Shareholder resolution: Disclose political contributions	CONTRE	● POUR	Enhanced disclosure on political donations. ✗ 7.3%
8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	CONTRE	● POUR	We support corporate policies that encourage social responsibility. ✗ 31.1%

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No.	Ordre du jour	Board	Ethos	Résultat
9	Shareholder resolution: Congruency Report of Partnerships with Globalist Organisations	CONTRE	CONTRE	✘ 1.2%
10	Shareholder resolution: Independent chairman	CONTRE	● POUR	The separation of functions allows an effective supervision of the management by the board. ✘ 32.4%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Re-elect Mr. Robert F. Spoerry	POUR	POUR	✓ 92.7%
1.2	Elect Mr. Roland Diggelmann	POUR	POUR	✓ 99.3%
1.3	Re-elect Ms. Domitille Doat-Le Bigot	POUR	POUR	✓ 98.2%
1.4	Re-elect Ms. Elisha W. Finney	POUR	POUR	✓ 98.1%
1.5	Re-elect Mr. Richard David Francis	POUR	POUR	✓ 99.1%
1.6	Re-elect Mr. Michael A. Kelly	POUR	POUR	✓ 97.6%
1.7	Re-elect Mr. Thomas P. Salice	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 88.0%
1.8	Elect Ms. Ingrid Zhang	POUR	POUR	✓ 99.8%
2.	Re-election of the auditor	POUR	POUR	✓ 98.5%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	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	UN AN	UN AN	✓ 98.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Election of the chairman of the Meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	SANS VOTE	SANS VOTE	
4.	Election of persons to verify the minutes of the Meeting	SANS VOTE	SANS VOTE	
5.	Determination whether the Meeting has been duly convened	POUR	POUR	✓
6.	Approval of the agenda	POUR	POUR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
8.	Address by the chairman of the board of directors	SANS VOTE	SANS VOTE	
9.	Address by the company CEO	SANS VOTE	SANS VOTE	
10.	Adoption of the financial statements	POUR	POUR	✓
11.	Approve allocation of income and dividend	POUR	POUR	✓
12.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
12a.	Discharge of Magnus Welander	POUR	POUR	✓
12b.	Discharge of Jonas Rahmn	POUR	POUR	✓
12c.	Discharge of Jenny Rosberg	POUR	POUR	✓
12d.	Discharge of Thomas Bräutigam	POUR	POUR	✓
12e.	Discharge of Anna Hällöv	POUR	POUR	✓
12f.	Discharge of Maria Hedengren	POUR	POUR	✓
12g.	Discharge of Pernilla Wiberg	POUR	POUR	✓
12h.	Discharge of company CEO (Max Strandwitz)	POUR	POUR	✓
13.	Approve remuneration report	POUR	POUR	✓
14.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
15a.	Approve directors' fees	POUR	POUR	✓
15b.	Approve auditors' fees	POUR	POUR	✓
16.	Composition of the board of directors			
16.1 (a)	Re-elect Mr. Magnus Welander	POUR	● CONTRE	Concerns over the director's time commitments.
16.1 (b)	Re-elect Mr. Thomas Bräutigam	POUR	POUR	✓
16.1 (c)	Re-elect Ms. Maria Hedengren	POUR	POUR	✓
16.1 (d)	Re-elect Ms. Anna Hällöv	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
16.1 (e)	Re-elect Mr. Jonas Rahmn	POUR	POUR	✓
16.1 (f)	Re-elect Ms. Jenny Rosberg	POUR	POUR	✓
16.2.	Re-elect the chairman of the board of directors	POUR	● CONTRE	Concerns over the director's time commitments. ✓
17.	Election of auditor	POUR	POUR	✓
18.	Approve share-related incentive plans 2023-26, 2024-27 and 2025-28	POUR	POUR	✓
19.	Authorisation to issue shares	POUR	POUR	✓
20.	Authorisation to repurchase own shares	POUR	POUR	✓
21.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Roger G. Eaton	POUR	POUR	✓ 96.2% *
1.2	Re-elect Mr. Charles M. Herington	POUR	● S'ABSTENIR 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	POUR	POUR	✓ 68.9% *
2	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 95.9%




* Cette élection est basée sur le « plurality vote » ou la majorité relative : le/la candidat(e) avec le plus de voix POUR est élu(e), même si la majorité absolue (50%) n'est pas atteinte. Si le nombre de candidat(e)s correspond au nombre de sièges à pourvoir, une seule voix POUR suffit pour être élu(e).

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Jorge A. Bermudez	POUR	POUR	✓ 94.9%
1b	Re-elect Ms. Thérèse Esperdy	POUR	POUR	✓ 98.7%
1c	Re-elect Mr. Robert Fauber	POUR	POUR	✓ 99.5%
1d	Re-elect Mr. Vincent A. Forlenza	POUR	POUR	✓ 95.9%
1e	Re-elect Ms. Kathryn M. Hill	POUR	POUR	✓ 97.1%
1f	Re-elect Mr. Lloyd W. Howell Jr.	POUR	POUR	✓ 97.9%
1g	Elect Mr. Jose M. Minaya	POUR	POUR	✓ 99.4%
1h	Re-elect Ms. Leslie F. Seidman	POUR	POUR	✓ 97.2%
1i	Re-elect Mr. Zig Serafin	POUR	POUR	✓ 98.6%
1j	Re-elect Mr. Bruce Van Saun	POUR	POUR	✓ 98.4%
2	To approve the amendment of the 2001 Employees' Stock Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 93.2%
3	Re-election of the auditor	POUR	POUR	✓ 98.2%
4	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.3%
5	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.0%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Mr. Gregory Q. Brown	POUR	● CONTRE	Combined chairman and CEO.	✓ 93.9%
1b.	Re-elect Mr. Kenneth D. Denman	POUR	POUR		✓ 79.9%
1c.	Re-elect Mr. Egon P. Durban	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 61.6%
1d.	Re-elect Dr. Ayanna M. Howard	POUR	POUR		✓ 99.7%
1e.	Re-elect Mr. Clayton M. Jones	POUR	POUR		✓ 99.4%
1f.	Re-elect Ms. Judy C. Lewent	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 95.9%
1g.	Re-elect Mr. Gregory K. Mondre	POUR	POUR		✓ 74.3%
1h.	Re-elect Mr. Joseph M. Tucci	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 92.3%
2.	Re-election of the auditor	POUR	POUR		✓ 99.7%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.3%
4.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 99.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
	Unannounced shareholder proposal made during the AGM: vote out the chair of the general meeting	CONTRE	● PAS DE RECOMMANDE.	The proposal was made during the AGM and shareholders voting by proxy could not vote on it. ✘ 0.1%
2	Approve the Dividend	POUR	POUR	✔ 99.8%
3.1	Approve Discharge of Management Board member Dr. Joachim Wenning (CEO)	POUR	POUR	✔ 99.6%
3.2	Approve Discharge of Management Board member Dr. Thomas Blunck	POUR	POUR	✔ 99.8%
3.3	Approve Discharge of Management Board member Nicholas Gartside	POUR	POUR	✔ 99.8%
3.4	Approve Discharge of Management Board member Stefan Golling	POUR	POUR	✔ 99.8%
3.5	Approve Discharge of Management Board member Dr. Doris Höpke (member until 30 April 2022)	POUR	POUR	✔ 99.8%
3.6	Approve Discharge of Management Board member Dr. Christoph Jurecka	POUR	POUR	✔ 99.8%
3.7	Approve Discharge of Management Board member Dr. Torsten Jeworrek	POUR	POUR	✔ 99.8%
3.8	Approve Discharge of Management Board member Dr. Achim Kassow	POUR	POUR	✔ 99.8%
3.9	Approve Discharge of Management Board member Clarisse Kopff (member since 1 December 2022)	POUR	POUR	✔ 99.8%
3.10	Approve Discharge of Management Board member Dr. Markus Rieß	POUR	POUR	✔ 99.8%
4.1	Approve Discharge of Supervisory Board member Dr. Nikolaus von Bomhard (Chairman)	POUR	POUR	✔ 90.4%
4.2	Approve Discharge of Supervisory Board member Dr. Anne Horstmann (Vice Chairwoman)	POUR	POUR	✔ 97.5%
4.3	Approve Discharge of Supervisory Board member Prof. Dr. Dr. Ann-Kristin Achleitner	POUR	POUR	✔ 97.2%
4.4	Approve Discharge of Supervisory Board member Clement B. Booth	POUR	POUR	✔ 97.5%
4.5	Approve Discharge of Supervisory Board member Ruth Brown	POUR	POUR	✔ 97.4%

No.	Ordre du jour	Board	Ethos	Résultat
4.6	Approve Discharge of Supervisory Board member Stephan Eberl	POUR	POUR	✓ 97.5%
4.7	Approve Discharge of Supervisory Board member Frank Fassin	POUR	POUR	✓ 97.5%
4.8	Approve Discharge of Supervisory Board member Prof. Dr. Ursula Gather	POUR	POUR	✓ 97.4%
4.9	Approve Discharge of Supervisory Board member Gerd Häusler	POUR	POUR	✓ 97.5%
4.10	Approve Discharge of Supervisory Board member Angelika Judith Herzog	POUR	POUR	✓ 97.4%
4.11	Approve Discharge of Supervisory Board member Renata Jungo Brüngger	POUR	POUR	✓ 97.4%
4.12	Approve Discharge of Supervisory Board member Stefan Kaindl	POUR	POUR	✓ 95.2%
4.13	Approve Discharge of Supervisory Board member Dr. Carinne Knoche-Brouillon	POUR	POUR	✓ 97.4%
4.14	Approve Discharge of Supervisory Board member Gabriele Mücke	POUR	POUR	✓ 97.4%
4.15	Approve Discharge of Supervisory Board member Ulrich Plottke	POUR	POUR	✓ 95.2%
4.16	Approve Discharge of Supervisory Board member Manfred Rassy	POUR	POUR	✓ 97.5%
4.17	Approve Discharge of Supervisory Board member Gabriele Sinz-Toporzysek (member until 31 January 2022)	POUR	POUR	✓ 97.4%
4.18	Approve Discharge of Supervisory Board member Carsten Spohr	POUR	POUR	✓ 97.4%
4.19	Approve Discharge of Supervisory Board member Karl-Heinz Streibich	POUR	POUR	✓ 97.5%
4.20	Approve Discharge of Supervisory Board member Markus Wagner (member since 1 February 2022)	POUR	POUR	✓ 97.5%
4.21	Approve Discharge of Supervisory Board member Dr. Maximilian Zimmerer	POUR	POUR	✓ 97.5%
5	Appoint the Auditors	POUR	● CONTRE	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	POUR	● CONTRE	Performance targets are not sufficiently challenging. ✓ 88.5%
7.1	Amend Articles: Virtual general meetings (Article 7 (2))	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 78.6%

No.	Ordre du jour	Board	Ethos	Résultat
7.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 7 (3))	POUR	● CONTRE	 93.6% The amendment allows the supervisory board members to virtually attend a general meeting without any adequate justification.
7.3	Amend Articles: Editorial amendments (Article 8 (2) and (3))	POUR	POUR	 99.7%
8	Amend Articles: Adaptation to a new law (Article 3 (4))	POUR	POUR	 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Election of the chairman of the Meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Approval of the agenda	POUR	POUR	✓
5.	Determination whether the Meeting has been duly convened	POUR	POUR	✓
6.	Election of persons to verify the minutes of the Meeting	SANS VOTE	SANS VOTE	
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
8.	Adoption of the financial statements	POUR	POUR	✓
9.	Approve allocation of income and dividend	POUR	POUR	✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10a.	Discharge of Håkan Buskhe	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10b.	Discharge of Helen Fasth Gillstedt	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10c.	Discharge of the company CEO (Klas Forsström)	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10d.	Discharge of Per Hallius	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10e.	Discharge of Simon Henriksson	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10f.	Discharge of Maria Håkansson	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10g.	Discharge of Tor Jansson	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10h.	Discharge of Magnus Lindquist	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10i.	Discharge of Anders Lindqvist	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10j.	Discharge of Magnus Nicolin	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10k.	Discharge of Lena Olving	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10l.	Discharge of Kristian Sildeby	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10m.	Discharge of Juan Vargues	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10n.	Discharge of Robert Wahlgren	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓
10o.	Discharge of Anna Westerberg	POUR	● CONTRE	The voting results of the AGM 2022 are not disclosed. ✓

No.	Ordre du jour	Board	Ethos	Résultat
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
12.	Approve directors' fees	POUR	POUR	✓
13.	Composition of the board of directors			
13a.	Re-elect Ms. Helen Fasth Gillstedt	POUR	POUR	✓
13b.	Re-elect Ms. Maria Håkansson	POUR	POUR	✓
13c.	Re-elect Mr. Anders Lindqvist	POUR	● CONTRE	Concerns over the director's time commitments. ✓
13d.	Re-elect Mr. Magnus Nicolin	POUR	POUR	✓
13e.	Re-elect Mr. Kristian Sildeby	POUR	POUR	✓
13f.	Re-elect Ms. Anna Westerberg	POUR	POUR	✓
13g.	Elect Ms. Sabine Simeon-Aissaoui	POUR	POUR	✓
14.	Re-elect the chairman of the board of directors	POUR	POUR	✓
15.	Approve auditors' fees	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓
16.	Approve executive remuneration policy	POUR	● CONTRE	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	POUR	POUR	✓
18.	Authorisation to issue shares	POUR	POUR	✓
19.	Authorisation to transfer own shares in connection with company acquisitions	POUR	POUR	✓
20.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos		Résultat
1	2022 Annual Report and Accounts	POUR	POUR		✓ 100.0%
2	Advisory vote on Directors' Remuneration report	POUR	● CONTRE	Excessive total remuneration.	✓ 97.3%
3	Final dividend	POUR	POUR		✓ 100.0%
	Elections to the Board of Directors				
4	Re-elect Sir Howard Davies	POUR	POUR		✓ 99.2%
5	Re-elect Ms. Alison Rose-Slade	POUR	POUR		✓ 100.0%
6	Re-elect Ms. Katie Murray	POUR	POUR		✓ 99.8%
7	Re-elect Mr. Frank Dangeard	POUR	POUR		✓ 99.1%
8	Elect Ms. Roisin Donnelly	POUR	POUR		✓ 100.0%
9	Re-elect Mr. Patrick Flynn	POUR	POUR		✓ 98.9%
10	Re-elect Mr. Morten Friis	POUR	POUR		✓ 98.9%
11	Re-elect Ms. Yasmin Jetha	POUR	POUR		✓ 100.0%
12	Elect Mr. Stuart Lewis	POUR	POUR		✓ 100.0%
13	Re-elect Mr. Mark Seligman	POUR	POUR		✓ 98.9%
14	Re-elect Ms. Lena Wilson	POUR	POUR		✓ 98.0%
15	Re-appoint Ernst & Young as auditors	POUR	POUR		✓ 99.4%
16	Auditor's remuneration	POUR	POUR		✓ 100.0%
17	Authority to allot shares	POUR	POUR		✓ 98.5%
18	Disapplication of pre-emption rights on the issue of shares for cash	POUR	POUR		✓ 99.9%
19	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	POUR	POUR		✓ 99.2%
20	Renewal of Equity Convertible Notes authority	POUR	POUR		✓ 99.4%
21	Renewal of pre-emption rights disapplication in relation to Equity Convertible Notes	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 99.1%
22	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 97.6%
23	Political donations and political expenditure	POUR	POUR		✓ 99.6%
24	Authority to purchase own shares	POUR	● CONTRE	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	POUR	● CONTRE	The current financial uncertainty makes the timing of off-market share purchases unfavorable.	✓ 99.9%
26	Authority to purchase preference shares	POUR	POUR		✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Amend Articles of Incorporation: Transition to 3-committee structure	POUR	POUR	✓ 99.9%
2	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Takashi Niino	POUR	POUR	✓ 95.2%
2.2	Re-elect Mr. Takayuki Morita	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 93.5%
2.3	Re-elect Mr. Osamu Fujikawa	POUR	POUR	✓ 99.4%
2.4	Re-elect Mr. Hajime Matsukura	POUR	POUR	✓ 99.5%
2.5	Elect Mr. Shinobu Obata	POUR	● CONTRE	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	POUR	POUR	✓ 98.1%
2.7	Re-elect Prof. Christina Ahmadjian	POUR	POUR	✓ 99.7%
2.8	Re-elect Mr. Masashi Oka	POUR	POUR	✓ 83.2%
2.9	Elect Ms. Kyoko Okada	POUR	POUR	✓ 99.8%
2.10	Elect Mr. Harufumi Mochizuki	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.2%
2.11	Elect Mr. Joji Okada	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.7%
2.12	Elect Mr. Yoshihito Yamada	POUR	POUR	✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Dr. Kevin C. Gorman	POUR	POUR	✓ 97.2%*
1.2	Re-elect Mr. Gary A. Lyons	POUR	● S'ABSTENIR	✓ 83.3%*
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1.3	Elect Ms. Johanna Mercier	POUR	POUR	✓ 90.1%*
2	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 93.1%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.0%
4	To approve the amendment of the 2020 Equity Incentive Plan	POUR	● CONTRE	✓ 84.9%
			The non-executive directors receive stock options.	
5	Re-election of the auditor	POUR	● CONTRE	✓ 92.8%
			The auditor's long tenure raises independence concerns.	

* Cette élection est basée sur le « plurality vote » ou la majorité relative : le/la candidat(e) avec le plus de voix POUR est élu(e), même si la majorité absolue (50%) n'est pas atteinte. Si le nombre de candidat(e)s correspond au nombre de sièges à pourvoir, une seule voix POUR suffit pour être élu(e).

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Patrick G. Awuah	POUR	POUR	✓ 99.6%
1.b	Re-elect Mr. Gregory H. Boyce	POUR	POUR	✓ 98.1%
1.c	Re-elect Mr. Bruce R. Brook	POUR	POUR	✓ 90.6%
1.d	Re-elect Ms. Maura J. Clark	POUR	POUR	✓ 98.1%
1.e	Re-elect Dr. Emma FitzGerald	POUR	POUR	✓ 99.2%
1.f	Re-elect Ms. Mary Laschinger	POUR	POUR	✓ 98.2%
1.g	Re-elect Mr. José Manuel Madero	POUR	POUR	✓ 99.7%
1.h	Re-elect Dr. oec. René Médori	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 98.2%
1.i	Re-elect Ms. Jane Nelson	POUR	POUR	✓ 96.5%
1.j	Re-elect Mr. Tom Palmer	POUR	POUR	✓ 99.7%
1.k	Re-elect Mr. Julio M. Quintana	POUR	POUR	✓ 97.3%
1.l	Re-elect Ms. Susan N. Story	POUR	POUR	✓ 99.7%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 93.9%
3	Re-election of the auditor	POUR	POUR	✓ 99.2%
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 99.8%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
4	Re-elect Mr. Jean Mouton	POUR	POUR	✓ 99.7%
5	Re-elect Mr. Bpifrance Participations	POUR	POUR	✓ 96.9%
6	Re-elect Mr. Oscar Hasbùn Martinez	POUR	POUR	✓ 89.0%
7	Re-elect Mr. Hubert Porte	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board size is excessive. ✓ 98.6%
8	Approve the remuneration report	POUR	POUR	✓ 98.5%
9	Approve the 2022 remuneration of Mr. Mouton, chairman	POUR	POUR	✓ 99.6%
10	Approve the 2022 remuneration of Mr. Guérin, CEO	POUR	POUR	✓ 96.9%
11	Approval of the maximum amount to be allocated to directors	POUR	POUR	✓ 98.9%
12	Approve the remuneration policy of directors	POUR	POUR	✓ 99.8%
13	Approve the remuneration policy of the chairman	POUR	POUR	✓ 99.7%
14	Approve the remuneration policy of the CEO	POUR	POUR	✓ 95.7%
15	Approval of a regulated commitment by Invexans Limited renewing its long-term partnership with the company	POUR	● CONTRE	The agreement allows the overrepresentation of an important shareholder. ✓ 98.4%
16	Approval of a tax agreement between the company and Invexans SA	POUR	POUR	✓ 99.8%
17	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high. ✓ 99.9%
18	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 97.9%
19	Authorise the Board to increase capital by issuing shares or other securities with pre-emptive rights	POUR	POUR	✓ 95.2%
20	Authorise capital increases by transfer of reserves	POUR	POUR	✓ 99.8%
21	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	POUR	✓ 97.6%

No.	Ordre du jour	Board	Ethos	Résultat
22	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	POUR	✓ 93.5%
23	"Green shoe" autorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	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	POUR	POUR	✓ 97.3%
25	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR	✓ 98.5%
26	Authorise capital increases related to an all-employee share ownership plan for non-French employees	POUR	POUR	✓ 98.6%
27	Approve distribution of performance shares for employees and corporate officers	POUR	POUR	✓ 96.3%
28	Approve distribution of shares to employees	POUR	POUR	✓ 95.3%
29	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%
30	Presentation of Nexans climate strategy and actions undertaken	SANS VOTE	SANS VOTE	

















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No.	Ordre du jour	Board	Ethos	Résultat
1	2022/23 annual report and accounts	POUR	POUR	✓ 99.7%
2	Binding vote on directors' remuneration policy	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 84.0%
3	Advisory vote on directors' remuneration report	POUR	● CONTRE	Concerns over the pension allowance which exceeds guidelines. ✓ 94.8%
4	Final dividend	POUR	POUR	✓ 100.0%
Elections to the board of directors				
5	Elect Mr. Jeremy Stakol	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice. ✓ 99.1%
6	Re-elect Mr. Jonathan Bewes	POUR	POUR	✓ 97.0%
7	Re-elect Mr. Soumen Das	POUR	POUR	✓ 96.6%
8	Re-elect Mr. Thomas Hall	POUR	POUR	✓ 95.7%
9	Re-elect Ms. Tristia Harrison	POUR	POUR	✓ 97.0%
10	Re-elect Ms. Amanda James	POUR	POUR	✓ 98.1%
11	Re-elect Mr. Richard Papp	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice. ✓ 99.1%
12	Re-elect Mr. Michael J. Roney	POUR	POUR	✓ 79.2%
13	Re-elect Ms. Jane Shields	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice. ✓ 99.1%
14	Re-elect Dame Dianne Thompson	POUR	POUR	✓ 96.9%
15	Re-elect Lord Simon Wolfson	POUR	POUR	✓ 99.2%
16	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR	✓ 98.9%
17	Auditor's remuneration	POUR	POUR	✓ 100.0%
18	Authority to allot shares	POUR	POUR	✓ 97.0%
19	General authority to disapply pre-emption rights	POUR	POUR	✓ 93.7%
20	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	POUR	POUR	✓ 92.2%
21	On-market purchases of own shares	POUR	● CONTRE	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	POUR	● CONTRE	The share repurchase is inconsistent with the long-term interests of shareholders. ✓ 98.8%
23	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 95.4%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Robert K. Burgess	POUR	POUR	✓ 96.7%
1b.	Re-elect Mr. Tench Coxe	POUR	● CONTRE	✓ 91.7% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1c.	Re-elect Dr. John O. Dabiri	POUR	POUR	✓ 98.2%
1d.	Re-elect Dr. Persis S. Drell	POUR	POUR	✓ 96.5%
1e.	Re-elect Mr. Jen-Hsun Huang	POUR	POUR	✓ 98.0%
1f.	Re-elect Ms. Dawn Hudson	POUR	POUR	✓ 97.0%
1g.	Re-elect Mr. Harvey C. Jones	POUR	● CONTRE	✓ 88.4% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h.	Re-elect Mr. Michael G. McCaffery	POUR	POUR	✓ 99.1%
1i.	Re-elect Mr. Stephen C. Neal	POUR	POUR	✓ 89.2%
1j.	Re-elect Mr. Mark L. Perry	POUR	● CONTRE	✓ 89.6% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k.	Re-elect Mr. A. Brooke Seawell	POUR	● CONTRE	✓ 90.9% Non-independent chairman of the audit committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1l.	Re-elect Dr. Aarti Shah	POUR	POUR	✓ 99.7%
1m.	Re-elect Mr. Mark A. Stevens	POUR	● CONTRE	✓ 92.9% The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 91.7% Excessive variable remuneration.
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.9%
4.	Re-election of the auditor	POUR	POUR	✓ 98.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Brian D. Chambers	POUR	● CONTRE	Combined chairman and CEO.  90.1%
1b	Re-elect Mr. Eduardo E. Cordeiro	POUR	POUR	 99.1%
1c	Re-elect Ms. Adrienne D. Elsner	POUR	POUR	 99.6%
1d	Re-elect Mr. Alfred E. Festa	POUR	POUR	 99.1%
1e	Re-elect Mr. Edward F. Lonergan	POUR	POUR	 94.8%
1f	Re-elect Ms. Maryann T. Mannen	POUR	POUR	 93.0%
1g	Re-elect Mr. Paul E. Martin	POUR	POUR	 99.2%
1h	Re-elect Mr. W. Howard Morris	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.  96.2%
1i	Re-elect Ms. Suzanne P. Nimocks	POUR	POUR	 93.9%
1j	Re-elect Mr. John D. Williams	POUR	POUR	 93.7%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.  89.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  89.2%
4	Advisory vote on say on pay frequency	UN AN	UN AN	 95.7%
5	To approve the amendment of the 2023 Stock Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.  89.0%
6	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	POUR	 71.6%
7	Amend Bylaws to Add Federal Forum Selection Provision	POUR	POUR	 84.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Mark C. Pigott	POUR	POUR	✓ 95.4%
1.2	Re-elect Dame Alison J. Carnwath	POUR	● CONTRE	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	POUR	POUR	✓ 98.5%
1.4	Re-elect Mr. R. Preston Feight	POUR	POUR	✓ 98.2%
1.5	Re-elect Mr. Kirk S. Hachigian	POUR	POUR	✓ 97.0%
1.6	Elect Ms. Barbara B. Hulit	POUR	POUR	✓ 99.0%
1.7	Re-elect Mr. Roderick C. McGeary	POUR	POUR	✓ 96.1%
1.8	Elect Ms. Cynthia A. Niekamp	POUR	POUR	✓ 99.0%
1.9	Re-elect Mr. John M. Pigott	POUR	POUR	✓ 96.8%
1.10	Re-elect Mr. Ganesh Ramaswamy	POUR	POUR	✓ 99.2%
1.11	Re-elect Mr. Mark A. Schulz	POUR	● CONTRE	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	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 92.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 93.0%
3	Advisory vote on say on pay frequency	TROIS ANS	● UN AN	Ethos support the right of shareholders to address pay-related concerns on an annual basis. ✓ 64.3%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.9%
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 47.6%
6	Shareholder resolution: Report on Climate-related policy engagement	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 46.1%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1.a	Re-elect Mr. Robert M. Bakish	POUR	POUR	✓ 99.5%	
1.b	Re-elect Ms. Barbara M. Byrne	POUR	POUR	✓ 99.3%	
1.c	Re-elect Ms. Linda M. Griego	POUR	● CONTRE	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	POUR	● CONTRE	Representative of an important shareholder who is sufficiently represented on the board.	✓ 99.5%
1.e	Re-elect Ms. Judith A. McHale	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 98.8%
1.f	Elect Ms. Dawn Ostroff	POUR	POUR		✓ 99.5%
1.g	Re-elect Mr. Charles E. Phillips Jr.	POUR	● CONTRE	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	POUR	POUR		✓ 97.6%
1.i	Re-elect Ms. Susan Schuman	POUR	POUR		✓ 99.6%
1.j	Re-elect Ms. Nicole Seligman	POUR	POUR		✓ 99.4%
1.k	Re-elect Mr. Frederick O. Terrell	POUR	POUR		✓ 99.3%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 98.6%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 96.3%
4	Advisory vote on say on pay frequency	TROIS ANS	● UN AN	Shareholders should have the right to address pay-related concerns on an annual basis.	✓ 96.2%
5	Shareholder resolution: Independent chairman	CONTRE	● POUR	The proposal aims at improving the company's corporate governance.	✗ 2.9%
6	Shareholder resolution: Disclose political contributions	RETIRÉE	● POUR	The proponent withdrew the proposal prior to the AGM. Ethos initially recommended to vote FOR for the following reason: Enhanced disclosure on political donations.	–

No.	Ordre du jour	Board	Ethos	Résultat
1	2022 annual report and accounts	POUR	POUR	✓ 100.0%
2	Final dividend	POUR	POUR	✓ 98.6%
Elections to the board of directors				
3	Re-elect Mr. Andy Bird, CBE	POUR	POUR	✓ 100.0%
4	Re-elect Ms. Sherry Coutu, CBE	POUR	POUR	✓ 93.2%
5	Re-elect Ms. Sally Johnson	POUR	POUR	✓ 99.8%
6	Re-elect Mr. Omid Kordestani	POUR	POUR	✓ 100.0%
7	Re-elect Ms. Esther Lee	POUR	POUR	✓ 99.8%
8	Re-elect Mr. Graeme Pitkethly	POUR	POUR	✓ 99.9%
9	Re-elect Mr. Tim Score	POUR	POUR	✓ 97.7%
10	Re-elect Ms. Annette Thomas	POUR	POUR	✓ 99.5%
11	Re-elect Mr. Lincoln Wallen	POUR	POUR	✓ 100.0%
12	Binding vote on directors' remuneration policy	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 53.6%
13	Advisory vote on directors' remuneration report	POUR	● CONTRE	Concerns regarding the CEO's one-off co-investment award. ✓ 86.8%
14	Re-appoint Ernst & Young as auditors	POUR	POUR	✓ 99.4%
15	Auditor's remuneration	POUR	POUR	✓ 100.0%
16	Authority to allot shares	POUR	POUR	✓ 94.0%
17	General authority to disapply pre-emption rights	POUR	POUR	✓ 98.0%
18	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	POUR	POUR	✓ 97.4%
19	Authority to purchase own shares	POUR	● CONTRE	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	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 95.9%

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1a.	Re-elect Mr. Segun Agbaje	POUR	POUR	✓ 98.8%	
1b.	Elect Ms. Jennifer Bailey	POUR	POUR	✓ 99.6%	
1c.	Re-elect Mr. Cesar Conde	POUR	● CONTRE	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	POUR	● CONTRE	Non independent lead director, which is not best practice.	✓ 95.4%
1e.	Re-elect Ms. Edith W. Cooper	POUR	POUR		✓ 99.2%
1f.	Elect Ms. Susan M. Diamond	POUR	POUR		✓ 99.6%
1g.	Re-elect Ms. Dina Dublon	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.8%
1h.	Re-elect Ms. Michelle Gass	POUR	POUR		✓ 98.3%
1i.	Re-elect Mr. Ramon L. Laguarta	POUR	● CONTRE	Combined chairman and CEO.	✓ 93.2%
1j.	Re-elect Mr. Sir Dave Lewis	POUR	POUR		✓ 98.9%
1k.	Re-elect Prof. Dr. David C. Page	POUR	POUR		✓ 98.6%
1l.	Re-elect Mr. Robert C. Pohlrad	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 96.3%
1m.	Re-elect Dr. med. Daniel L. Vasella	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.9%
1n.	Re-elect Mr. Darren Walker	POUR	● CONTRE	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	POUR	POUR		✓ 96.5%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.5%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 89.1%
4.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 97.8%
5.	Shareholder resolution: Independent chairman	CONTRE	CONTRE		✗ 25.1%
6.	Shareholder resolution: Global Transparency Report	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✗ 18.5%
7.	Shareholder resolution: Report on Impacts of Reproductive Healthcare Legislation	CONTRE	● POUR	We support corporate policies that encourage social responsibility.	✗ 16.1%

PepsiCo

03.05.2023

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No.	Ordre du jour	Board	Ethos	Résultat
8.	Shareholder resolution: Congruency Report on Net-Zero Emissions Policies	CONTRE	CONTRE	✘ 2.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.1	Re-elect Mr. Ronald E. Blaylock	POUR	POUR		✓ 97.8%
1.2	Re-elect Dr. Albert Bourla	POUR	● CONTRE	Combined chairman and CEO.	✓ 94.6%
1.3	Re-elect Dr. Susan D. Desmond-Hellmann	POUR	POUR		✓ 98.8%
1.4	Re-elect Mr. Joseph J. Echevarria	POUR	● CONTRE	Non-independent chairman of the corporate governance committee. The independence of this committee is insufficient.	✓ 97.6%
1.5	Re-elect Dr. Scott Gottlieb	POUR	● CONTRE	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	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 97.7%
1.7	Re-elect Dr. Susan Hockfield	POUR	POUR		✓ 99.2%
1.8	Re-elect Dr. Dan R. Littman	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.6%
1.9	Re-elect Mr. Shantanu Narayen	POUR	POUR		✓ 99.0%
1.10	Re-elect Ms. Suzanne Nora Johnson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.1%
1.11	Re-elect Mr. James Quincey	POUR	POUR		✓ 97.9%
1.12	Re-elect Mr. James C. Smith	POUR	POUR		✓ 97.1%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 92.8%
4	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 97.3%
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 9.9%
6	Shareholder resolution: Independent chairman	CONTRE	● POUR	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	CONTRE	● POUR	We support corporate policies that encourage social responsibility.	✗ 12.2%
8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	CONTRE	● POUR	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	CONTRE	● POUR	The company should align its public values and policies with its political expenditures and contributions.	✗ 14.1%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Jonathan S. Auerbach	POUR	POUR	✓ 99.1%
1b.	Re-elect Mr. Mary E. Beams	POUR	POUR	✓ 99.1%
1c.	Re-elect Ms. Jocelyn Carter-Miller	POUR	● CONTRE	✓ 89.5% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1d.	Re-elect Mr. Scott M. Mills	POUR	POUR	✓ 98.1%
1e.	Re-elect Mr. Claudio N. Muruzabal	POUR	POUR	✓ 98.4%
1f.	Elect Ms. H. Elizabeth Mitchell	POUR	POUR	✓ 99.0%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 97.3% Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 97.2%
4.	Re-election of the auditor	POUR	● CONTRE	✓ 96.7% The auditor's long tenure raises independence concerns.















No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1a	Elect Ms. Danelle M. Barrett	POUR	POUR	✓ 99.9%	
1b	Re-elect Mr. Philip Bleser	POUR	POUR	✓ 98.6%	
1c	Re-elect Mr. Stuart B. Burgdoerfer	POUR	POUR	✓ 95.8%	
1d	Re-elect Ms. Pamela J. Craig	POUR	POUR	✓ 99.2%	
1e	Re-elect Mr. Charles A. Davis	POUR	● CONTRE	<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>	✓ 97.9%
1f	Re-elect Mr. Roger N. Farah	POUR	POUR	✓ 93.0%	
1g	Re-elect Ms. Lawton Fitt	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 89.9%
1h	Re-elect Ms. Susan Patricia Griffith	POUR	POUR	✓ 99.4%	
1i	Re-elect Mr. Devin C. Johnson	POUR	POUR	✓ 99.8%	
1j	Re-elect Mr. Jeffrey D. Kelly	POUR	POUR	✓ 98.1%	
1k	Re-elect Ms. Barbara R. Snyder	POUR	POUR	✓ 98.9%	
1l	Re-elect Ms. Kahina Van Dyke	POUR	POUR	✓ 99.5%	
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.6%
3	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 99.1%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.7%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.1	Re-elect Mr. Gilbert F. Casellas	POUR	● CONTRE	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	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.3%
1.3	Re-elect Ms. Martina Hund-Mejean	POUR	POUR		✓ 94.8%
1.4	Re-elect Ms. Wendy E. Jones	POUR	POUR		✓ 98.3%
1.5	Re-elect Mr. Charles Lowrey	POUR	● CONTRE	Combined chairman and CEO.	✓ 92.8%
1.6	Re-elect Ms. Sandra Pianalto	POUR	POUR		✓ 98.1%
1.7	Re-elect Ms. Christine A. Poon	POUR	● CONTRE	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	POUR	POUR		✓ 98.7%
1.9	Re-elect Mr. Michael A. Todman	POUR	POUR		✓ 96.9%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.6%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.5%
4	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 96.6%
5	Shareholder resolution: Independent chairman	CONTRE	● POUR	The separation of functions allows an effective supervision of the management by the board.	✗ 35.0%

No.	Ordre du jour	Board	Ethos		Résultat
Ordinary Agenda					
O.1	Approve Financial Statements for the year ended 31 December 2022	POUR	POUR		✓ 99.5%
O.2	Allocation of net profit and dividend distribution	POUR	POUR		✓ 99.8%
O.3	Authorization for the purchase and disposal of treasury shares	POUR	POUR		✓ 99.0%
O.4	Long-term incentive plan 2023-2025	POUR	POUR		✓ 80.0%
O.5	Binding vote on the remuneration policy	POUR	● CONTRE	The same performance criteria are used in the deferred bonus and performance share plan.	✓ 71.5%
O.6	Advisory vote on the remuneration paid in FY 2022	POUR	POUR		✓ 56.4%
Extraordinary Agenda					
E.1	Authorization to issue maximum 9.5 million shares in execution of the 2023-2025 long-term incentive plan	POUR	POUR		✓ 83.7%
A.	Deliberations on possible legal action against Directors if presented by shareholders	PAS DE RECOMMAND.	● CONTRE	Shareholders voting by proxy cannot approve in advance any unannounced proposal.	–

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
	Elections to the board of directors				
5	Re-elect Ms. Suzan LeVine	POUR	POUR		✓ 97.9%
6	Re-elect Ms. Antonella Mei-Pochtler	POUR	POUR		✓ 96.5%
7	Elect KPMG as auditors	POUR	POUR		✓ 99.6%
8	Approve the remuneration policy of the chairman	POUR	● CONTRE	Excessive remuneration compared to peers.	✓ 87.1%
9	Approve the remuneration policy of directors	POUR	POUR		✓ 98.2%
10	Approve the remuneration policy of the CEO	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 74.3%
11	Approve the remuneration policy of members of the executive management	POUR	● CONTRE	Excessive variable remuneration.	✓ 91.9%
12	Approve the remuneration report	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 93.7%
13	Approve the 2022 remuneration of Mr. Lévy, chairman	POUR	● CONTRE	Excessive total remuneration.	✓ 87.1%
14	Approve the 2022 remuneration of Mr. Sadoun, CEO	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 81.8%
15	Approve the 2022 remuneration of Ms. Heilbronner, member of the executive management	POUR	● CONTRE	Excessive variable remuneration.	✓ 95.5%
16	Approve the 2022 remuneration of Mr. King, member of the executive management	POUR	● CONTRE	Excessive variable remuneration.	✓ 93.6%
17	Approve the 2022 remuneration of Mr. Proch, member of the executive management	POUR	● CONTRE	Excessive variable remuneration.	✓ 95.5%
18	Approve a treasury share buy-back and disposal programme	POUR	POUR		✓ 99.1%
19	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 100.0%
20	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 97.3%

No.	Ordre du jour	Board	Ethos	Résultat
21	Authorise capital increases related to an all-employee share ownership plan for non-French employees	POUR	POUR	✓ 97.1%
22	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Elect Mr. James E. Davis	POUR	● CONTRE	Combined chairman and CEO.  93.5%
1.2	Elect Dr. med. Luis A. Diaz	POUR	POUR	 99.7%
1.3	Re-elect Ms. Tracey C. Doi	POUR	POUR	 99.5%
1.4	Re-elect Ms. Vicky B. Gregg	POUR	POUR	 96.2%
1.5	Re-elect Mr. Wright L. Lassiter III	POUR	POUR	 99.5%
1.6	Re-elect Mr. Timothy L. Main	POUR	POUR	 99.4%
1.7	Re-elect Ms. Denise M. Morrison	POUR	POUR	 98.3%
1.8	Re-elect Mr. Gary M. Pfeiffer	POUR	● CONTRE	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	POUR	● CONTRE	Non independent lead director, which is not best practice.  95.4%
1.10	Re-elect Dr. Gail R. Wilensky	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.  94.7%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  90.1%
				An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	UN AN	UN AN	 96.6%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.  94.1%
5.	Amend the Employee Share Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.  88.8%
				An important part of the variable remuneration is based on continued employment only.
6.	Shareholder resolution: Greenhouse Gas Reduction Targets	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.  48.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	2022 annual report and accounts	POUR	POUR		✓ 100.0%
2	Advisory vote on directors' remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 92.8%
3	Final dividend	POUR	● CONTRE	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	POUR	POUR		✓ 98.1%
5	Re-elect Mr. Olivier Bohuon	POUR	POUR		✓ 99.1%
6	Re-elect Mr. Jeff Carr	POUR	POUR		✓ 99.3%
7	Re-elect Ms. Margherita Della Valle	POUR	POUR		✓ 99.9%
8	Re-elect Mr. Nicandro Durante	POUR	POUR		✓ 97.8%
9	Re-elect Ms. Mary Harris	POUR	POUR		✓ 99.9%
10	Re-elect Mr. Mehmood Khan	POUR	POUR		✓ 99.7%
11	Re-elect Dr. Pamela Kirby	POUR	POUR		✓ 98.4%
12	Re-elect Mr. Christopher Sinclair	POUR	POUR		✓ 96.0%
13	Re-elect Ms. Elane Stock	POUR	POUR		✓ 99.9%
14	Re-elect Mr. Alan Stewart	POUR	POUR		✓ 96.0%
15	Elect Mr. Jeremy Darroch	POUR	POUR		✓ 99.7%
16	Elect Ms. Tamara Ingram, OBE	POUR	POUR		✓ 99.1%
17	Re-appoint KPMG as auditors	POUR	POUR		✓ 99.4%
18	Auditor's remuneration	POUR	POUR		✓ 99.2%
19	Political donations and political expenditure	POUR	POUR		✓ 99.0%
20	Authority to allot shares	POUR	POUR		✓ 91.6%
21	General authority to disapply pre-emption rights	POUR	POUR		✓ 99.2%
22	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	POUR	POUR		✓ 98.6%
23	Authority to purchase own shares	POUR	● CONTRE	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	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 87.8%

Recruit Holdings

26.06.2023

AGO

No.	Ordre du jour	Board	Ethos	Résultat
	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Masumi Minegishi	POUR	POUR	✓ 96.3%
1.2	Re-elect Mr. Hisayuki Idekoba	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 97.9%
1.3	Re-elect Ms. Ayano Senaha	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.3%
1.4	Re-elect Mr. Rony Kahan	POUR	POUR	✓ 99.3%
1.5	Re-elect Mr. Naoki Izumiya	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.3%
1.6	Re-elect Mr. Hiroki Totoki	POUR	POUR	✓ 99.3%
1.7	Re-elect Ms. Keiko Honda	POUR	POUR	✓ 99.5%
1.8	Elect Ms. Katrina Lake	POUR	POUR	✓ 99.6%
2	Elect Ms. Miho Tanaka as a Substitute Corporate Auditor	POUR	POUR	✓ 99.8%
3	Revision of Board fees	POUR	● CONTRE	The board fees are considered excessive. ✓ 99.4%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Dr. Joseph L. Goldstein	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.4%
1d.	Re-elect Dr. Huda Y. Zoghbi	POUR	POUR		✓ 96.3%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 96.3%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 87.1%
4.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 98.9%
5.	Shareholder resolution: Report on impact of extended patent exclusivities on product access	CONTRE	● POUR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 9.4%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 91.7%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 91.7%
3	Approve allocation of income and dividend	POUR	POUR		✓ 99.1%
4	Statutory auditors' report on the information used to determine the compensation for participating shares	POUR	POUR		✓ 91.9%
5	Special report of the statutory auditors on regulated agreements and commitments	POUR	● CONTRE	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	POUR	POUR		✓ 84.0%
7	Re-elect Ms. Annette Winkler	POUR	POUR		✓ 70.6%
8	Elect Mr. Luca De Meo	POUR	● CONTRE	Executive director and the board size is excessive.	✓ 90.2%
9	Approve the remuneration report	POUR	● CONTRE	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	POUR	POUR		✓ 91.8%
11	Approve the 2022 remuneration of Mr. Luca De Meo, CEO	POUR	● CONTRE	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	POUR	POUR		✓ 91.7%
13	Approve the remuneration policy of Mr. Luca De Meo, CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 68.3%
14	Approve the remuneration policy of directors	POUR	POUR		✓ 90.1%
15	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high.	✓ 91.5%
16	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 92.8%
17	Delegation of powers for the completion of formalities	POUR	POUR		✓ 91.9%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
5	Approve the remuneration policy of the Chairman	POUR	POUR		✓ 99.8%
6	Approve directors' fees	POUR	POUR		✓ 98.7%
7	Approve the remuneration policy of the CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 91.6%
8	Approve the remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 97.1%
9	Approve the 2022 remuneration of the Chairman	POUR	POUR		✓ 99.8%
10	Approve the 2022 remuneration of the CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.2%
	Board main features				
11	Elect Ms. Marie-Christine Lombard	POUR	POUR		✓ 100.0%
12	Elect Mr. Steven Borges	POUR	POUR		✓ 100.0%
13	Re-elect Mr. Ian Meakins	POUR	POUR		✓ 97.0%
14	Approve authorisation to repurchase the company's own shares	POUR	POUR		✓ 99.9%
15	Reduce share capital via cancellation of shares	POUR	POUR		✓ 100.0%
16	Authorisation to increase capital by issuing shares with pre-emptive rights	POUR	● CONTRE	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	POUR	POUR		✓ 96.7%
18	Authorisation to increase capital by issuing shares without pre-emptive rights via a private placement	POUR	POUR		✓ 95.7%
19	"Green shoe" autorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	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	POUR	POUR		✓ 98.2%
21	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 94.0%

No.	Ordre du jour	Board	Ethos	Résultat
22	Authorise capital increases related to an all-employee share ownership plan for non-french employees	POUR	POUR	✓ 94.1%
23	Authorise capital increases by transfer of reserves	POUR	POUR	✓ 99.6%
24	Amend articles of association - increase age limit for the chairman of the board	POUR	POUR	✓ 99.5%
25	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Dividend Allocation	POUR	POUR		✓
2.	Election of Directors with an Audit & Supervisory Committee				
2.1	Re-elect Mr. Isao Matsumoto	POUR	● CONTRE	Combined chairman and CEO.	✓
2.2	Re-elect Mr. Katsumi Azuma	POUR	POUR		✓
2.3	Re-elect Mr. Kazuhide Ino	POUR	POUR		✓
2.4	Re-elect Mr. Tetsuo Tateishi	POUR	POUR		✓
2.5	Re-elect Mr. Koji Yamamoto	POUR	POUR		✓
2.6	Re-elect Mr. Tadanobu Nagumo	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓
2.7	Re-elect Mr. Peter Kenevan	POUR	POUR		✓
2.8	Re-elect Ms. Kuniko Muramatsu	POUR	POUR		✓
2.9	Elect Prof. Fukuko Inoue	POUR	POUR		✓
3.1	Re-elect Mr. Masahiko Yamazaki	POUR	POUR		✓
3.2	Re-elect Mr. Hidero Chimori	POUR	POUR		✓
3.3	Elect Mr. Keita Nakagawa	POUR	POUR		✓
3.4	Elect Mr. Tomoyuki Ono	POUR	POUR		✓
4.	Shareholder resolution: Approve Restricted Stock Plan	CONTRE	CONTRE		✗

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. K. Gunnar Bjorklund	POUR	● CONTRE	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	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 94.9%
1.c	Elect Mr. Edward G. Cannizzaro	POUR	POUR	✔ 99.6%
1.d	Re-elect Ms. Sharon D. Garrett	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✔ 96.2% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Mr. Michael J. Hartshorn	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✔ 97.4%
1.f	Re-elect Mr. Stephen Milligan	POUR	POUR	✔ 98.4%
1.g	Re-elect Ms. Patricia H. Mueller	POUR	POUR	✔ 98.2%
1.h	Re-elect Mr. George P. Orban	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✔ 94.9% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.i	Re-elect Ms. Larree M. Renda	POUR	POUR	✔ 98.6%
1.j	Re-elect Ms. Barbara Rentler	POUR	POUR	✔ 98.8%
1.k	Re-elect Ms. Doniel N. Sutton	POUR	● CONTRE	Concerns over the director's time commitments. ✔ 97.5%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 93.3% An important part of the variable remuneration is based on continued employment only.
3	Advisory vote on say on pay frequency	UN AN	UN AN	✔ 98.9%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✔ 97.2%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1.1	Re-elect Mr. Marco Alverà	POUR	POUR	✓ 98.6%	
1.2	Re-elect Mr. Jacques Esculier	POUR	POUR	✓ 99.5%	
1.3	Re-elect Ms. Gay Huey Evans	POUR	POUR	✓ 99.3%	
1.4	Re-elect Mr. William D. Green	POUR	POUR	✓ 96.8%	
1.5	Re-elect Ms. Stephanie C. Hill	POUR	POUR	✓ 98.8%	
1.6	Re-elect Ms. Rebecca Jacoby	POUR	POUR	✓ 98.7%	
1.7	Re-elect Mr. Robert P. Kelly	POUR	POUR	✓ 97.5%	
1.8	Re-elect Mr. Ian Livingston	POUR	POUR	✓ 99.5%	
1.9	Re-elect Ms. Deborah D. McWhinney	POUR	POUR	✓ 99.4%	
1.10	Re-elect Ms. Maria R. Morris	POUR	POUR	✓ 98.9%	
1.11	Re-elect Mr. Douglas L. Peterson	POUR	POUR	✓ 99.6%	
1.12	Re-elect Mr. Richard E. Thornburgh	POUR	POUR	✓ 97.3%	
1.13	Re-elect Dr. Gregory Washington	POUR	POUR	✓ 99.2%	
2	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 93.6%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.0%	
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 93.8%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR		✓ 99.9%
	Elections to the board of directors				
4	Elect Mr. Frédéric Oudéa	POUR	POUR		✓ 96.6%
5	Approve the remuneration report	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 97.1%
6	Approve the 2022 remuneration of Mr. Weinberg, chairman	POUR	POUR		✓ 90.7%
7	Approve the 2022 remuneration of Mr. Hudson, CEO	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 92.9%
8	Approve the maximum amount to be allocated to directors	POUR	POUR		✓ 98.4%
9	Approve the remuneration policy of directors	POUR	POUR		✓ 97.6%
10	Approve the remuneration policy of the chairman	POUR	● CONTRE	Excessive total remuneration.	✓ 98.8%
11	Approve the remuneration policy of the CEO	POUR	POUR		✓ 93.3%
12	Re-elect PricewaterhouseCoopers as auditors	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 85.4%
13	Ratification of transfer of registered office	POUR	POUR		✓ 99.9%
14	Approve a treasury share buy-back and disposal programme	POUR	POUR		✓ 98.7%
15	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 99.9%
16	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 94.6%
17	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering or by exchange of shares	POUR	POUR		✓ 94.0%
18	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	POUR		✓ 92.6%
19	Authorisation to issue debt instruments giving access to the share capital of subsidiaries of any other company	POUR	POUR		✓ 98.2%
20	"Green shoe" autorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 89.4%

No.	Ordre du jour	Board	Ethos	Résultat
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 98.0%
22	Authorise capital increases by transfer of reserves	POUR	POUR	✓ 99.8%
23	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR	✓ 97.9%
24	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

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No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR		✓ 98.9%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
5	Approve the remuneration report	POUR	POUR		✓ 75.9%
6	Approve the 2022 remuneration of Mr. Denis Kessler, Chairman	POUR	● CONTRE	Excessive total remuneration.	✓ 94.2%
7	Approve the 2022 remuneration of Mr. Laurent Rousseau, CEO	POUR	POUR		✓ 94.2%
8	Approve the remuneration policy of directors	POUR	POUR		✓ 98.4%
9	Approve the remuneration policy of the chairman	POUR	● CONTRE	Excessive total remuneration.	✓ 91.8%
10	Approve the remuneration policy of Mr. Laurent Rousseau (CEO from 1 January until 25 January 2023)	POUR	POUR		✓ 98.3%
11	Approve the remuneration policy of Mr. François de Varenne (CEO from 26 January until 30 April 2023)	POUR	POUR		✓ 94.8%
12	Approve the remuneration policy of Mr. Thierry Léger (CEO as of 1 May 2023)	POUR	● CONTRE	Excessive fixed and variable remuneration.	✓ 87.0%
	Board main features				
13	Elect Mr. Thierry Léger	POUR	● CONTRE	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	POUR	POUR		✓ 98.0%
15	Re-elect Mr. Augustin de Romanet	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 57.7%
16	Re-elect Mr. Adrien Couret	POUR	POUR		✓ 92.4%
17	Elect Ms. Martine Gerow	POUR	POUR		✓ 98.0%
18	Re-elect Holding Malakoff Humanis	POUR	POUR		✓ 92.6%
19	Re-elect Ms. Vanessa Marquette	POUR	POUR		✓ 93.1%
20	Re-elect Ms. Zhen Wang	POUR	POUR		✓ 97.9%
21	Re-elect Ms. Fields Wicker-Miurin	POUR	POUR		✓ 53.7%
22	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high.	✓ 99.4%
23	Authorise capital increases by transfer of reserves	POUR	POUR		✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
24	Authorisation to increase capital by issuing shares with pre-emptive rights	POUR	POUR	✓ 96.8%
25	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	POUR	✓ 95.1%
26	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	POUR	✓ 94.1%
27	Authorise the Board to issue shares or other securities giving access to shares without pre-emptive rights	POUR	POUR	✓ 98.2%
28	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 98.4%
29	"Green shoe" autorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. ✓ 92.1%
30	Authorisation to issue stand-alone warrants ("Bons 2023 Contingents") without pre-emptive rights	POUR	POUR	✓ 95.2%
31	Authorisation to issue stand-alone warrants ("Bons 2023 AOF") without pre-emptive rights	POUR	POUR	✓ 95.2%
32	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 100.0%
33	Authorise capital increases to allocate stock options	POUR	POUR	✓ 97.0%
34	Authorise capital increases to allocate free performance shares (corporate officers and employees)	POUR	● CONTRE	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	POUR	POUR	✓ 98.5%
36	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR	✓ 97.4%
37	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

SEI Investments
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No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.a	Elect Mr. Ryan P. Hicke	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✔ 96.9%
1.b	Re-elect Ms. Kathryn M. McCarthy	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 79.7% Non independent lead director, which is not best practice.
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 74.5%
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✔ 97.4%
4.	Re-election of the auditor	POUR	POUR	✔ 99.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓
2	Amend the Articles of Incorporation	POUR	POUR	✓
3	Election of Directors with an Audit & Supervisory Committee			
3.1	Re-elect Mr. Minoru Usui	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓
3.2	Re-elect Mr. Yasunori Ogawa	POUR	POUR	✓
3.3	Re-elect Mr. Tatsuaki Seki	POUR	POUR	✓
3.4	Re-elect Ms. Mari Matsunaga	POUR	POUR	✓
3.5	Elect Mr. Tadashi Shimamoto	POUR	POUR	✓
3.6	Elect Mr. Masaki Yamauchi	POUR	POUR	✓
4	Approve annual bonus (excluding the audit and supervisory committee members)	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos		Résultat
	Energy transition plan and social and environmental responsibility	SANS VOTE	SANS VOTE		
1	Approval of the consolidated financial statements	POUR	POUR		✓ 99.3%
2	Approval of the statutory financial statements	POUR	POUR		✓ 99.3%
3	Approve allocation of income and dividend	POUR	POUR		✓ 98.5%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 99.6%
5	Approve the remuneration policy of the chairman	POUR	● CONTRE	Excessive total remuneration.	✓ 93.7%
6	Approve the remuneration policy of the CEO and Deputy CEOs	POUR	● CONTRE	Excessive total remuneration.	✓ 78.7%
7	Approve the remuneration policy of directors	POUR	POUR		✓ 92.4%
8	Approve the remuneration report	POUR	POUR		✓ 95.1%
9	Approve the 2022 remuneration of Mr. Bini Smaghi, chairman	POUR	● CONTRE	Excessive total remuneration.	✓ 93.5%
10	Approve the 2022 remuneration of Mr. Oudéa, CEO	POUR	POUR		✓ 93.0%
11	Approve the 2022 remuneration of Mr. Aymerich, Deputy CEO	POUR	POUR		✓ 93.7%
12	Approve the 2022 remuneration of Ms. Lebot, Deputy CEO	POUR	POUR		✓ 93.3%
13	Consultative vote on the remuneration 2022 paid to the material key risk takers	POUR	POUR		✓ 97.8%
Elections to the board of directors					
14	Elect Mr. Salwomir Krupa	POUR	● CONTRE	Executive director and the board size is excessive.	✓ 98.7%
15	Elect Ms. Béatrice Cossa-Dumurgier	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 88.6%
16	Elect Ms. Ulrika Ekman	POUR	POUR		✓ 98.9%
17	Elect Mr. Benoît de Ruffray	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 94.5%
18	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high.	✓ 99.9%
19	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 97.6%
20	Amendment of the Articles of Association: term of office of employee representatives	POUR	POUR		✓ 99.5%
21	Amendment of the Articles of Association: age limit of the chairman	POUR	POUR		✓ 96.8%
22	Delegation of powers for the completion of formalities	POUR	POUR		✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Amend the Articles of Incorporation: To issue Series 1 Bond-Type Class Shares	POUR	● CONTRE	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	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 84.6%
2.2	Re-elect Mr. Junichi Miyakawa	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 77.7%
2.3	Re-elect Mr. Jun Shimba	POUR	POUR	✓ 83.8%
2.4	Re-elect Mr. Yasuyuki Imai	POUR	POUR	✓ 83.8%
2.5	Re-elect Mr. Kazuhiko Fujihara	POUR	POUR	✓ 93.0%
2.6	Re-elect Mr. Masayoshi Son	POUR	POUR	✓ 93.0%
2.7	Re-elect Mr. Atsushi Horiba	POUR	● CONTRE	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	POUR	POUR	✓ 93.8%
2.9	Re-elect Mr. Kazuaki Oki	POUR	POUR	✓ 93.8%
2.10	Re-elect Ms. Kyoko Uemura	POUR	POUR	✓ 94.0%
2.11	Re-elect Ms. Naomi Koshi	POUR	POUR	✓ 93.9%
	Election of 3 Corporate Auditors			
3.1	Re-elect Mr. Eiji Shimagami as a Corporate Auditor	POUR	POUR	✓ 97.4%
3.2	Elect Mr. Shuji Kojima as a Corporate Auditor	POUR	POUR	✓ 89.2%
3.3	Re-elect Ms. Kazuko Kimiwada as a Corporate Auditor	POUR	POUR	✓ 96.2%
4	Elect Yasuhiro Nakajima as a Substitute Corporate Auditor	POUR	POUR	✓ 97.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Marcel Gani	POUR	POUR	✓ 91.3%
1.b	Re-elect Ms. Tal Payne	POUR	POUR	✓ 93.2%
2	Re-election of the auditor	POUR	POUR	✓ 97.6%
3	Advisory vote on executive remuneration	POUR	● CONTRE	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	UN AN	UN AN	✓ 98.8%
5	Declassify the Board of Directors	POUR	POUR	✓ 99.8%
6	Eliminate Supermajority Vote Requirement	POUR	● CONTRE	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	POUR	POUR	✓ 86.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
5	Re-elect Bpifrance Participations	POUR	POUR	✓ 99.0%
6	Re-elect Ms. Gabrielle Van Klaveren-Hessel	POUR	POUR	✓ 97.4%
7	Re-elect PricewaterhouseCoopers as auditors	POUR	POUR	✓ 98.1%
8	Approve the 2022 remuneration of Mr. Gauthier Louette, Chairman and CEO	POUR	POUR	✓ 96.0%
9	Approve the remuneration policy of the Chairman and CEO	POUR	POUR	✓ 95.0%
10	Approve the remuneration report	POUR	POUR	✓ 98.5%
11	Approve the remuneration policy of directors	POUR	POUR	✓ 99.6%
12	Approve a treasury share buy-back and disposal programme	POUR	POUR	✓ 99.8%
13	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 100.0%
14	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR	✓ 97.4%
15	Authorise capital increases related to an all-employee share ownership plan for non-French employees	POUR	POUR	✓ 97.4%
16	Approve distribution of shares to employees	POUR	POUR	✓ 96.3%
17	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Report of the Managing Board on the Company's 2022 financial year	SANS VOTE	SANS VOTE		
2	Report of the Supervisory Board on the Company's 2022 financial year	SANS VOTE	SANS VOTE		
3	Advisory vote on the Remuneration Report 2022	POUR	● CONTRE	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	POUR	POUR		✓ 99.7%
5	Adoption of a dividend	POUR	● CONTRE	The proposed payout ratio is below market practice.	✓ 99.9%
6	Discharge of the sole member of the Managing Board	POUR	POUR		✓ 97.6%
7	Discharge of the members of the Supervisory Board	POUR	POUR		✓ 97.5%
8	Approval of the stock-based portion of the compensation of the President and CEO	POUR	● CONTRE	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	POUR	POUR		✓ 99.4%
10	Re-appointment of Ms. Ana de Pro Gonzalo as a member of the Supervisory Board for a 2-year term	POUR	POUR		✓ 98.8%
11	Re-appointment of Mr. Frédéric Sanchez as a member of the Supervisory Board for a 3-year term	POUR	● CONTRE	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	POUR	POUR		✓ 95.7%
13	Appointment of Ms. Hélène Vletter-van Dort as a member of the Supervisory Board for a 2-year term	POUR	POUR		✓ 99.9%
14	Appointment of Mr. Paolo Visca as a member of the Supervisory Board for a 3-year term	POUR	POUR		✓ 99.8%
15	Authorization to repurchase shares	POUR	POUR		✓ 99.1%
16	Authorization to issue new common shares	POUR	POUR		✓ 98.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.3%
3	Approve Discharge of Management Board	POUR	POUR	✓ 96.5%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 90.6%
5	Appoint the Auditors	POUR	● CONTRE	✓ 98.0% Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election.
6	Approve Remuneration Report	POUR	POUR	✓ 89.9%
	Board main features			
7	Elections to the Supervisory Board: Jan Zijderveld	POUR	POUR	✓ 95.7%
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	POUR	POUR	✓ 97.6%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1.a	Re-elect Mr. Brian D. Doubles	POUR	POUR	✓ 99.8%	
1.b	Re-elect Mr. Fernando Aguirre	POUR	POUR	✓ 96.0%	
1.c	Re-elect Mr. Paget L. Alves	POUR	POUR	✓ 97.8%	
1.d	Re-elect Ms. Kamila Chytil	POUR	POUR	✓ 99.8%	
1.e	Re-elect Mr. Arthur W. Coviello Jr.	POUR	POUR	✓ 99.8%	
1.f	Re-elect Mr. Roy A. Guthrie	POUR	POUR	✓ 99.4%	
1.g	Re-elect Mr. Jeffrey G. Naylor	POUR	POUR	✓ 97.5%	
1.h	Re-elect Mr. P.W. (Bill) Parker	POUR	POUR	✓ 98.3%	
1.i	Re-elect Ms. Laurel J. Richie	POUR	POUR	✓ 93.5%	
1.j	Re-elect Ms. Ellen M. Zane	POUR	POUR	✓ 92.1%	
2	Advisory vote on executive remuneration	POUR	● CONTRE	<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	POUR	POUR	✓ 99.3%	

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1a.	Re-elect Mr. Glenn R. August	POUR	POUR	✓ 97.8%	
1b.	Re-elect Mr. Mark S. Bartlett	POUR	POUR	✓ 90.3%	
1c.	Re-elect Ms. Dina Dublon	POUR	POUR	✓ 98.3%	
1d.	Re-elect Dr. Freeman A. Hrabowski III	POUR	POUR	✓ 92.3%	
1e.	Re-elect Mr. Robert F. MacLellan	POUR	POUR	✓ 95.6%	
1f.	Re-elect Ms. Eileen P. Rominger	POUR	POUR	✓ 98.4%	
1g.	Re-elect Mr. Robert W. Sharps	POUR	POUR	✓ 99.0%	
1h.	Re-elect Mr. Robert J. Stevens	POUR	POUR	✓ 95.8%	
1i.	Re-elect Mr. William J. Stromberg	POUR	POUR	✓ 97.7%	
1j.	Re-elect Ms. Sandra S. Wijnberg	POUR	POUR	✓ 90.6%	
1k.	Re-elect Mr. Alan D. Wilson	POUR	POUR	✓ 96.5%	
2.	Advisory vote on executive remuneration	POUR	● CONTRE	<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	POUR	POUR	✓ 96.9%	
4.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 97.8%	
5.	Re-election of the auditor	POUR	● CONTRE	<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%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approve Allocation of Income and Dividend	POUR	POUR	✓ 98.8%
	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Christophe Weber	POUR	POUR	✓ 95.7%
2.2	Re-elect Dr. Andrew Plump	POUR	● CONTRE	Executive director and the board size is excessive. ✓ 97.8%
2.3	Re-elect Mr. Constantine Saroukos	POUR	POUR	✓ 96.2%
2.4	Re-elect Mr. Masami Iijima	POUR	● CONTRE	Non-executive director and the board size is excessive. ✓ 98.4%
2.5	Re-elect Mr. Olivier Bohuon	POUR	POUR	✓ 97.3%
2.6	Re-elect Mr. Jean-Luc Butel	POUR	POUR	✓ 97.8%
2.7	Re-elect Mr. Ian Clark	POUR	POUR	✓ 95.4%
2.8	Re-elect Dr. Steven Gillis	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 97.4%
2.9	Re-elect Mr. John Maraganore	POUR	POUR	✓ 96.1%
2.10	Re-elect Mr. Michel Orsinger	POUR	POUR	✓ 97.3%
2.11	Elect Ms. Miki Tsusaka	POUR	POUR	✓ 98.9%
3	Approve annual bonus payment for directors	POUR	POUR	✓ 97.9%

Target

14.06.2023

AGO

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Mr. David P. Abney	POUR	POUR		✓ 98.7%
1b.	Re-elect Mr. Douglas M. Baker Jr.	POUR	POUR		✓ 96.5%
1c.	Re-elect Mr. George S. Barrett	POUR	POUR		✓ 96.3%
1d.	Re-elect Ms. Gail K. Boudreaux	POUR	POUR		✓ 98.9%
1e.	Re-elect Mr. Brian C. Cornell	POUR	● CONTRE	Combined chairman and CEO.	✓ 94.7%
1f.	Re-elect Mr. Robert L. Edwards	POUR	POUR		✓ 98.3%
1g.	Re-elect Mr. Donald (Don) R. Knauss	POUR	POUR		✓ 97.6%
1h.	Re-elect Ms. Christine A. Leahy	POUR	POUR		✓ 96.9%
1i.	Re-elect Ms. Monica C. Lozano	POUR	POUR		✓ 95.8%
1j.	Elect Ms. Grace Puma	POUR	POUR		✓ 99.0%
1k.	Re-elect Mr. Derica W. Rice	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.5%
1l.	Re-elect Mr. Dmitri L. Stockton	POUR	POUR		✓ 97.6%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 96.1%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.1%
4.	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 98.5%
5.	Shareholder resolution: Independent chairman	CONTRE	● POUR	The separation of functions allows an effective supervision of the management by the board.	✗ 32.1%

Teleperformance

13.04.2023

MIX

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
5	Approve the remuneration report	POUR	● CONTRE	Excessive variable remuneration. ✓ 90.4%
6	Approve the 2022 remuneration of Mr. Daniel Julien, Chairman and CEO	POUR	● CONTRE	Excessive variable remuneration. ✓ 74.6%
7	Approve the 2022 remuneration of Mr. Olivier Rigaudy, Deputy CEO	POUR	● CONTRE	Excessive variable remuneration. ✓ 76.8%
8	Approve directors' fees	POUR	POUR	✓ 99.7%
9	Approve the remuneration policy of the Chairman and CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 80.1%
10	Approve the remuneration policy of the Deputy CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 80.1%
Elections to the board of directors				
11	Re-elect Ms. Christobel Selecky	POUR	POUR	✓ 98.7%
12	Re-elect Ms. Angela Maria Sierra-Moreno	POUR	POUR	✓ 98.7%
13	Re-elect Mr. Jean Guez	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 82.2%
14	Elect Mr. Varun Bery	POUR	POUR	✓ 99.9%
15	Elect Mr. Bhupender Singh	POUR	● CONTRE	Executive director and the board size is excessive. ✓ 99.7%
16	Appointment of PricewaterhouseCoopers as auditors	POUR	POUR	✓ 100.0%
17	Re-elect as Deloitte as auditors	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 84.7%
18	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high. ✓ 98.5%
19	Autorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 100.0%
20	To authorise capital increases by transfer of reserves	POUR	POUR	✓ 99.9%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 96.4%
22	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Report and accounts	POUR	POUR		✓ 100.0%
2	Directors' remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 92.4%
3	Final dividend	POUR	POUR		✓ 99.8%
	Elections to the board of directors				
4	Elect Ms. Caroline Silver	POUR	POUR		✓ 95.3%
5	Re-elect Mr. John Allan	RETIRÉE	RETIRÉE		-
6	Re-elect Ms. Melissa Bethell	POUR	POUR		✓ 99.1%
7	Re-elect Mr. Bertrand Bodson	POUR	POUR		✓ 99.2%
8	Re-elect Mr. Thierry Garnier	POUR	POUR		✓ 98.8%
9	Re-elect Mr. Stewart Gilliland	POUR	POUR		✓ 95.7%
10	Re-elect Dr. Byron Grote	POUR	POUR		✓ 94.7%
11	Re-elect Mr. Ken Murphy	POUR	POUR		✓ 99.2%
12	Re-elect Mr. Imran Nawaz	POUR	POUR		✓ 98.0%
13	Re-elect Ms. Alison Platt	POUR	POUR		✓ 94.6%
14	Re-elect Ms. Karen Whitworth	POUR	POUR		✓ 99.1%
15	Re-appoint Deloitte as auditors	POUR	POUR		✓ 100.0%
16	Auditor's remuneration	POUR	POUR		✓ 100.0%
17	Political donations	POUR	POUR		✓ 97.0%
18	Authority to allot shares	POUR	POUR		✓ 88.1%
19	Disapplication of pre-emption rights	POUR	POUR		✓ 92.6%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 90.8%
21	Purchase of own shares	POUR	● CONTRE	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	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Ms. Pamela M. Arway	POUR	● S'ABSTENIR Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 98.9%*
1.2	Re-elect Ms. Michele G. Buck	POUR	● S'ABSTENIR Combined chairman and CEO.	✓ 98.4%*
1.3	Re-elect Mr. Victor L. Crawford	POUR	POUR	✓ 97.9%*
1.4	Re-elect Mr. Robert M. Dutkowsky	POUR	POUR	✓ 56.6%*
1.5	Re-elect Ms. Mary Kay Haben	POUR	POUR	✓ 99.7%*
1.6	Re-elect Mr. James C. Katzman	POUR	● S'ABSTENIR Concerns over the director's time commitments.	✓ 94.7%*
1.7	Re-elect Ms. M. Diane Koken	POUR	POUR	✓ 99.6%*
1.8	Elect Ms. Huong Maria T. Kraus	POUR	POUR	✓ 99.9%*
1.9	Re-elect Mr. Robert Malcolm	POUR	POUR	✓ 94.8%*
1.10	Re-elect Mr. Anthony J. Palmer	POUR	● S'ABSTENIR Non independent lead director, which is not best practice.	✓ 94.7%*
1.11	Re-elect Mr. Juan R. Perez	POUR	POUR	✓ 93.6%*
2.	Re-election of the auditor	POUR	POUR	✓ 99.9%
3.	Advisory vote on executive remuneration	POUR	● CONTRE 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	UN AN	UN AN	✓ 99.7%
5.	Shareholder resolution: Report on plans to eradicate child labour in the company's cocoa supply chain by 2025	CONTRE	● POUR Enhanced disclosure on human rights and eradicating child labour from cocoa supply chains.	✗ 3.6%

* Cette élection est basée sur le « plurality vote » ou la majorité relative : le/la candidat(e) avec le plus de voix POUR est élu(e), même si la majorité absolue (50%) n'est pas atteinte. Si le nombre de candidat(e)s correspond au nombre de sièges à pourvoir, une seule voix POUR suffit pour être élu(e).

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Election of the chairman of the Meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Approval of the agenda	POUR	POUR	✓
5.	Election of persons to verify the minutes of the Meeting	SANS VOTE	SANS VOTE	
6.	Determination whether the Meeting has been duly convened	POUR	POUR	✓
7.	Address by the company CEO	SANS VOTE	SANS VOTE	
8.	Report on the work of the board of directors and its committees	SANS VOTE	SANS VOTE	
9a.	Presentation of the annual report and the auditor's report	SANS VOTE	SANS VOTE	
9b.	Presentation of the consolidated annual report and the consolidated auditor's report	SANS VOTE	SANS VOTE	
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	SANS VOTE	SANS VOTE	
9d.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	SANS VOTE	SANS VOTE	
10a.	Adoption of the financial statements	POUR	POUR	✓
10b.	Approve allocation of income and dividend	POUR	POUR	✓
10c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10c (i).	Discharge of Bengt Baron	POUR	POUR	✓
10c (ii).	Discharge of Hans Eckerström	POUR	POUR	✓
10c (iii).	Discharge of Mattias Ankarberg	POUR	POUR	✓
10c (iv).	Discharge of Sarah McPhee	POUR	POUR	✓
10c (v).	Discharge of Heléne Mellquist	POUR	POUR	✓
10c (vi).	Discharge of Therese Reuterswärd	POUR	POUR	✓
10c (vii).	Discharge of Johan Westman	POUR	POUR	✓
10c (viii).	Discharge of Helene Willberg	POUR	POUR	✓
10c (ix).	Discharge of the company CEO (Magnus Welander)	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
10d.	Approve remuneration report	POUR	POUR	✓
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
12.	Approve directors' fees	POUR	POUR	✓
13.	Composition of the board of directors			
13.1.	Re-elect Mr. Hans Eckerström	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓
13.2.	Re-elect Mr. Mattias Ankarberg	POUR	POUR	✓
13.3.	Re-elect Ms. Sarah McPhee	POUR	POUR	✓
13.4.	Re-elect Ms. Heléne Mellquist	POUR	● CONTRE	Concerns over the director's time commitments. ✓
13.5.	Re-elect Mr. Johan Westman	POUR	● CONTRE	Concerns over the director's time commitments. ✓
13.6.	Re-elect Ms. Helene Willberg	POUR	● CONTRE	Concerns over the director's time commitments. ✓
13.7.	Elect Mr. Anders Jensen	POUR	POUR	✓
13.8.	Re-elect the chairman of the board of directors	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓
14.	Approve auditors' fees	POUR	POUR	✓
15.	Election of auditor	POUR	POUR	✓
16.	Approve executive remuneration policy	POUR	● CONTRE	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓
17.	Approve share-related incentive plan 2023	POUR	● CONTRE	Performance targets are not sufficiently challenging. ✓
18.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Election of the Chairman of the Meeting	POUR	POUR	✓ 100.0%
3.	Approval of the notice and the agenda	POUR	POUR	✓ 100.0%
4.	Election of (a) person(s) to verify the minutes of the Meeting	POUR	POUR	✓ 100.0%
5.	Report of the board of directors of the past financial year	SANS VOTE	SANS VOTE	
6.	Adoption of the financial statements, including the allocation of profit	POUR	POUR	✓ 99.0%
7.	Approve executive remuneration policy	POUR	POUR	✓ 71.4%
8.	Approve remuneration report	POUR	POUR	✓ 93.4%
9.	Report on corporate governance	SANS VOTE	SANS VOTE	
10.	Approve directors' fees	POUR	POUR	✓ 75.5%
11.	Approve nomination committee fees	POUR	POUR	✓ 99.3%
12.	Election of the board of directors	POUR	POUR	✓ 80.4%
13.	Election of the nomination committee	POUR	● CONTRE	While Norwegian law allows for individual elections of directors, the company maintains grouped elections. ✓ 94.8%
14.	Approve auditors' fees	POUR	● CONTRE	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	POUR	POUR	✓ 98.9%
16.	Authorisation to issue shares	POUR	POUR	✓ 99.8%
17.	Removal of Article 5 of the Articles of Association	POUR	POUR	✓ 99.9%
18.	Approve nomination committee charter	POUR	● CONTRE	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	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Kirk E. Arnold	POUR	POUR	✓ 97.1%
1.b	Re-elect Ms. Ann C. Berzin	POUR	● CONTRE	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	POUR	POUR	✓ 97.2%
1.d	Re-elect Mr. Gary D. Forsee	POUR	● CONTRE	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	POUR	POUR	✓ 98.9%
1.f	Elect Mr. John A. Hayes	POUR	POUR	✓ 98.9%
1.g	Re-elect Ms. Linda P. Hudson	POUR	POUR	✓ 86.6%
1.h	Re-elect Mr. Myles P. Lee	POUR	POUR	✓ 97.2%
1.i	Re-elect Mr. David S. Regnery	POUR	● CONTRE	Combined chairman and CEO. ✓ 89.9%
1.j	Elect Ms. Melissa N. Schaeffer	POUR	POUR	✓ 99.5%
1.k	Re-elect Mr. John P. Surma	POUR	POUR	✓ 90.3%
2	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 85.2%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.2%
4	Re-election of the auditor and fix their remuneration	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 88.4%
5	Renew the Directors' existing authority to issue shares	POUR	POUR	✓ 96.9%
6	Renew Directors' Authority to Issue Shares for Cash	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. ✓ 93.3%
7	Determine the price range at which the Company can reissue shares	POUR	POUR	✓ 98.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	2022 annual report and accounts	POUR	POUR	✓ 99.5%
2	Advisory vote on directors' remuneration report	POUR	● CONTRE	Excessive variable remuneration. ✗ 42.0%
Elections to the board of directors				
3	Re-elect Mr. Nils Andersen	POUR	POUR	✓ 83.1%
4	Re-elect Dr. Judith Hartmann	POUR	POUR	✓ 99.9%
5	Re-elect Mr. Adrian Hennah	POUR	POUR	✓ 95.7%
6	Re-elect Mr. Alan Jope	POUR	POUR	✓ 98.9%
7	Re-elect Ms. Andrea Jung	POUR	POUR	✓ 84.7%
8	Re-elect Ms. Susan Kilsby	POUR	POUR	✓ 99.6%
9	Re-elect Ms. Ruby Lu	POUR	POUR	✓ 86.8%
10	Re-elect Mr. Strive Masiyiwa	POUR	● CONTRE	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	POUR	POUR	✓ 99.7%
12	Re-elect Mr. Graeme Pitkethly	POUR	POUR	✓ 99.2%
13	Re-elect Mr. Feike Sijbesma	POUR	POUR	✓ 98.0%
14	Elect Mr. Nelson Peltz	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 96.2%
15	Elect Mr. Hein Schumacher	POUR	POUR	✓ 99.3%
16	Re-appoint KPMG as auditors	POUR	POUR	✓ 99.4%
17	Auditor's remuneration	POUR	POUR	✓ 99.9%
18	Political donations and political expenditure	POUR	POUR	✓ 98.0%
19	Authority to allot shares	POUR	POUR	✓ 96.7%
20	General authority to disapply pre-emption rights	POUR	POUR	✓ 98.5%
21	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	POUR	POUR	✓ 97.8%
22	Authority to purchase own shares	POUR	POUR	✓ 98.8%
23	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 93.4%

No.	Ordre du jour	Board	Ethos		Résultat
Elections of directors					
1.a	Re-elect Ms. Carol B. Tomé	POUR	POUR		✓ 97.6%
1.b	Re-elect Mr. Rodney C. Adkins	POUR	POUR		✓ 93.5%
1.c	Re-elect Ms. Eva C. Boratto	POUR	POUR		✓ 97.4%
1.d	Re-elect Mr. Michael J. Burns	POUR	● CONTRE	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	POUR	POUR		✓ 97.5%
1.f	Re-elect Ms. Angela Hwang	POUR	POUR		✓ 97.3%
1.g	Re-elect Ms. Kate E. Johnson	POUR	POUR		✓ 88.7%
1.h	Re-elect Mr. William R. Johnson	POUR	POUR		✓ 87.0%
1.i	Re-elect Mr. Franck J. Moison	POUR	POUR		✓ 88.6%
1.j	Re-elect Ms. Christiana S. Shi	POUR	POUR		✓ 96.7%
1.k	Re-elect Mr. Russell Stokes	POUR	POUR		✓ 88.4%
1.l	Re-elect Mr. Kevin M. Warsh	POUR	POUR		✓ 87.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 91.5%
3	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 88.1%
4	Re-election of the auditor	POUR	● CONTRE	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	CONTRE	● POUR	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	CONTRE	● POUR	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	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 17.7%
8	Shareholder resolution: Report on Just Transition	CONTRE	● POUR	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	CONTRE	● POUR	Enhanced disclosure on human rights.	✗ 8.7%
10	Shareholder resolution: Civil Rights Audit	CONTRE	CONTRE		✗ 5.6%
11	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	CONTRE	● POUR	We support corporate policies aiming to promote gender equality and ethnic diversity.	✗ 24.5%

No.	Ordre du jour	Board	Ethos	Résultat	
Elections of directors					
1.a	Re-elect Mr. José B. Alvarez	POUR	POUR	✓ 85.9%	
1.b	Re-elect Mr. Marc A. Bruno	POUR	POUR	✓ 95.5%	
1.c	Re-elect Mr. Larry D. De Shon	POUR	POUR	✓ 95.6%	
1.d	Re-elect Mr. Matthew J. Flannery	POUR	POUR	✓ 99.1%	
1.e	Re-elect Mr. Bobby J. Griffin	POUR	● CONTRE	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	POUR	POUR	✓ 98.7%	
1.g	Re-elect Ms. Terri L. Kelly	POUR	POUR	✓ 96.2%	
1.h	Re-elect Mr. Michael J. Kneeland	POUR	POUR	✓ 97.6%	
1.i	Elect Mr. Francisco J. Lopez-Balboa	POUR	POUR	✓ 99.3%	
1.j	Re-elect Ms. Gracia C. Martore	POUR	POUR	✓ 98.0%	
1.k	Re-elect Mr. Shiv Singh	POUR	POUR	✓ 95.6%	
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	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	UN AN	UN AN		✓ 97.5%
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 15%	POUR	POUR		✓ 97.6%
6	Shareholder resolution: Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	CONTRE	● POUR	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%

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

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.6%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 99.9%
3	Approval of non-deductible charges	POUR	POUR	✓ 99.6%
4	Approve allocation of income and dividend	POUR	POUR	✓ 97.1%
5	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 98.8%
Elections to the board of directors				
6	Re-elect Ms. Maryse Aulagnon	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 93.2%
7	Elect Mr. Olivier Andriès	POUR	● CONTRE	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	POUR	POUR	✓ 97.3%
9	Elect Mr. Francisco Reynés Massanet	POUR	POUR	✓ 97.4%
10	Re-elect Ernst & Young as auditors	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR	✓ 95.6%
13	Approve the 2022 remuneration of Ms. Estelle Brachlianoff, CEO since July 1st, 2022	POUR	POUR	✓ 92.6%
14	Approve the remuneration report	POUR	POUR	✓ 95.2%
15	Approve the remuneration policy of the chairman	POUR	POUR	✓ 93.0%
16	Approve the remuneration policy of the CEO	POUR	POUR	✓ 89.4%
17	Approve the remuneration policy of directors	POUR	POUR	✓ 99.4%
18	Approve a treasury share buy-back and disposal programme	POUR	POUR	✓ 96.4%
19	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR	✓ 99.8%
20	Authorise capital increases related to an all-employee share ownership plan for non-French employees	POUR	POUR	✓ 99.8%
21	Approve distribution of performance shares	POUR	POUR	✓ 95.6%

No.	Ordre du jour	Board	Ethos	Résultat
22	Amend articles of association: Company purpose	POUR	● CONTRE	The amendment has a negative impact on the rights or interests of all or some of the shareholders. -
23	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
Elections to the board				
5	Re-elect Mr. Michel Giannuzzi	POUR	POUR	✓ 94.8%
6	Re-elect Ms. Virginie Hélias	POUR	POUR	✓ 99.8%
7	Re-elect Mr. BWGI	POUR	POUR	✓ 93.9%
8	Re-elect Ms. Cécile Tandeau de Marsac	POUR	POUR	✓ 97.4%
9	Re-elect Ms. BWSA	POUR	POUR	✓ 93.6%
10	Re-elect Mr. Bpifrance Participations	POUR	POUR	✓ 96.3%
11	Re-elect Ms. Marie-José Donsion	POUR	POUR	✓ 99.4%
12	Re-elect Mr. Pierre Vareille	POUR	POUR	✓ 98.2%
13	Approve the remuneration policy of the Chairman	POUR	POUR	✓ 99.8%
14	Approve the remuneration policy of the CEO	POUR	POUR	✓ 98.6%
15	Approve directors' fees	POUR	POUR	✓ 100.0%
16	Approve the 2022 remuneration of Mr. Giannuzzi for his role of Chairman and CEO from 1st January to 11 May 2022	POUR	● CONTRE	✓ 71.6% Despite the termination of his mandate, the chairman/CEO is still entitled to performance shares granted in the past that have not yet vested.
17	Approve the 2022 remuneration of Mr. Giannuzzi for his role of Chairman of the board since 11 May 2022	POUR	POUR	✓ 99.8%
18	Approve the 2022 remuneration of Mr. Lucas for his role of Deputy CEO from 1 February to 11 May 2022	POUR	POUR	✓ 99.0%
19	Approve the 2022 remuneration of Mr. Lucas for his role of CEO since 11 May 2022	POUR	POUR	✓ 98.8%
20	Approve the remuneration report	POUR	POUR	✓ 97.7%
21	Approve Authorisation to buy-back shares	POUR	POUR	✓ 99.6%
22	Reduce share capital via cancellation of shares	POUR	POUR	✓ 100.0%
23	Authorise capital increases by transfer of reserves	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
24	Authorisation to increase capital by issuing shares with pre-emptive rights	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR		✓ 97.0%
27	Authorisation to increase capital by issuing shares without pre-emptive rights via a private placement	POUR	POUR		✓ 96.2%
28	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	The discount on the issuance price is above market practice.	✓ 96.0%
29	"Green shoe" autorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	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	POUR	POUR		✓ 99.3%
31	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 99.8%
32	Authorise capital increases related to an all-employee share ownership plan for non-French employees	POUR	POUR		✓ 99.8%
33	Approve distribution of performance shares	POUR	POUR		✓ 97.9%
34	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1.1	Re-elect Ms. Shellye L. Archambeau	POUR	POUR	✓ 95.9%	
1.2	Re-elect Ms. Roxanne S. Austin	POUR	POUR	✓ 96.9%	
1.3	Re-elect Mr. Mark T. Bertolini	POUR	POUR	✓ 97.9%	
1.4	Re-elect Mr. Vittorio A. Colao	POUR	POUR	✓ 98.3%	
1.5	Re-elect Ms. Melanie L. Healey	POUR	POUR	✓ 94.7%	
1.6	Re-elect Mr. Laxman Narasimhan	POUR	POUR	✓ 96.9%	
1.7	Re-elect Mr. Clarence Otis Jr.	POUR	● CONTRE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.2%
1.8	Re-elect Mr. Daniel H. Schulman	POUR	POUR	✓ 97.5%	
1.9	Re-elect Mr. Rodney E. Slater	POUR	POUR	✓ 94.8%	
1.10	Re-elect Ms. Carol B. Tomé	POUR	POUR	✓ 98.4%	
1.11	Re-elect Mr. Hans Vestberg	POUR	● CONTRE	Combined chairman and CEO.	✓ 90.7%
1.12	Re-elect Mr. Gregory G. Weaver	POUR	POUR		✓ 98.0%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	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	UN AN	UN AN		✓ 96.5%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.4%
5.	Shareholder resolution: Report on Government Requests to Remove Content	CONTRE	CONTRE		✗ 2.7%
6.	Shareholder resolution: Adopt a Policy Prohibiting Direct and Indirect Political Contributions to Candidates	CONTRE	● POUR	Enhanced disclosure on political donations.	✗ 6.3%
7.	Shareholder resolution: Amend Clawback Policy	CONTRE	● POUR	This proposal allows management accountability and is in the interest of shareholders.	✗ 37.9%
8.	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 11.6%
9.	Shareholder resolution: Independent chairman	CONTRE	● POUR	The separation of functions allows an effective supervision of the management by the board.	✗ 29.9%

















No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Re-elect Dr. Sangeeta N. Bhatia	POUR	POUR	✓ 98.9%
1.2	Re-elect Mr. Lloyd A. Carney	POUR	POUR	✓ 93.1%
1.3	Re-elect Dr. Alan Garber	POUR	POUR	✓ 99.0%
1.4	Re-elect Mr. Terrence C. Kearney	POUR	POUR	✓ 94.6%
1.5	Re-elect Dr. med. Reshma Kewalramani	POUR	POUR	✓ 99.3%
1.6	Re-elect Dr. Jeffrey M. Leiden	POUR	POUR	✓ 96.5%
1.7	Re-elect Ms. Diana L. McKenzie	POUR	POUR	✓ 98.9%
1.8	Re-elect Mr. Bruce I. Sachs	POUR	● CONTRE	<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	POUR	POUR	✓ 99.3%
2.	Re-election of the auditor	POUR	● CONTRE	<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	POUR	● CONTRE	<p>✓ 89.5%</p> <p>Excessive variable remuneration.</p>
4.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.2%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
2	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 99.9%
Elections to the board of directors					
4	Re-elect Ms. Caroline Grégoire Sainte Marie	POUR	POUR		✓ 99.7%
5	Elect Mr. Carlos F. Aguilar	POUR	POUR		✓ 99.9%
6	Elect Dr. phil. Annette Messemer	POUR	POUR		✓ 99.1%
Election in statutory competition of the Employee representative					
7	Re-election of Ms. Dominique Muller Joly-Pottuz	POUR	POUR		✓ 98.6%
8	Election of Ms. Agnès Daney de Marcillac	RETIRÉE	● POUR	As ITEM 7 was approved by shareholders, ITEM 8 was not submitted to vote.	–
9	Election of Mr. Ronald Kouwenhoven	RETIRÉE	● CONTRE	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	POUR	POUR		✓ 98.9%
11	Approve directors' fees	POUR	POUR		✓ 99.9%
12	Approve the remuneration policy of the Chairman and CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 88.4%
13	Approve the remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 96.2%
14	Approve the 2022 remuneration of Mr. Xavier Huillard, Chairman and CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 86.2%
15	Reduce share capital via cancellation of shares	POUR	POUR		✓ 99.9%
16	Authorise capital increases by transfer of reserves	POUR	POUR		✓ 99.7%
17	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	POUR	POUR		✓ 95.8%
18	Delegation to issue shares and capital securities by public offering	POUR	POUR		✓ 94.5%
19	Delegation to issue shares and capital securities by private placement	POUR	● CONTRE	In case pre-emptive rights are excluded, the issuance of shares via a public offering should be preferred.	✓ 92.8%

No.	Ordre du jour	Board	Ethos		Résultat
20	"Green shoe" autorisation share issuances with or without pre-emptive rights.	POUR	● CONTRE	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	POUR	POUR		✓ 97.4%
22	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 99.6%
23	Authorise capital increases related to an all-employee share ownership plan for non-french employees	POUR	POUR		✓ 99.4%
24	Approve distribution of performance shares	POUR	● CONTRE	No individual caps are disclosed.	✓ 93.8%
25	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
4	Approve allocation of income and dividend	POUR	POUR		✓ 98.8%
5	Approve the remuneration report	POUR	POUR		✓ 95.0%
6	Approve the 2022 remuneration of Mr. Yannick Bolloré, Chairman	POUR	● CONTRE	The chairman receives performance shares.	✓ 64.8%
7	Approve the 2022 remuneration of Mr. Arnaud de Puyfontaine, CEO	POUR	● CONTRE	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	POUR	POUR		✓ 97.3%
9	Approve the 2022 remuneration of Mr. Cédric de Bailliencourt, member of the executive management	POUR	POUR		✓ 97.3%
10	Approve the 2022 remuneration of Mr. Frédéric Crépin, member of the executive management	POUR	POUR		✓ 81.0%
11	Approve the 2022 remuneration of Mr. Simon Gillham, member of the executive management	POUR	POUR		✓ 97.2%
12	Approve the 2022 remuneration of Mr. Hervé Philippe, member of the executive management	POUR	POUR		✓ 97.2%
13	Approve the 2022 remuneration of Mr. Stéphane Roussel, member of the executive management	POUR	POUR		✓ 77.3%
14	Approve the 2022 remuneration of Mr. François Laroze, member of the executive management	POUR	POUR		✓ 77.3%
15	Approve the 2022 remuneration of Ms. Claire Léost, member of the executive management	POUR	POUR		✓ 77.3%
16	Approve the 2022 remuneration of Ms. Céline Merle-Béral, member of the executive management	POUR	POUR		✓ 77.3%
17	Approve the 2022 remuneration of Mr. Maxime Saada, member of the executive management	POUR	POUR		✓ 77.4%
18	Approve the remuneration policy for directors	POUR	POUR		✓ 66.6%

No.	Ordre du jour	Board	Ethos		Résultat
19	Approve the remuneration policy of the CEO	POUR	● CONTRE	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	POUR	POUR		✓ 77.8%
21	Re-elect Mr. Cyrille Bolloré	POUR	POUR		✓ 66.4%
22	Elect Mr. Sébastien Bolloré	POUR	POUR		✓ 92.0%
23	Re-elect Deloitte as auditors	POUR	POUR		✓ 99.9%
24	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high.	✓ 99.4%
25	Reduce share capital via cancellation of shares	POUR	● CONTRE	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	POUR	● CONTRE	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	POUR	POUR		✓ 99.6%
28	Authorise capital increases by transfer of reserves	POUR	POUR		✓ 99.9%
29	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 98.2%
30	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 98.1%
31	Authorise capital increases related to an all-employee share ownership plan for non-French employees	POUR	POUR		✓ 98.1%
32	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Samuel R. Allen	POUR	● CONTRE	Non independent lead director, which is not best practice.  84.9%
1.2	Re-elect Dr. Marc R. Bitzer	POUR	● CONTRE	Combined chairman and CEO.  93.4%
1.3	Re-elect Mr. Greg Creed	POUR	POUR	 97.3%
1.4	Re-elect Ms. Diane M. Dietz	POUR	POUR	 97.9%
1.5	Re-elect Ms. Gerri T. Elliott	POUR	POUR	 98.2%
1.6	Re-elect Ms. Jennifer A. LaClair	POUR	POUR	 95.8%
1.7	Re-elect Mr. John D. Liu	POUR	POUR	 96.6%
1.8	Re-elect Mr. James M. Loree	POUR	POUR	 98.2%
1.9	Re-elect Mr. Harish Manwani	POUR	● CONTRE	Concerns over the director's time commitments.  93.7%
1.10	Re-elect Ms. Patricia K. Poppe	POUR	POUR	 95.8%
1.11	Re-elect Mr. Larry O. Spencer	POUR	POUR	 95.8%
1.12	Re-elect Mr. Michael D. White	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.  91.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  92.8%
3	Advisory vote on say on pay frequency	UN AN	UN AN	 95.2%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.  96.4%
5	To approve the 2023 Omnibus Stock and Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.  91.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.9%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 99.9%
5	Appoint the Auditors	POUR	POUR	✓ 99.2%
Board main features				
6.1	Approve reduction of the number of members elected by the shareholders on the Supervisory Board	POUR	POUR	✓ 99.8%
6.2	Elections to the Supervisory Board: Dr. Myriam Meyer	POUR	POUR	✓ 99.0%
6.3	Elections to the Supervisory Board: Katrien Beuls	POUR	POUR	✓ 99.2%
6.4	Elections to the Supervisory Board: Effie Konstantine Datson	POUR	POUR	✓ 98.9%
7	Approve Remuneration Report	POUR	● CONTRE	The remuneration of the chairman is excessive. ✓ 97.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2a.	Report of the executive board for the financial year 2022	SANS VOTE	SANS VOTE	
2b.	Report of the supervisory board for the financial year 2022	SANS VOTE	SANS VOTE	
2c.	Approve remuneration report	POUR	● CONTRE	Performance targets are not sufficiently challenging. ✓ 93.7%
3a.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
3b.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
3c.	Approve allocation of income	POUR	POUR	✓ 100.0%
4a.	Discharge of executive board	POUR	POUR	✓ 98.7%
4b.	Discharge of supervisory board	POUR	POUR	✓ 98.7%
	Composition of the supervisory board			
5.	Re-elect Mr. Chris Vogelzang	POUR	POUR	✓ 99.1%
6a.	Authorisation to issue shares	POUR	POUR	✓ 98.4%
6b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 96.3%
7.	Authorisation to repurchase own shares	POUR	● CONTRE	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	POUR	● CONTRE	Concerns regarding the share repurchase under ITEM 7, therefore we cannot approve the cancellation of the treasury shares. ✓ 99.8%
9.	Election of auditor	POUR	POUR	✓ 99.4%
10.	Any other business	SANS VOTE	SANS VOTE	
11.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of issuance of Xylem shares	POUR	POUR	✓ 99.6%
2	Approve the adjournment of the special meeting to solicit additional proxies	RETIRÉE	● CONTRE	–

As ITEM 1 was approved by shareholders, ITEM 2 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:

When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Jeanne Beliveau-Dunn	POUR	POUR	✓ 97.9%
1.b	Re-elect Mr. Patrick Decker	POUR	POUR	✓ 98.8%
1.c	Elect Mr. Earl R. Ellis	POUR	POUR	✓ 99.4%
1.d	Re-elect Mr. Robert F. Friel	POUR	POUR	✓ 92.5%
1.e	Re-elect Ms. Victoria D. Harker	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 87.3%
1.f	Re-elect Mr. Steven R. Loranger	POUR	POUR	✓ 96.2%
1.g	Re-elect Mr. Mark D. Morelli	POUR	POUR	✓ 97.6%
1.h	Re-elect Mr. Jerome A. Peribere	POUR	POUR	✓ 93.7%
1.i	Re-elect Ms. Lila Tretikov	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 90.3%
1.j	Re-elect Mr. Uday Yadav	POUR	POUR	✓ 93.9%
2	Re-election of the auditor	POUR	POUR	✓ 97.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 83.1%
4	Shareholder resolution: Independent chairman	CONTRE	CONTRE	✗ 38.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Paget L. Alves	POUR	POUR	✓ 98.5%
1b.	Re-elect Mr. Keith Barr	POUR	POUR	✓ 98.8%
1c.	Re-elect Mr. Christopher M. Connor	POUR	POUR	✓ 96.9%
1d.	Re-elect Mr. Brian C. Cornell	POUR	POUR	✓ 94.0%
1e.	Re-elect Ms. Tanya Domier	POUR	POUR	✓ 98.9%
1f.	Re-elect Mr. David Gibbs	POUR	POUR	✓ 99.0%
1g.	Re-elect Dr. Mirian M. Graddick-Weir	POUR	POUR	✓ 88.4%
1h.	Re-elect Mr. Thomas C. Nelson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.9%
1i.	Re-elect Mr. P. Justin Skala	POUR	POUR	✓ 98.9%
1j.	Re-elect Ms. Annie Young-Scriver	POUR	POUR	✓ 98.9%
2.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 96.2%
3.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 87.1%
4.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.4%
5.	Shareholder resolution: Report on Efforts to Reduce Plastic Use	CONTRE	● POUR	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	CONTRE	● POUR	Enhanced disclosure on lobbying expenses. ✗ 41.4%
7.	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	RETIRÉE	● CONTRE	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	RETIRÉE	● POUR	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	CONTRE	● POUR	We support corporate policies that encourage social responsibility. ✗ 20.2%

Disclaimer

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