

2023

Aargauische Pensionskasse Ausübung der Stimmrechte in Europa (ohne Schweiz)

Inhalt

- 1 **Zusammenfassung der analysierten Generalversammlungen**
 - 1.1 Zusammenfassung der Ethos Stimmempfehlungen
 - 1.2 Ethos Stimmempfehlungen nach Themenkategorien
- 2 **Ethos Stimmempfehlungen: Übersicht**
- 3 **Ergebnisse der Abstimmungen**
 - 3.1 Durchschnittliche Ergebnisse nach Themen
 - 3.2 Abgelehnte Anträge des Verwaltungsrats
 - 3.3 Zurückgezogene Anträge des Verwaltungsrats
 - 3.4 Die umstrittensten Anträge des Verwaltungsrats
 - 3.5 Aktionärsanträge
- 4 **Stimmbereichte pro Unternehmen**

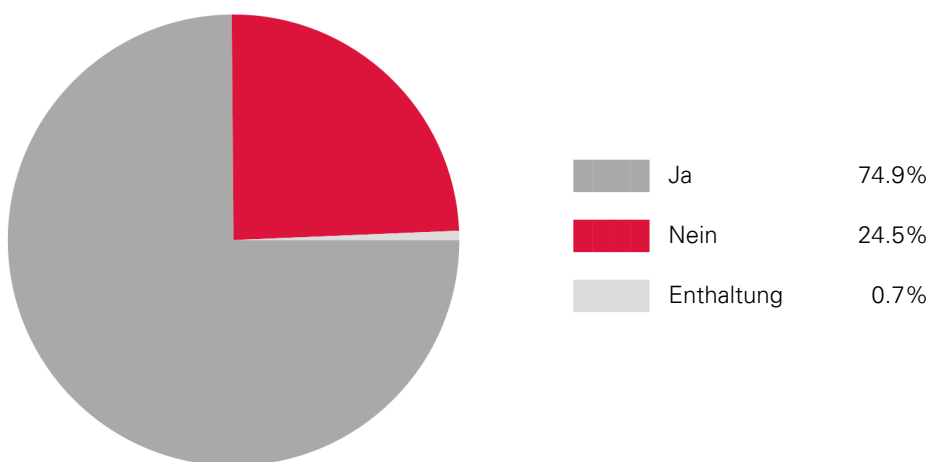
Kontakt

Vincent Kaufmann, Direktor
Aurora Mouturat-Sorensen, Head Proxy Voting and Swiss ESG & Engagement
Fanny Ebener, Senior Proxy Voting Manager
Romain Perruchoud, Senior Proxy Voting Manager
Ethos - Postfach 1051 - 1211 Genf 26
T +41 (0)22 716 15 55 - F +41 (0)22 716 15 56 - www.ethosfund.ch

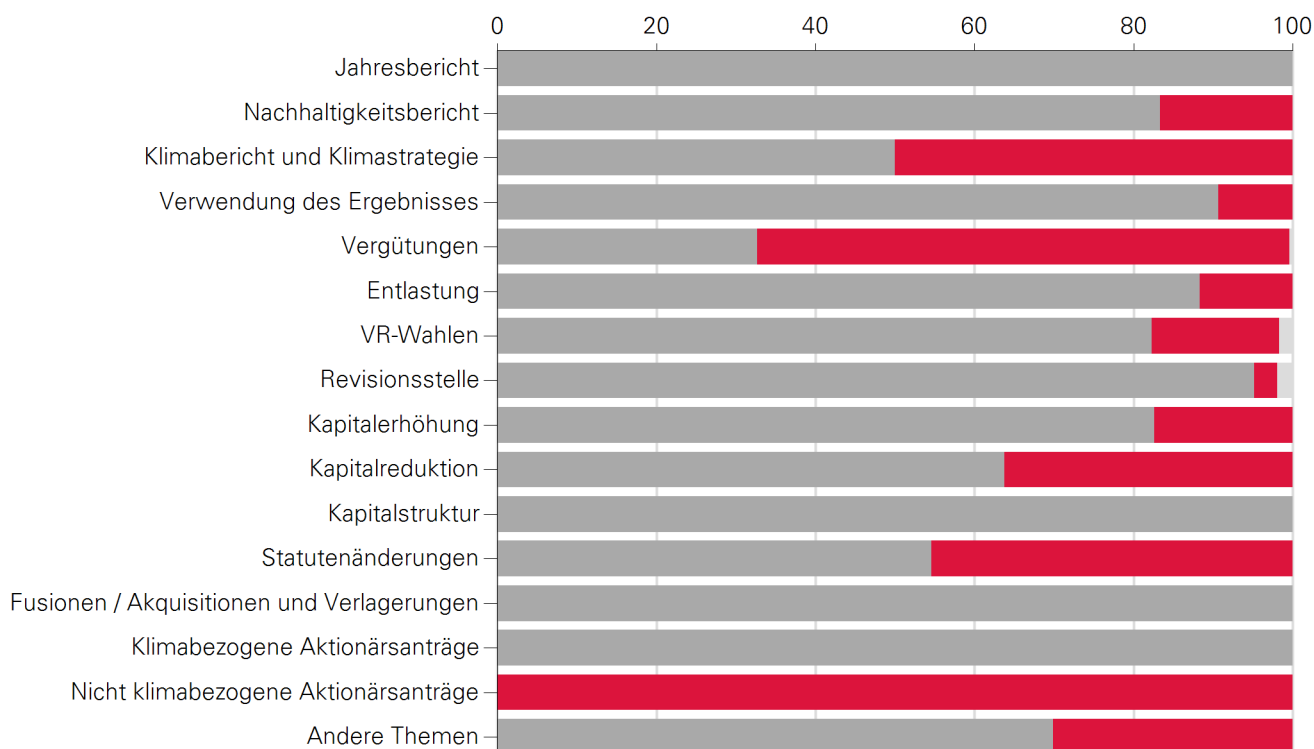
1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	73	1590	1211	367	12
Ausserordentliche Generalversammlungen	4	7	5	2	0
Ordentliche und ausserordentliche Generalversammlungen	11	206	134	72	0
Total	88	1803	1350	441	12

1.1 Zusammenfassung der Ethos Stimmempfehlungen



1.2 Ethos Stimmempfehlungen nach Themenkategorien



	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
	Anzahl	Prozent	Anzahl	Prozent	Anzahl	Prozent	
Jahresbericht	81	100.0%	0	0.0%	0	0.0%	81
Nachhaltigkeitsbericht	5	83.3%	1	16.7%	0	0.0%	6
Klimabericht und Klimastrategie	1	50.0%	1	50.0%	0	0.0%	2
Verwendung des Ergebnisses	68	90.7%	7	9.3%	0	0.0%	75
Vergütungen	79	32.6%	162	66.9%	1	0.4%	242
Entlastung	249	88.3%	33	11.7%	0	0.0%	282
VR-Wahlen	440	82.2%	86	16.1%	9	1.7%	535
Revisionsstelle	98	95.1%	3	2.9%	2	1.9%	103
Kapitalerhöhung	152	82.6%	32	17.4%	0	0.0%	184
Kapitalreduktion	65	63.7%	37	36.3%	0	0.0%	102
Kapitalstruktur	1	100.0%	0	0.0%	0	0.0%	1
Statutenänderungen	30	54.5%	25	45.5%	0	0.0%	55
Fusionen / Akquisitionen und Verlagerungen	1	100.0%	0	0.0%	0	0.0%	1
Klimabezogene Aktionärsanträge	1	100.0%	0	0.0%	0	0.0%	1
Nicht klimabezogene Aktionärsanträge	0	0.0%	20	100.0%	0	0.0%	20
Andere Themen	79	69.9%	34	30.1%	0	0.0%	113

2 Ethos Stimmempfehlungen: Übersicht

Art der Generalversammlung (Typ)

OGV	Ordentliche Generalversammlungen
AGV	Ausserordentliche Generalversammlungen
MIX	Ordentliche und ausserordentliche Generalversammlungen

Abstimmungen

✓	Dafür
◐	Teilweise dafür
✗	Dagegen
✕	Enthaltung

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
3i	29.06.2023	OGV	✓			✓	✗		◐	✓	✓	✓						◐
Adidas	11.05.2023	OGV				✓	✗	✓				✓		✗				
Adyen	11.05.2023	OGV	✓				✓	✓	✓	✓	✓	✗		✓				✓
Ahold Delhaize	12.04.2023	OGV	✓			✓	✗	✓	✓	✓	✓	✓						✓
	05.07.2023	AGV																✓
Airbus Group	19.04.2023	OGV	✓			✓	✗	✓	◐	✓	✓	✓						
Allianz	04.05.2023	OGV				✓	✗	✓		✓				◐				
Amadeus IT	20.06.2023	OGV	✓	✓		✓	✓	✓	✓									✓
Ashtead Group	06.09.2023	OGV	✓			✓	✗		◐	✓	✓	✓						✗
ASML	26.04.2023	OGV	✓			✓	◐	✓	✓	✓	✓	✓						
Assa Abloy	26.04.2023	OGV	✓			✓	◐	✗	◐	✓		✓						◐
AstraZeneca	27.04.2023	OGV	✓			✗	✗		◐	✓	✓	✗		✗				✗
Atlas Copco	27.04.2023	OGV	✓			✓	◐	✗	◐	✓		◐		✓				✓
Bae Systems	04.05.2023	OGV	✓			✓	✗		◐	✓	✓	✓						◐
Banco Santander	31.03.2023	OGV	✓	✓		✓	✗	✓	◐	✓		◐					✗	✓
Barclays	03.05.2023	OGV	✓				✗		◐	✓	◐	✗						✗
Bayer	28.04.2023	OGV				✓	✗	✓	◐	✓				◐				
BBVA	17.03.2023	OGV	✓	✓		✓	✗	✓	✓			✓						✓
BMW	11.05.2023	OGV				✓	✗	◐	✓	✓				◐				
BNP Paribas	16.05.2023	MIX	✓			✓	◐		◐		◐	✗		✗				✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
British American Tobacco	19.04.2023	OGV	✓				✗		○	✓	✓	✓		✓				○
Capgemini	16.05.2023	OGV	✓			✓	○		✓		○	✗						✓
Cellnex Telecom	01.06.2023	OGV	✓	✓		○	✗	✓	○	✓	○							✓
Compass Group	09.02.2023	OGV	✓			✓	✗		○	✓	✓	✓						○
Danone	27.04.2023	OGV	✓			✓	○		✓		○	✓						✓
Deutsche Bank	17.05.2023	OGV				✓	✗	✓	○	✗		✓		○				
Deutsche Börse	16.05.2023	OGV				✓	✗	✓		✓				○				
Deutsche Post	04.05.2023	OGV				✓	✗	✓	✓			✓		○				
Deutsche Telekom	05.04.2023	OGV				✓	✗	○	✓	✓				✗				
Diageo	28.09.2023	OGV	✓			✓	○		✓	✓	✓	✗		✓				○
DSM Firmenich	23.01.2023	AGV						✓							✓			
DSV	16.03.2023	OGV	✓			✓	○		○	✓		✓						
E.ON	17.05.2023	OGV				✓	✗	✓	○	✓				○				
Ericsson	29.03.2023	OGV	✓			✓	○	✓	○	✓								✓
EssilorLuxottica	17.05.2023	MIX	✓			✗	○		✓		○	✓						○
Ferrari	14.04.2023	OGV	✓			✓	○	✓	○		✓	✓						
Flutter Entertainment	27.04.2023	OGV	✓				✗		○	✓	✓	✗		✓				✗
Genmab	29.03.2023	OGV	✓			✗	✗		○	✗		✗						✓
GSK	03.05.2023	OGV	✓				○		○	✓	✓	✓						○
Heineken NV	20.04.2023	OGV	✓			✓	✗	✓	○	✓	✓	✓						
Hermes International	20.04.2023	MIX	✓			✓	○	✓	○	○	○	✓						✓
Hexagon	02.05.2023	OGV	✓			✓	○	✓	○	✓	✓	✓						○
HSBC	05.05.2023	OGV	✓				✗		○	✓	○	○					✗	✗
Iberdrola	28.04.2023	OGV	✓	✗		✓	✗	✓	○		✓	✓		✓				✓
Imperial Brands	01.02.2023	OGV	✓			✓	○		○	✓	✓	✓						○
Inditex	11.07.2023	OGV	✓	✓		✓	○	✓	○		✓							✓
Infineon Technologies	16.02.2023	OGV				✓	✗	○	✓	✓		✓		○				
ING Groep	24.04.2023	OGV	✓			✓	✓	✗	○	✓	○	○						✓
Intesa Sanpaolo	28.04.2023	OGV	✓			✓	○					✓						
Investor AB	03.05.2023	OGV	✓			✓	○	✗	○	✓	✓	✓						✓
Kering	27.04.2023	MIX	✓			✓	○				○	○						✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Koninklijke Philips	09.05.2023	OGV	✓			✓	✓	✗	✓	✓	✓	✗						✓
Legrand	31.05.2023	MIX	✓			✓	🟡		🟡	✓		🟡						✓
Lloyds Banking Group	18.05.2023	OGV	✓			✓	✗		🟡	✓	🟡	🟡						✗
London Stock Exchange	27.04.2023	OGV	✓			✓	✗		✓	✓	✓	✗						🟡
LVMH	20.04.2023	MIX	✓			✓	🟡		🟡		🟡	✓						✗
Mercedes-Benz Group	03.05.2023	OGV				✓	✗	✓	✗	✓	✗			🟡				
Merck KGaA	28.04.2023	OGV	✓			✓	✗	✓			✓			✗				
Munich Re	05.05.2023	OGV				✓	✗	✓		✗				🟡				
National Grid	10.07.2023	OGV	✓			✓	✗		✓	✓	✓	✗						✗
Nokia	04.04.2023	OGV	✓			✓	✗	✓	🟡	✓	✓	✓						
Novo Nordisk	23.03.2023	OGV	✓			✓	🟡		🟡	✓	✓	✓					✗	
Pernod Ricard	10.11.2023	OGV	✓			✓	✓		✓	✓	🟡	🟡						✓
Prosus	23.08.2023	OGV	✓			✗	✗	✗	🟡	✓	✓	✗						✓
Prudential Plc	25.05.2023	OGV	✓				🟡		✓	✓	✓	✗		✓				🟡
Reckitt Benckiser	03.05.2023	OGV	✓			✗	✗		✓	✓	✓	✗						🟡
RELX	20.04.2023	OGV	✓			✓	🟡		✓	✓	✓	✓						✗
Rio Tinto Plc	06.04.2023	OGV	✓				🟡		🟡	✓	✓	✓						🟡
Safran	25.05.2023	MIX	✓			✓	🟡		🟡		🟡	✓						🟡
Sampo	17.05.2023	OGV	✓			✓	🟡	✓	✓	✓		✓	✓	🟡				✓
SAP	11.05.2023	OGV				✓	✗	✓	✓			✓		🟡				
Shell	23.05.2023	OGV	✓		✗		✗		✓	✓	✓	✗		✓		✓		✗
Siemens	09.02.2023	OGV				✓	✗	✓	🟡	✓				🟡				
SSE	20.07.2023	OGV	✓		✓	✓	✗		🟡	✓	✓	✗						✗
Stellantis	13.04.2023	OGV	✓			✓	✗	✗	✗	✓	✓	✓						
STMicroelectronics	24.05.2023	OGV	✓			✗	✗	✓	🟡		✓	✓						
Tesco	16.06.2023	OGV	✓			✓	✗		✓	✓	✓	✗						🟡
UniCredit	31.03.2023	MIX	✓			✓	🟡		✓		✓	✗						✓
	27.10.2023	AGV										✗		✓				
Unilever	03.05.2023	OGV	✓				✗		🟡	✓	✓	✓						🟡
Vestas Wind Systems	12.04.2023	OGV	✓			✓	🟡		🟡	✗		✓						✓
Vinci	13.04.2023	MIX	✓			✓	🟡		🟡		🟡	✓						✓

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeitsbericht	Klimabericht und Klimastrategie	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen	
Vodafone	25.07.2023	OGV	✓			✓	✗		✓	✓	✓	✓							○
Volvo	04.04.2023	OGV	✓			✓	○	✓	○	✓									✓
Wolters Kluwer	10.05.2023	OGV	✓			✓	✗	✓	✓	✓	✓	✗							

3 Ergebnisse der Abstimmungen

3.1 Durchschnittliche Ergebnisse nach Themen

Art der Anträge	Anzahl Anträge*	Verfügbare Ergebnisse*	Durchschnittliche Zustimmung*
Jahresbericht	81	75	99.7%
Nachhaltigkeitsbericht	6	6	99.8%
Klimabericht und Klimastrategie	2	2	88.8%
Verwendung des Ergebnisses	75	68	99.7%
Vergütungen	242	209	92.7%
Entlastung	282	213	97.2%
VR-Wahlen	506	444	97.4%
Revisionsstelle	99	84	99.3%
Kapitalerhöhung	184	182	95.8%
Kapitalreduktion	102	97	98.3%
Kapitalstruktur	1	1	99.9%
Statutenänderungen	55	54	93.0%
Fusionen / Akquisitionen und Verlagerungen	1	1	99.9%
Klimabezogene Aktionärsanträge	1	1	20.2%
Nicht klimabezogene Aktionärsanträge	20	20	2.1%
Andere Themen	113	82	97.2%
Alle Themen	1770	1539	95.5%

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

3.2 Abgelehnte Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Koninklijke Philips	09.05.2023	2e.	Discharge of executive board	DAGEGEN	23.6%
Unilever	03.05.2023	2	Advisory vote on directors' remuneration report	DAGEGEN	42.0%

3.3 Zurückgezogene Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos
Tesco	16.06.2023	5	Re-elect Mr. John Allan	ZURÜCK-GEZOGEN
Vinci	13.04.2023	8	Election of Ms. Agnès Daney de Marcillac	DAFÜR
Vinci	13.04.2023	9	Election of Mr. Ronald Kouwenhoven	DAGEGEN

3.4 Die umstrittensten Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Stellantis	13.04.2023	2.d	Remuneration Report 2022 on the pre-merger legacy matters (advisory voting)	DAGEGEN	51.9%
Bayer	28.04.2023	5	Approve Remuneration Report	DAGEGEN	52.3%
Genmab	29.03.2023	7c.	Approve remuneration policy for the executive- and supervisory board: certain other changes	DAGEGEN	58.7%
Cellnex Telecom	01.06.2023	7.2	Approval of the 2023- 2025 Remuneration Policy	DAGEGEN	59.2%
Genmab	29.03.2023	7b.	Approve remuneration policy for the executive- and board of directors: removal of DKK 25.0 million cap	DAGEGEN	64.4%
Genmab	29.03.2023	7a.	Approve directors' fees	DAGEGEN	66.0%
Adidas	11.05.2023	5	Approve Remuneration Report	DAGEGEN	67.9%
Sampo	17.05.2023	18.	Amendment of Article 11 of the Articles of Association	DAGEGEN	68.3%
ING Groep	24.04.2023	7c.	Re-elect Ms. Herna Verhagen	DAGEGEN	68.7%
UniCredit	31.03.2023	O.5	2023 Group Remuneration Policy	DAGEGEN	69.1%

3.5 Aktionärsanträge

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Shell	23.05.2023	26	Shareholder resolution: Set scope 3 mid-term targets well below 2°C	DAFÜR	20.2%
HSBC	05.05.2023	17	Shareholder requisitioned resolution – Strategy Review	DAGEGEN	19.8%
HSBC	05.05.2023	18	Shareholder requisitioned resolution – Dividend Policy	DAGEGEN	19.2%
HSBC	05.05.2023	16	Shareholder requisitioned resolution – Midland Clawback Campaign	DAGEGEN	3.2%
Novo Nordisk	23.03.2023	8.4.	Shareholder proposal: To reduce the prices of vital medicines	DAGEGEN	0.1%
Munich Re	05.05.2023		Unannounced shareholder proposal made during the AGM: Vote out the Chair of the general meeting	KEINE EMPFEHLUNG	0.1%
Banco Santander	31.03.2023	8	Unannounced shareholder proposal: request corporate action to demand director liability against all directors in office	DAGEGEN	0.0%
Banco Santander	31.03.2023	9	Unannounced shareholder proposal: dismissal and and removal of Ms. Ana Patricia Botín-Sanz de Sautuola y O'Shea as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	10	Unannounced shareholder proposal: dismissal and and removal of Mr. Héctor Grisi as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	11	Unannounced shareholder proposal: dismissal and and removal of Mr. Bruce Carnegie-Brown as director	DAGEGEN	0.0%

Banco Santander	31.03.2023	12	Unannounced shareholder proposal: dismissal and removal of Mr. José Antonio Álvarez Álvarez as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	13	Unannounced shareholder proposal: dismissal and removal of Ms. Homaira Akbari as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	14	Unannounced shareholder proposal: dismissal and removal of Mr. Javier Botín-Sanz de Sautuola y O'Shea as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	15	Unannounced shareholder proposal: dismissal and removal of Mr. Henrique de Castro as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	16	Unannounced shareholder proposal: dismissal and removal of Ms. Sol Daurella Comadrán as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	17	Unannounced shareholder proposal: dismissal and removal of Ms. Gina Lorenza Díez Barroso as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	18	Unannounced shareholder proposal: dismissal and removal of Mr. Germán de la Fuente Escamilla as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	19	Unannounced shareholder proposal: dismissal and removal of Mr. Glenn Hogan Hutchins as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	20	Unannounced shareholder proposal: dismissal and removal of Mr. Luis Isasi Fernández de Bobadilla as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	21	Unannounced shareholder proposal: dismissal and removal of Mr. Ramiro Mato García-Ansorena as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	22	Unannounced shareholder proposal: dismissal and removal of Ms. Belén Romana García as director	DAGEGEN	0.0%
Banco Santander	31.03.2023	23	Unannounced shareholder proposal: dismissal and removal of Ms. Pamela Walkden as director	DAGEGEN	0.0%

4 Stimmberichte pro Unternehmen

3i 29.06.2023 OGV

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

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 97.4%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 89.9%
5	Approve Remuneration Report	DAFÜR	● DAGEGEN	The base salary and pension benefits of the CEO are excessive. ✓ 67.9%
6	Amend Articles: Virtual general meetings (§ 19 (4))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 78.2%
7	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (§ 20 (5))	DAFÜR	● DAGEGEN	The amendment allows the supervisory board members to attend virtual general meeting without any adequate justification. ✓ 92.9%
8	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 96.5%
9	Authorise Share Repurchase via Multilateral Trading Facilities or by use of Equity Derivatives	DAFÜR	DAFÜR	✓ 96.1%

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

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

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Elect Ms. Jolanda Poots-Bijl as member of the executive board	DAFÜR	DAFÜR	✓ 100.0%
3.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Addresses by the chairman of the board of directors and the company CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Discussion of the report of the board of directors for the financial year 2022	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
4.1.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.7%
4.2.	Approve allocation of income	DAFÜR	DAFÜR	✓ 100.0%
4.3.	Discharge of non-executive members of the board of directors	DAFÜR	DAFÜR	✓ 99.3%
4.4.	Discharge of executive member of the board of directors	DAFÜR	DAFÜR	✓ 99.3%
4.5.	Election of auditor	DAFÜR	DAFÜR	✓ 99.9%
4.6.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 92.2%
	Composition of the board of directors			
4.7.	Re-elect Mr. Ralph Crosby	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.6%
4.8.	Re-elect Mr. Mark Dunkerley	DAFÜR	DAFÜR	✓ 96.7%
4.9.	Re-elect Mr. Stephan Gemkow	DAFÜR	DAFÜR	✓ 99.6%
4.10.	Elect Mr. Anthony Wood	DAFÜR	DAFÜR	✓ 100.0%
4.11.	Authorisation to issue shares for the purpose of employee share ownership plans and share-related LT incentive plans	DAFÜR	DAFÜR	✓ 99.1%
4.12.	Authorisation to issue shares for the purpose of funding (or any other corporate purpose) the Company and its group companies	DAFÜR	DAFÜR	✓ 98.3%
4.13.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.4%
4.14.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.9%
5.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.8%
3a	Approve Discharge of Management Board member Oliver Bäte (CEO)	DAFÜR	DAFÜR	✓ 97.8%
3b	Approve Discharge of Management Board member Sergio Balbinot	DAFÜR	DAFÜR	✓ 99.2%
3c	Approve Discharge of Management Board member Sirma Boshnakova	DAFÜR	DAFÜR	✓ 99.2%
3d	Approve Discharge of Management Board member Dr. Barbara Karuth-Zelle	DAFÜR	DAFÜR	✓ 99.2%
3e	Approve Discharge of Management Board member Dr. Klaus-Peter Röhler	DAFÜR	DAFÜR	✓ 99.2%
3f	Approve Discharge of Management Board member Ivan de la Sota	DAFÜR	DAFÜR	✓ 99.2%
3g	Approve Discharge of Management Board member Giulio Terzariol	DAFÜR	DAFÜR	✓ 97.9%
3h	Approve Discharge of Management Board member Dr. Günther Thallinger	DAFÜR	DAFÜR	✓ 97.9%
3i	Approve Discharge of Management Board member Christopher Townsend	DAFÜR	DAFÜR	✓ 99.2%
3j	Approve Discharge of Management Board member Renate Wagner	DAFÜR	DAFÜR	✓ 99.2%
3k	Approve Discharge of Management Board member Dr. Andreas Wimmer	DAFÜR	DAFÜR	✓ 99.2%
4a	Approve Discharge of Supervisory Board member Michael Diekmann (Chairman)	DAFÜR	DAFÜR	✓ 95.6%
4b	Approve Discharge of Supervisory Board member Gabriele Burkhardt-Berg	DAFÜR	DAFÜR	✓ 98.2%
4c	Approve Discharge of Supervisory Board member Herbert Hainer	DAFÜR	DAFÜR	✓ 98.1%
4d	Approve Discharge of Supervisory Board member Sophie Boissard	DAFÜR	DAFÜR	✓ 98.2%
4e	Approve Discharge of Supervisory Board member Christine Bosse	DAFÜR	DAFÜR	✓ 98.2%
4f	Approve Discharge of Supervisory Board member Rashmy Chatterjee (since 4 May 2022)	DAFÜR	DAFÜR	✓ 99.2%

No.	Traktanden	Board	Ethos	Resultat
4g	Approve Discharge of Supervisory Board member Dr. Friedrich Eichiner	DAFÜR	DAFÜR	✓ 98.2%
4h	Approve Discharge of Supervisory Board member Jean-Claude Le Goaër	DAFÜR	DAFÜR	✓ 99.2%
4i	Approve Discharge of Supervisory Board member Martina Grundler	DAFÜR	DAFÜR	✓ 98.1%
4j	Approve Discharge of Supervisory Board member Godfrey Hayward (until 4 May 2022)	DAFÜR	DAFÜR	✓ 99.2%
4k	Approve Discharge of Supervisory Board member Frank Kirsch	DAFÜR	DAFÜR	✓ 99.2%
4l	Approve Discharge of Supervisory Board member Jürgen Lawrenz	DAFÜR	DAFÜR	✓ 98.2%
4m	Approve Discharge of Supervisory Board member Primiano Di Paolo (since 4 May 2022)	DAFÜR	DAFÜR	✓ 99.2%
4n	Approve Discharge of Supervisory Board member Jim Hagemann Snabe (until 4 May 2022)	DAFÜR	DAFÜR	✓ 99.2%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.2%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 82.9%
7	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	The chairman's remuneration as excessive. ✓ 95.1%
8	Amend Articles: Virtual general meetings (Article 12 (8))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 75.5%
9	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 12 (9))	DAFÜR	DAFÜR	✓ 93.6%
10	Amend Articles: Place of general meetings (Article 12 (2))	DAFÜR	DAFÜR	✓ 99.6%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the individual and consolidated annual accounts	DAFÜR	DAFÜR	✓ 99.6%
2	Approval of the non-financial information statement	DAFÜR	DAFÜR	✓ 99.9%
3	Advisory vote on the 2022 Directors' Remuneration Report	DAFÜR	DAFÜR	✓ 92.9%
4	Approval of the allocation of results	DAFÜR	DAFÜR	✓ 99.8%
5	Discharge the Board	DAFÜR	DAFÜR	✓ 99.3%
6	Elections to the Board of Directors			
6.1	Elect Mr. Frits Dirk van Paasschen	DAFÜR	DAFÜR	✓ 96.7%
6.2	Re-elect Mr. William L.A. Connelly	DAFÜR	DAFÜR	✓ 90.1%
6.3	Re-elect Mr. Luis Maroto Camino	DAFÜR	DAFÜR	✓ 99.9%
6.4	Re-elect Ms. Pilar García Ceballos-Zúñiga	DAFÜR	DAFÜR	✓ 99.1%
6.5	Re-elect Mr. Stephan Gemkow	DAFÜR	DAFÜR	✓ 99.2%
6.6	Re-elect Mr. Peter Kuerpick	DAFÜR	DAFÜR	✓ 99.9%
6.7	Re-elect Ms. Xiaoqun Clever	DAFÜR	DAFÜR	✓ 99.2%
7	Approval of the remuneration of Directors for FY 2023	DAFÜR	DAFÜR	✓ 98.8%
8	Delegation of powers	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Report and accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 96.6%
3	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
4	Re-elect Mr. Paul Walker	DAFÜR	DAFÜR	✓ 91.1%
5	Re-elect Mr. Brendan Horgan	DAFÜR	DAFÜR	✓ 100.0%
6	Re-elect Mr. Michael Pratt	DAFÜR	DAFÜR	✓ 99.7%
7	Re-elect Mr. Angus Cockburn	DAFÜR	DAFÜR	✓ 98.0%
8	Re-elect Ms. Lucinda Riches	DAFÜR	● DAGEGEN Chairman of the remuneration committee and the company has failed to adequately amend the remuneration practices following a highly contested vote on the remuneration report.	✓ 95.5%
9	Re-elect Ms. Tanya Fratto	DAFÜR	DAFÜR	✓ 97.7%
10	Re-elect Mr. John Lindsley Ruth	DAFÜR	DAFÜR	✓ 98.0%
11	Re-elect Ms. Jillian Easterbrook	DAFÜR	DAFÜR	✓ 97.3%
12	Re-elect Ms. Renata Ribeiro	DAFÜR	DAFÜR	✓ 98.1%
13	Election of auditor	DAFÜR	DAFÜR	✓ 99.4%
14	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
15	Authority to allot shares	DAFÜR	DAFÜR	✓ 95.7%
16	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 99.2%
17	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 98.4%
18	Purchase of own shares	DAFÜR	DAFÜR	✓ 97.2%
19	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.5%

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

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

No.	Traktanden	Board	Ethos	Resultat
14.	Resolution on the nomination committee	DAFÜR	● DAGEGEN	Contrary to best practice, the nomination committee maintains bundled elections. ✓
15.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓
16.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
17.	Approve share-related incentive plan	DAFÜR	DAFÜR	✓
18.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting and election of the Chair	DAFÜR	DAFÜR	✓
2.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
3.	Approval of the agenda	DAFÜR	DAFÜR	✓
4.	Election of persons to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓
5.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
8b.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8b (i).	Discharge of Staffan Bohman	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (ii).	Discharge of Johan Forssell	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (iii).	Discharge of Heléne Mellquist	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (iv).	Discharge of Anna Ohlsson-Leijon	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (v).	Discharge of Mats Rahmström	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (vi).	Discharge of Gordon Riske	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (vii).	Discharge of Hans Stråberg	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (viii).	Discharge of Peter Wallenberg Jr.	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (ix).	Discharge of Mikael Bergstedt	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (x).	Discharge of Benny Larsson	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8b (xi).	Discharge of the company CEO (Mats Rahmström)	DAFÜR	● DAGEGEN	Voting results of the AGM 2022 are not disclosed. ✓
8c.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
8d.	Approve record date for dividend payment	DAFÜR	DAFÜR	✓
9a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
9b.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	✓
10.	Composition of the board of directors			
10a (i).	Re-elect Mr. Johan Forssell	DAFÜR	DAFÜR	✓
10a (ii).	Re-elect Ms. Heléne Mellquist	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
10a (iii).	Re-elect Ms. Anna Ohlsson-Leijon	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
10a (iv).	Re-elect Mr. Mats Rahmström	DAFÜR	DAFÜR	✓
10a (v).	Re-elect Mr. Gordon Riske	DAFÜR	DAFÜR	✓
10a (vi).	Re-elect Mr. Hans Stråberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
10a (vii).	Re-elect Mr. Peter Wallenberg Jr.	DAFÜR	DAFÜR	✓
10b.	Elect Ms. Jumana Al-Sibai	DAFÜR	DAFÜR	✓
10c.	Re-elect the chairman of the board of directors	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
10d.	Election of auditor	DAFÜR	DAFÜR	✓
11a.	Approve directors' fees	DAFÜR	DAFÜR	✓
11b.	Approve auditors' fees	DAFÜR	DAFÜR	✓
12a.	Approve remuneration report	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓
12b.	Approve share-related incentive plan	DAFÜR	● DAGEGEN	The performance period for the long-term incentive plan is not long enough. ✓
13a.	Authorisation to repurchase own shares in connection with share-related incentive plans 2022 and 2023	DAFÜR	● DAGEGEN	The performance period for the long-term incentive plan is not long enough. ✓
13b.	Authorisation to repurchase own shares in connection with the remuneration of the board of directors in the form of synthetic shares	DAFÜR	DAFÜR	✓
13c.	Authorisation to transfer own shares in connection with share-related incentive plan 2023	DAFÜR	● DAGEGEN	The performance period for the long-term incentive plan is not long enough. ✓
13d.	Authorisation to transfer own shares in connection with the remuneration of the board of directors in the form of synthetic shares	DAFÜR	DAFÜR	✓
13e.	Authorisation to transfer own shares in connection with share-related incentive plans 2017, 2018, 2019 and 2020	DAFÜR	DAFÜR	✓
14.	Amendment of Article 10 of the Articles of Association	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
15.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 97.6%
3	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 97.8%
4	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the board of directors				
5	Re-elect Mr. Nicholas Anderson	DAFÜR	DAFÜR	✓ 99.2%
6	Re-elect Mr. Thomas Arseneault	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 99.9%
7	Re-elect Ms. Crystal Ashby	DAFÜR	DAFÜR	✓ 99.2%
8	Re-elect Dame Elizabeth Corley, CBE	DAFÜR	DAFÜR	✓ 99.2%
9	Re-elect Mr. Bradley Greve	DAFÜR	DAFÜR	✓ 99.7%
10	Re-elect Ms. Jane Griffiths	DAFÜR	DAFÜR	✓ 99.2%
11	Re-elect Mr. Christopher Grigg	DAFÜR	DAFÜR	✓ 97.4%
12	Re-elect Mr. Ewan Kirk	DAFÜR	DAFÜR	✓ 99.2%
13	Re-elect Mr. Stephen Pearce	DAFÜR	DAFÜR	✓ 99.2%
14	Re-elect Ms. Nicole Piasecki	DAFÜR	DAFÜR	✓ 98.6%
15	Re-elect Dr. Charles Woodburn	DAFÜR	DAFÜR	✓ 99.9%
16	Elect Baroness Cressida Hogg, CBE	DAFÜR	DAFÜR	✓ 99.4%
17	Elect Lord Mark Sedwill	DAFÜR	DAFÜR	✓ 100.0%
18	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 100.0%
19	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
20	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 99.6%
21	Approval of the BAE Systems Long-term Incentive Plan 2023	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 98.2%
22	Authority to allot shares	DAFÜR	DAFÜR	✓ 96.5%
23	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 96.2%
24	Authority to purchase own shares	DAFÜR	DAFÜR	✓ 99.1%
25	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 95.9%

No.	Traktanden	Board	Ethos	Resultat
1A	Approval of the individual and consolidated annual accounts	DAFÜR	DAFÜR	✓ 99.7%
1B	Approval of the non-financial information statement	DAFÜR	DAFÜR	✓ 99.8%
1C	Discharge the Board	DAFÜR	DAFÜR	✓ 99.7%
2	Application of results	DAFÜR	DAFÜR	✓ 99.8%
3	Elections to the board of directors			
3A	Setting the number of Directors at 15	DAFÜR	● DAGEGEN	The size of the board is excessive. ✓ 99.6%
3B	Elect Mr. Héctor Grisi	DAFÜR	DAFÜR	✓ 99.5%
3C	Elect Mr. Glenn H. Hutchins	DAFÜR	DAFÜR	✓ 98.9%
3D	Re-elect Ms. Pamela Ann Walkden	DAFÜR	DAFÜR	✓ 99.5%
3E	Re-elect Ms. Ana Patricia Botín-Sanz de Sautuola y O'Shea	DAFÜR	● DAGEGEN	Executive chairwoman and highest paid executive. She is Chairman/CEO in all but name. ✓ 98.2%
3F	Re-elect Ms. Sol Daurella Comadran	DAFÜR	DAFÜR	✓ 97.0%
3G	Re-elect Ms. Gina Lorenza Díez Barroso	DAFÜR	DAFÜR	✓ 98.6%
3H	Re-elect Dr. Homaira Akbari	DAFÜR	DAFÜR	✓ 99.5%
4	Election of the auditor	DAFÜR	DAFÜR	✓ 99.3%
5A	Reduction of share capital through cancellation of own shares	DAFÜR	● DAGEGEN	A cancellation of shares would not be appropriate in view of the current situation in the banking sector. ✓ 99.3%
5B	Reduction of share capital through cancellation of own shares	DAFÜR	● DAGEGEN	A cancellation of shares would not be appropriate in view of the current situation in the banking sector. ✓ 99.3%
5C	To approve buy-back of the company shares	DAFÜR	DAFÜR	✓ 98.7%
5D	To issue bonds and debt securities	DAFÜR	DAFÜR	✓ 96.7%
6A	Directors' Remuneration Policy for the 2023-2025 period	DAFÜR	● DAGEGEN	Excessive fixed and variable remuneration. ✓ 90.8%
6B	Setting of the maximum amount of annual remuneration to be paid to all directors	DAFÜR	● DAGEGEN	Excessive fees. ✓ 97.7%
6C	Fix maximum variable compensation ratio (200% of the fixed)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 98.5%
6D	Application of Deferred Multiyear Objectives Variable Remuneration Plan	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 96.7%
6E	Application of the Group's buy-out regulations	DAFÜR	● DAGEGEN	Sign-on bonuses should be subject to performance conditions for vesting. ✓ 98.4%
6F	Advisory vote on the Annual Director's Remuneration Report	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 89.2%
				Excessive fixed and variable remuneration.

No.	Traktanden	Board	Ethos	Resultat
7	Delegation of powers	DAFÜR	DAFÜR	✓ 99.5%
8	Unannounced shareholder proposal: request corporate action to demand director liability against all directors in office	DAGEGEN	DAGEGEN	✗ 0.0%
9	Unannounced shareholder proposal: dismissal and removal of Ms. Ana Patricia Botín-Sanz de Sautuola y O'Shea as director	DAGEGEN	DAGEGEN	✗ 0.0%
10	Unannounced shareholder proposal: dismissal and removal of Mr. Héctor Grisi as director	DAGEGEN	DAGEGEN	✗ 0.0%
11	Unannounced shareholder proposal: dismissal and removal of Mr. Bruce Carnegie-Brown as director	DAGEGEN	DAGEGEN	✗ 0.0%
12	Unannounced shareholder proposal: dismissal and removal of Mr. José Antonio Álvarez Álvarez as director	DAGEGEN	DAGEGEN	✗ 0.0%
13	Unannounced shareholder proposal: dismissal and removal of Ms. Homaira Akbari as director	DAGEGEN	DAGEGEN	✗ 0.0%
14	Unannounced shareholder proposal: dismissal and removal of Mr. Javier Botín-Sanz de Sautuola y O'Shea as director	DAGEGEN	DAGEGEN	✗ 0.0%
15	Unannounced shareholder proposal: dismissal and removal of Mr. Henrique de Castro as director	DAGEGEN	DAGEGEN	✗ 0.0%
16	Unannounced shareholder proposal: dismissal and removal of Ms. Sol Daurella Comadrán as director	DAGEGEN	DAGEGEN	✗ 0.0%
17	Unannounced shareholder proposal: dismissal and removal of Ms. Gina Lorenza Díez Barroso as director	DAGEGEN	DAGEGEN	✗ 0.0%
18	Unannounced shareholder proposal: dismissal and removal of Mr. Germán de la Fuente Escamilla as director	DAGEGEN	DAGEGEN	✗ 0.0%
19	Unannounced shareholder proposal: dismissal and removal of Mr. Glenn Hogan Hutchins as director	DAGEGEN	DAGEGEN	✗ 0.0%
20	Unannounced shareholder proposal: dismissal and removal of Mr. Luis Isasi Fernández de Bobadilla as director	DAGEGEN	DAGEGEN	✗ 0.0%

No.	Traktanden	Board	Ethos	Resultat
21	Unannounced shareholder proposal: dismissal and removal of Mr. Ramiro Mato García-Ansorena as director	DAGEGEN	DAGEGEN	✘ 0.0%
22	Unannounced shareholder proposal: dismissal and removal of Ms. Belén Romana García as director	DAGEGEN	DAGEGEN	✘ 0.0%
23	Unannounced shareholder proposal: dismissal and removal of Ms. Pamela Walkden as director	DAGEGEN	DAGEGEN	✘ 0.0%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 December 2022	DAFÜR	DAFÜR	✓ 99.9%
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 87.8%
3	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN Potential excessive awards.	✓ 96.7%
Elections to the Board of Directors				
4	Elect Mr. Marc Moses	DAFÜR	DAFÜR	✓ 99.6%
5	Re-elect Mr. Robert Berry	DAFÜR	DAFÜR	✓ 99.4%
6	Re-elect Mr. Tim Breedon	DAFÜR	DAFÜR	✓ 99.5%
7	Re-elect Ms. Anna Cross	DAFÜR	DAFÜR	✓ 99.6%
8	Re-elect Mr. Mohamed A. El-Erian	DAFÜR	DAFÜR	✓ 97.2%
9	Re-elect Ms. Dawn Fitzpatrick	DAFÜR	DAFÜR	✓ 98.7%
10	Re-elect Ms. Mary Francis	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 98.6%
11	Re-elect Mr. Crawford Gillies	DAFÜR	DAFÜR	✓ 99.6%
12	Re-elect Mr. Brian Gilvary	DAFÜR	DAFÜR	✓ 97.0%
13	Re-elect Mr. Nigel Higgins	DAFÜR	DAFÜR	✓ 96.1%
14	Re-elect Ms. Diane Schueneman	DAFÜR	DAFÜR	✓ 97.8%
15	Re-elect Mr. Coimbatore Sundararajan Venkatakrishnan (known as C.S. Venkat)	DAFÜR	● DAGEGEN Concerns over the CEO's ability to manage risk control.	✓ 99.5%
16	Re-elect Ms. Julia S. Wilson	DAFÜR	DAFÜR	✓ 96.6%
17	Re-elect KPMG as auditors	DAFÜR	DAFÜR	✓ 98.6%
18	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
19	Political donations and political expenditure	DAFÜR	● DAGEGEN Authorisation to make political donations exceeds our guidelines.	✓ 99.0%
20	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 93.8%
21	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 97.1%
22	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 95.4%
23	Directors' authority to issue contingent Equity Conversion Notes (ECNs)	DAFÜR	● DAGEGEN Additional potential dilution which is not in shareholders' interests.	✓ 98.2%
24	Disapplication of pre-emption rights on the issue of contingent Equity Conversion Notes (ECNs)	DAFÜR	● DAGEGEN Additional potential dilution which is not in shareholders' interests.	✓ 98.2%
25	Purchase of own shares	DAFÜR	● DAGEGEN Share buybacks exceed dividend distributions.	✓ 98.5%
26	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.8%



No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report and approve the Dividend	DAFÜR	DAFÜR	✓ 99.7%
2	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 95.7%
3	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 94.2%
Board main features				
4.1	Elections to the Supervisory Board: Prof. Dr. Norbert Winkeljohann	DAFÜR	● DAGEGEN	Chairman of the remuneration committee. We have serious concerns over remuneration. ✓ 79.6%
4.2	Elections to the Supervisory Board: Kimberly Mathisen	DAFÜR	DAFÜR	✓ 95.1%
5	Approve Remuneration Report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. ✓ 52.3%
6	Amend Articles: Virtual general meetings (Article 13)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 79.0%
7	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 15)	DAFÜR	DAFÜR	✓ 93.4%
8	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
1.1	Approval of the annual accounts of BBVA and its consolidated group	DAFÜR	DAFÜR	✓ 99.0%
1.2	Approval of the non-financial information statement	DAFÜR	DAFÜR	✓ 99.2%
1.3	Allocation of results	DAFÜR	DAFÜR	✓ 99.2%
1.4	Approval of the discharge of the Board	DAFÜR	DAFÜR	✓ 98.4%
2	Elections of directors			
2.1	Re-elect Mr. Raúl Catarino Galamba de Oliveira	DAFÜR	DAFÜR	✓ 98.8%
2.2	Re-elect Ms. Lourdes Máiz Carro	DAFÜR	DAFÜR	✓ 98.5%
2.3	Re-elect Ms. Ana Leonor Revenga Shanklin	DAFÜR	DAFÜR	✓ 98.9%
2.4	Re-elect Mr. Carlos Vicente Salazar Lomelín	DAFÜR	DAFÜR	✓ 93.8%
2.5	Elect Ms. Sonia Lilia Dulá	DAFÜR	DAFÜR	✓ 98.6%
3	Approve share capital reduction	DAFÜR	DAFÜR	✓ 99.1%
4	Approval of the Remuneration Policy 2023-2026	DAFÜR	● DAGEGEN	Excessive fixed and total remuneration. ✓ 95.0%
5	Approval of a maximum level of variable remuneration of up to 200% of the fixed component	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 98.1%
6	Delegation of powers	DAFÜR	DAFÜR	✓ 99.3%
7	Consultative vote on the Directors' Annual Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 91.8%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 98.3%
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chairman)	DAFÜR	● DAGEGEN	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 96.3%
4.2	Approve Discharge of Supervisory Board member Manfred Schoch (Vice Chairman)	DAFÜR	DAFÜR	✓ 97.0%
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chairman)	DAFÜR	DAFÜR	✓ 94.6%
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chairman)	DAFÜR	DAFÜR	✓ 97.0%
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chairman)	DAFÜR	DAFÜR	✓ 97.3%
4.6	Approve Discharge of Supervisory Board member Christiane Benner	DAFÜR	DAFÜR	✓ 97.3%
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer	DAFÜR	DAFÜR	✓ 97.3%
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner	DAFÜR	DAFÜR	✓ 97.3%
4.9	Approve Discharge of Supervisory Board member Rachel Empey	DAFÜR	DAFÜR	✓ 97.3%
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	DAFÜR	DAFÜR	✓ 97.3%
4.11	Approve Discharge of Supervisory Board member Johann Horn	DAFÜR	DAFÜR	✓ 97.3%
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	DAFÜR	DAFÜR	✓ 96.4%
4.13	Approve Discharge of Supervisory Board member Jens Köhler	DAFÜR	DAFÜR	✓ 97.3%
4.14	Approve Discharge of Supervisory Board member Gerhard Kurz (member since 11 July 2022)	DAFÜR	DAFÜR	✓ 97.3%
4.15	Approve Discharge of Supervisory Board member André Mandl (member since 4 April 2022)	DAFÜR	DAFÜR	✓ 97.3%
4.16	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	DAFÜR	DAFÜR	✓ 97.0%
4.17	Approve Discharge of Supervisory Board member Anke Schäferkordt	DAFÜR	DAFÜR	✓ 97.3%

No.	Traktanden	Board	Ethos	Resultat
4.18	Approve Discharge of Supervisory Board member Prof. Dr. Christoph M. Schmidt	DAFÜR	DAFÜR	✓ 97.3%
4.19	Approve Discharge of Supervisory Board member Dr. Vishal Sikka	DAFÜR	DAFÜR	✓ 97.0%
4.20	Approve Discharge of Supervisory Board member Sibylle Wankel (member since 4 January 2022)	DAFÜR	DAFÜR	✓ 97.3%
4.21	Approve Discharge of Supervisory Board member Dr. Thomas Wittig (member until 31 May 2022)	DAFÜR	DAFÜR	✓ 97.3%
4.22	Approve Discharge of Supervisory Board member Werner Zierer (member until 31 March 2022)	DAFÜR	DAFÜR	✓ 97.3%
5	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 94.1%
6	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.8%
	Board main features			
7	Elections to the Supervisory Board: Dr. Kurt Bock	DAFÜR	DAFÜR	✓ 93.4%
8.1	Amend Articles: Virtual general meetings (Article 16)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 92.9%
8.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 16)	DAFÜR	DAFÜR	✓ 97.4%

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

No.	Traktanden	Board	Ethos	Resultat
22	Amendments of the articles of association relating to the age limit of the chairman	DAFÜR	• DAGEGEN	The amendment exceeds Etho's limit of 75 years old for directors.  97.8%
23	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	2022 Annual Report and Accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 95.2%
3	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 99.6%
4	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
Elections to the Board of Directors				
5	Re-elect Mr. Luc Jobin	DAFÜR	DAFÜR	✓ 97.7%
6	Re-elect Mr. Jack Bowles	DAFÜR	DAFÜR	✓ 99.6%
7	Re-elect Mr. Tadeu Marroco	DAFÜR	DAFÜR	✓ 99.4%
8	Re-elect Mr. Krishnan (Kandy) Anand	DAFÜR	DAFÜR	✓ 99.6%
9	Re-elect Ms. Sue Farr	DAFÜR	DAFÜR	✓ 99.0%
10	Re-elect Ms. Karen Jane Guerra	DAFÜR	DAFÜR	✓ 99.6%
11	Re-elect Ms. Holly Keller Koeppel	DAFÜR	● DAGEGEN Non independent member of the audit committee, UK Code recommends the audit committee should only consist of independent members.	✓ 98.3%
12	Re-elect Mr. Dimitri Panayotopoulos	DAFÜR	DAFÜR	✓ 99.0%
13	Re-elect Mr. Darrell Thomas	DAFÜR	DAFÜR	✓ 99.6%
14	Elect Ms. Véronique Laury	DAFÜR	DAFÜR	✓ 99.7%
15	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 92.2%
16	Authority to allot shares	DAFÜR	DAFÜR	✓ 89.5%
17	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 90.4%
18	Authority to purchase own shares	DAFÜR	DAFÜR	✓ 99.1%
19	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.2%
20	Adoption of new Articles of Association	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
5	Approve the remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 96.3%
6	Approve the 2022 remuneration of Mr. Hermelin, chairman	DAFÜR	DAFÜR	✓ 95.3%
7	Approve the 2022 remuneration of Mr. Ezzat, CEO	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 93.0%
8	Approve the remuneration policy of the chairman	DAFÜR	DAFÜR	✓ 98.7%
9	Approve the remuneration policy of the CEO	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 91.0%
10	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.0%
Elections to the board of directors				
11	Elect Ms. Megan Clarken	DAFÜR	DAFÜR	✓ 99.6%
12	Elect Ms. Ulrica Fearn	DAFÜR	DAFÜR	✓ 100.0%
13	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN The repurchase price is too high.	✓ 98.6%
14	Approve distribution of performance shares	DAFÜR	● DAGEGEN The potential value of the grant of performance shares is excessive.	✓ 92.6%
15	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 97.9%
16	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR	✓ 98.0%
17	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the individual and consolidated accounts	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the non-financial information statement	DAFÜR	DAFÜR	✓ 99.9%
3	Allocation of profit	DAFÜR	DAFÜR	✓ 99.1%
4	Approval of the management of the Company	DAFÜR	DAFÜR	✓ 97.6%
5	Payment of a dividend charged to premium reserves	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation. ✓ 98.8%
6	Re-election of Deloitte as auditor for FY 2024	DAFÜR	DAFÜR	✓ 99.6%
7.1	Approval of the maximum aggregate amount of the directors' remuneration	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is not justified. ✓ 99.3%
7.2	Approval of the 2023- 2025 Remuneration Policy	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan. ✓ 59.2%
8	Elections to the board of directors			
8.1	Setting the number of directors at 13	DAFÜR	● DAGEGEN	Excessive board size. ✓ 99.9%
8.2	Re-elect Ms. Concepción del Rivero Bermejo	DAFÜR	DAFÜR	✓ 88.6%
8.3	Re-elect Mr. Christian Coco	DAFÜR	DAFÜR	✓ 88.0%
8.4	Elect Ms. Ana García Fau	DAFÜR	DAFÜR	✓ 97.3%
8.5	Elect Mr. Jonathan Amouyal	DAFÜR	DAFÜR	✓ 94.7%
8.5	Elect Ms. María Teresa Ballester Fornés	DAFÜR	DAFÜR	✓ 99.9%
8.7	Elect Dr. Óscar Fanjul Martin	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.4%
8.8	Elect Mr. Dominique d'Hinnin	DAFÜR	DAFÜR	✓ 85.3%
8.9	Elect Mr. Marco Patuano	DAFÜR	DAFÜR	✓ 95.0%
9	Acquisition of own shares	DAFÜR	DAFÜR	✓ 98.7%
10	Share capital increase	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights. ✓ 97.7%
11	Issue of bonds, debentures and other fixed-income securities convertible into shares	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights. ✓ 94.1%
12	Delegation of powers	DAFÜR	DAFÜR	✓ 100.0%
13	Advisory vote on the 2022 directors' annual remuneration report	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 88.2%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 30 September 2022	DAFÜR	DAFÜR	✓ 100.0%
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 70.3%
3	Declare a final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the Board of Directors				
4	Re-elect Mr. Ian Meakins	DAFÜR	DAFÜR	✓ 97.6%
5	Re-elect Mr. Dominic Blakemore	DAFÜR	DAFÜR	✓ 99.1%
6	Re-elect Mr. Palmer Brown	DAFÜR	DAFÜR	✓ 99.4%
7	Re-elect Mr. Gary Green	DAFÜR	DAFÜR	✓ 98.6%
8	Re-elect Ms. Carol Arrowsmith	DAFÜR	● DAGEGEN Chairman of the remuneration committee. We have serious concerns over remuneration.	✓ 89.3%
9	Re-elect Mr. Stefan Bomhard	DAFÜR	DAFÜR	✓ 97.7%
10	Re-elect Mr. John Bryant	DAFÜR	DAFÜR	✓ 96.2%
11	Re-elect Ms. Arlene Isaacs-Lowe	DAFÜR	DAFÜR	✓ 98.2%
12	Re-elect Ms. Anne-Francoise Nesmes	DAFÜR	DAFÜR	✓ 98.1%
13	Re-elect Mr. Sundar Raman	DAFÜR	DAFÜR	✓ 97.8%
14	Re-elect Mr. Nelson Silva	DAFÜR	DAFÜR	✓ 97.8%
15	Re-elect Ms. Ireena Vittal	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 87.3%
16	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	✓ 99.5%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
18	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 95.6%
19	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 91.6%
20	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 95.9%
21	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 95.3%
22	Purchase of own shares	DAFÜR	DAFÜR	✓ 98.9%
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.9%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 99.4%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.2%
Elections to the board of directors				
4	Re-elect Ms. Valérie Chapoulaud-Floquet	DAFÜR	DAFÜR	✓ 98.3%
5	Re-elect Mr. Gilles Schnepf	DAFÜR	DAFÜR	✓ 99.1%
6	Elect Mr. Gilbert Ghostine	DAFÜR	DAFÜR	✓ 99.4%
7	Elect Ms. Lise Kingo	DAFÜR	DAFÜR	✓ 93.9%
8	Approve the remuneration report	DAFÜR	DAFÜR	✓ 96.2%
9	Approve the 2022 remuneration of Mr. Antoine de Saint-Affrique, CEO	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓ 93.3%
10	Approve the 2022 remuneration of Mr. Gilles Schnepf, Chairman	DAFÜR	DAFÜR	✓ 99.9%
11	Approve the remuneration policy of the members of the executive management	DAFÜR	DAFÜR	✓ 93.8%
12	Approve the remuneration policy of Mr. Gilles Schnepf, Chairman	DAFÜR	DAFÜR	✓ 99.9%
13	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.8%
14	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 98.9%
15	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 94.5%
16	Authorise the Board to issue shares or other securities giving access to shares without pre-emptive rights	DAFÜR	DAFÜR	✓ 96.4%
17	"Green shoe" authorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests. ✓ 96.0%
18	Delegation to issue shares and capital securities as consideration for public exchange offer initiated by the company	DAFÜR	DAFÜR	✓ 98.6%
19	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 98.4%
20	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.3%

No.	Traktanden	Board	Ethos	Resultat
21	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 98.3%
22	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR	✓ 98.3%
23	Approve distribution of performance shares	DAFÜR	DAFÜR	✓ 97.5%
24	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.3%
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 99.9%
26	Elect. Mr. Sanjiv MEHTA	DAFÜR	DAFÜR	✓ 99.3%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.8%
3a	Approve Discharge of Management Board member Christian Sewing (CEO)	DAFÜR	DAFÜR	✓ 95.4%
3b	Approve Discharge of Management Board member James von Moltke (Deputy CEO)	DAFÜR	DAFÜR	✓ 95.4%
3c	Approve Discharge of Management Board member Karl von Rohr (Deputy CEO)	DAFÜR	DAFÜR	✓ 95.1%
3d	Approve Discharge of Management Board member Fabrizio Campelli	DAFÜR	DAFÜR	✓ 95.4%
3e	Approve Discharge of Management Board member Bernd Leukert	DAFÜR	DAFÜR	✓ 95.2%
3f	Approve Discharge of Management Board member Stuart Lewis (until 19 May 2022)	DAFÜR	DAFÜR	✓ 94.8%
3g	Approve Discharge of Management Board member Alexander von zur Mühlen	DAFÜR	DAFÜR	✓ 95.4%
3h	Approve Discharge of Management Board member Christiana Riley	DAFÜR	DAFÜR	✓ 95.4%
3i	Approve Discharge of Management Board member Rebecca Short	DAFÜR	DAFÜR	✓ 95.4%
3j	Approve Discharge of Management Board member Prof. Dr. Stefan Simon	DAFÜR	DAFÜR	✓ 95.4%
3k	Approve Discharge of Management Board member Olivier Vigneron (since 20 May 2022)	DAFÜR	DAFÜR	✓ 95.4%
4a	Approve Discharge of Supervisory Board member Alexander Wynaendts (Chairman, since 19 May 2022)	DAFÜR	DAFÜR	✓ 95.1%
4b	Approve Discharge of Supervisory Board member Dr. Paul Achleitner (Chairman, until 19 May 2022)	DAFÜR	DAFÜR	✓ 94.4%
4c	Approve Discharge of Supervisory Board member Detlef Polaschek (Vice Chairman)	DAFÜR	DAFÜR	✓ 95.1%
4d	Approve Discharge of Supervisory Board member Prof. Dr. Norbert Winkeljohann (Vice Chairman)	DAFÜR	DAFÜR	✓ 95.1%

No.	Traktanden	Board	Ethos	Resultat
4e	Approve Discharge of Supervisory Board member Ludwig Blomeyer-Bartenstein	DAFÜR	DAFÜR	✓ 95.1%
4f	Approve Discharge of Supervisory Board member Mayree Clark	DAFÜR	DAFÜR	✓ 95.2%
4g	Approve Discharge of Supervisory Board member Jan Duscheck	DAFÜR	DAFÜR	✓ 95.1%
4h	Approve Discharge of Supervisory Board member Manja Eifert (since 7 April 2022)	DAFÜR	DAFÜR	✓ 95.2%
4i	Approve Discharge of Supervisory Board member Dr. Gerhard Eschelbeck (until 19 May 2022)	DAFÜR	DAFÜR	✓ 95.2%
4j	Approve Discharge of Supervisory Board member Sigmar Gabriel	DAFÜR	DAFÜR	✓ 94.9%
4k	Approve Discharge of Supervisory Board member Timo Heider	DAFÜR	DAFÜR	✓ 95.1%
4l	Approve Discharge of Supervisory Board member Martina Klee	DAFÜR	DAFÜR	✓ 95.2%
4m	Approve Discharge of Supervisory Board member Henriette Mark (until 31 March 2022)	DAFÜR	DAFÜR	✓ 95.2%
4n	Approve Discharge of Supervisory Board member Gabriele Platscher	DAFÜR	DAFÜR	✓ 95.2%
4o	Approve Discharge of Supervisory Board member Bernd Rose	DAFÜR	DAFÜR	✓ 95.1%
4p	Approve Discharge of Supervisory Board member Yngve Slyngstad (since 19 May 2022)	DAFÜR	DAFÜR	✓ 95.1%
4q	Approve Discharge of Supervisory Board member John Alexander Thain	DAFÜR	DAFÜR	✓ 95.1%
4r	Approve Discharge of Supervisory Board member Michele Trogni	DAFÜR	DAFÜR	✓ 95.2%
4s	Approve Discharge of Supervisory Board member Dr. Dagmar Valcárcel	DAFÜR	DAFÜR	✓ 95.1%
4t	Approve Discharge of Supervisory Board member Stefan Viertel	DAFÜR	DAFÜR	✓ 95.1%
4u	Approve Discharge of Supervisory Board member Dr. Theodor Weimer	DAFÜR	DAFÜR	✓ 95.1%
4v	Approve Discharge of Supervisory Board member Frank Werneke	DAFÜR	DAFÜR	✓ 95.0%
4w	Approve Discharge of Supervisory Board member Frank Witter	DAFÜR	DAFÜR	✓ 95.2%
5	Appoint the Auditors	DAFÜR	● DAGEGEN	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election. ✓ 98.7%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 89.1%

No.	Traktanden	Board	Ethos	Resultat
7	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 97.6%
8	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	✓ 98.2%
	Board main features			
9a	Elections to the Supervisory Board: Mayree Clark	DAFÜR	DAFÜR	✓ 91.6%
9b	Elections to the Supervisory Board: John Alexander Thain	DAFÜR	DAFÜR	✓ 94.1%
9c	Elections to the Supervisory Board: Michele Trogni	DAFÜR	DAFÜR	✓ 93.8%
9d	Elections to the Supervisory Board: Prof. Dr. Norbert Winkeljohann	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 85.7%
10a	Amend Articles: Virtual general meetings (Article 17 (6))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 87.5%
10b	Amend Articles: Physical general meetings (Article 19 (2))	DAFÜR	DAFÜR	✓ 98.8%
10c	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 19 (3))	DAFÜR	● DAGEGEN	The amendment allows supervisory board members to attend general meetings virtually without any adequate justification. ✓ 98.4%
10d	Amend Articles: Entries in the share register (Article 5(1))	DAFÜR	DAFÜR	✓ 99.5%
11	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Chairman's remuneration under the amended system is excessive. ✓ 98.2%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.6%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.4%
5a	Amend Articles: Virtual general meetings (Article 15)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 80.0%
5b	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 16)	DAFÜR	● DAGEGEN	The amendment allows the board members to participate in a virtual general meeting without any adequate justification. ✓ 91.7%
5c	Amend Articles: Calling of the general meeting (Article 15)	DAFÜR	DAFÜR	✓ 99.9%
6	Amend Articles: Entries in the share register (Article 4)	DAFÜR	DAFÜR	✓ 100.0%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.7%
8	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.8%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 87.0%
	Board main features			
5a	Elections to the Supervisory Board: Dr. Katrin Suder	DAFÜR	DAFÜR	✓ 97.1%
5b	Elections to the Supervisory Board: Dr. Mario Daberkow	DAFÜR	DAFÜR	✓ 98.9%
6	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 94.9%
7	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	✓ 95.7%
8	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 93.3%
9a	Amend Articles: Place of the general meeting (Section 18 (1))	DAFÜR	DAFÜR	✓ 99.8%
9b	Amend Articles: Virtual general meetings (Sections 18 (2), 19 (2), 19 (3), 19 (5) and 20 (2))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 88.9%
9c	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Section 18 (3))	DAFÜR	DAFÜR	✓ 98.4%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.7%
4	Approve Discharge of Supervisory Board	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 90.5%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.8%
	Board main features			
6a	Elections to the Supervisory Board: Harald Krüger	DAFÜR	DAFÜR	✓ 99.5%
6b	Elections to the Supervisory Board: Dr. Reinhard Ploss	DAFÜR	DAFÜR	✓ 99.6%
6c	Elections to the Supervisory Board: Margret Suckale	DAFÜR	DAFÜR	✓ 98.7%
7	Amend Articles: Virtual general meetings, virtual attendance of Supervisory Board members and time limit for the shareholders' right to ask follow-up questions and questions about new developments (§§ 14 (2), 15 (1) and 17 (2))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 88.9%
8	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 84.5%

No.	Traktanden	Board	Ethos	Resultat
1	Report and accounts 2023	DAFÜR	DAFÜR	✓ 99.7%
2	Remuneration report (advisory vote)	DAFÜR	DAFÜR	✓ 95.5%
3	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 95.4%
4	Adoption of the Diageo 2023 Long Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 97.7%
5	Final dividend	DAFÜR	DAFÜR	✓ 99.9%
Elections to the board of directors				
6	Elect Ms. Debra A. Crew	DAFÜR	DAFÜR	✓ 99.9%
7	Re-elect Mr. Javier Ferràn	DAFÜR	DAFÜR	✓ 98.9%
8	Re-elect Ms. Lavanya Chandrashekar	DAFÜR	DAFÜR	✓ 99.8%
9	Re-elect Ms. Susan Kilsby	DAFÜR	DAFÜR	✓ 99.7%
10	Re-elect Ms. Melissa Bethell	DAFÜR	DAFÜR	✓ 99.8%
11	Re-elect Ms. Karen Blackett OBE	DAFÜR	DAFÜR	✓ 99.7%
12	Re-elect Ms. Valérie Chapoulaud-Floquet	DAFÜR	DAFÜR	✓ 99.8%
13	Re-elect Sir John Manzoni	DAFÜR	DAFÜR	✓ 99.9%
14	Re-elect Mr. Alan Stewart	DAFÜR	DAFÜR	✓ 99.3%
15	Re-elect Ms. Ireena Vittal	DAFÜR	DAFÜR	✓ 96.6%
16	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.8%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
18	Political donations	DAFÜR	DAFÜR	✓ 98.2%
19	Authority to allot shares	DAFÜR	DAFÜR	✓ 97.4%
20	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 98.5%
21	Purchase of own shares	DAFÜR	● DAGEGEN	The share repurchase is inconsistent with the long-term interests of shareholders. ✓ 99.2%
22	Adoption of new articles of association	DAFÜR	DAFÜR	✓ 99.9%
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 95.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Presentation of the Transaction	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Approval of the Transaction	DAFÜR	DAFÜR	✓ 99.9%
4.	Conditional discharge of executive board	DAFÜR	DAFÜR	✓ 97.3%
5.	Conditional discharge of supervisory board	DAFÜR	DAFÜR	✓ 97.3%
6.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the Company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.8%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.7%
4.	Approve directors' fees	DAFÜR	DAFÜR	✓ 100.0%
5.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 88.8%
6.	Composition of the board of directors			
6.1.	Re-elect Mr. Thomas Plenborg	DAFÜR	● ENTHALTUNG	Non-independent chairman of both the nomination and remuneration committee. The independence of this committee is insufficient. ✓ 83.4%*
6.2.	Re-elect Mr. Jørgen Møller	DAFÜR	DAFÜR	✓ 84.9%*
6.3.	Re-elect Ms. Malou Aamund	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓ 100.0%*
6.4.	Re-elect Mr. Beat Walti	DAFÜR	DAFÜR	✓ 99.7%*
6.5.	Re-elect Mr. Niels Smedegaard	DAFÜR	DAFÜR	✓ 96.8%*
6.6.	Re-elect Mr. Tarek Sultan Al-Essa	DAFÜR	DAFÜR	✓ 88.0%*
6.7.	Re-elect Ms. Benedikte Leroy	DAFÜR	DAFÜR	✓ 100.0%*
6.8.	Elect Ms. Helle Østergaard Kristiansen	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓ 100.0%*
7.	Election of auditor	DAFÜR	DAFÜR	✓ 99.1%*
8.1.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 98.4%
9.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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

No.	Traktanden	Board	Ethos	Resultat	
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%	
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 97.8%	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 97.7%	
5a	Appoint the Auditors	DAFÜR	DAFÜR	✓ 98.5%	
5b	Appoint the Auditors for a review of short financial statements and interim management reports for financial year 2023	DAFÜR	DAFÜR	✓ 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	DAFÜR	DAFÜR	✓ 98.5%	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive fixed remuneration. Performance targets are not sufficiently challenging.	✓ 90.6%
7	Amend Articles: Composition of the Supervisory Board (Section 8a) Board main features	DAFÜR	DAFÜR	✓ 99.3%	
8a	Elections to the Supervisory Board: Erich Clementi	DAFÜR	DAFÜR	✓ 92.0%	
8b	Elections to the Supervisory Board: Andreas Schmitz	DAFÜR	DAFÜR	✓ 99.4%	
8c	Elections to the Supervisory Board: Nadège Petit	DAFÜR	DAFÜR	✓ 99.8%	
8d	Elections to the Supervisory Board: Ulrich Grillo	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 87.8%
8e	Elections to the Supervisory Board: Deborah Wilkens	DAFÜR	DAFÜR	✓ 99.6%	
8f	Elections to the Supervisory Board: Rolf Martin Schmitz	DAFÜR	DAFÜR	✓ 91.1%	
8g	Elections to the Supervisory Board: Klaus Fröhlich	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 99.5%
8h	Elections to the Supervisory Board: Anke Groth	DAFÜR	DAFÜR	✓ 99.6%	
9	Amend Articles: Virtual general meetings (Section 21a (1) and (2))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 80.4%
10	Amend Articles: Virtual attendance of Supervisory Board member at virtual general meetings (Section 21a (3))	DAFÜR	DAFÜR	✓ 90.2%	

No.	Traktanden	Board	Ethos	Resultat
1.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
2.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
3.	Approval of the agenda	DAFÜR	DAFÜR	✓
4.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
5.	Election of two persons approving the minutes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.1.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
8.2.	Approve remuneration report	DAFÜR	DAFÜR	✓
8.3.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8.3.1.	Discharge of Ronnie Leten	DAFÜR	DAFÜR	✓
8.3.2.	Discharge of Helena Stjernholm	DAFÜR	DAFÜR	✓
8.3.3.	Discharge of Jacob Wallenberg	DAFÜR	DAFÜR	✓
8.3.4.	Discharge of Jon Fredrik Baksaas	DAFÜR	DAFÜR	✓
8.3.5.	Discharge of Jan Carlson	DAFÜR	DAFÜR	✓
8.3.6.	Discharge of Nora Denzel	DAFÜR	DAFÜR	✓
8.3.7.	Discharge of Carolina Dybeck Happe	DAFÜR	DAFÜR	✓
8.3.8.	Discharge of Börje Ekholm	DAFÜR	DAFÜR	✓
8.3.9.	Discharge of Eric A. Elzvik	DAFÜR	DAFÜR	✓
8.3.10.	Discharge of Kurt Jofs	DAFÜR	DAFÜR	✓
8.3.11.	Discharge of Kristin S. Rinne	DAFÜR	DAFÜR	✓
8.3.12.	Discharge of Torbjörn Nyman	DAFÜR	DAFÜR	✓
8.3.13.	Discharge of Anders Ripa	DAFÜR	DAFÜR	✓
8.3.14.	Discharge of Kjell-Åke Soting	DAFÜR	DAFÜR	✓
8.3.15.	Discharge of Ulf Rosberg	DAFÜR	DAFÜR	✓
8.3.16.	Discharge of Loredana Roslund	DAFÜR	DAFÜR	✓
8.3.17.	Discharge of Annika Salomonsson	DAFÜR	DAFÜR	✓
8.3.18.	Discharge of the company CEO	DAFÜR	DAFÜR	✓
8.4.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
9.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
10.	Approve directors' fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is not justified. ✓
11.	Composition of the board of directors			
11.1.	Re-elect Mr. Jon Fredrik Baksaas	DAFÜR	DAFÜR	✓
11.2.	Re-elect Mr. Jan Carlson	DAFÜR	DAFÜR	✓
11.3.	Re-elect Ms. Carolina Dybeck Happe	DAFÜR	DAFÜR	✓
11.4.	Re-elect Mr. Börje Ekholm	DAFÜR	DAFÜR	✓
11.5.	Re-elect Mr. Eric A. Elzvik	DAFÜR	DAFÜR	✓
11.6.	Re-elect Ms. Kristin S. Rinne	DAFÜR	DAFÜR	✓
11.7.	Re-elect Ms. Helena Stjernholm	DAFÜR	DAFÜR	✓
11.8.	Re-elect Mr. Jacob Wallenberg	DAFÜR	DAFÜR	✓
11.9.	Elect Mr. Jonas Synnergren	DAFÜR	DAFÜR	✓
11.10.	Elect Ms. Christy Wyatt	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
12.	Elect the chairman of the board of directors	DAFÜR	DAFÜR	✓
13.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	✓
14.	Approve auditors' fees	DAFÜR	DAFÜR	✓
15.	Election of auditor	DAFÜR	DAFÜR	✓
16.1.	Approve share-related incentive plan: "Long-Term Variable Compensation Program I 2023"	DAFÜR	● DAGEGEN	Potential excessive awards. ✓
16.2.	Authorisation to transfer own shares in connection with Long-Term Variable Compensation Program I 2023	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓
16.3.	Approve equity swap agreement to secure the delivery of shares to participants in connection with Long-Term Variable Compensation Program I 2023	DAFÜR	● DAGEGEN	Potential excessive awards. ✓
17.1.	Approve share-related incentive plan: "Executive Performance Plan 2023"	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough. ✓
17.2.	Authorisation to transfer own shares in connection with Executive Performance Plan 2023	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough. ✓
17.3.	Approve equity swap agreement to secure the delivery of shares to participants in connection with Executive Performance Plan 2023	DAFÜR	● DAGEGEN	We do not consider the performance period for the long-term incentive plan to be long enough. ✓

No.	Traktanden	Board	Ethos	Resultat
18.	Authorisation to transfer own shares in connection with share-related incentive plan 2022	DAFÜR	DAFÜR	✓
19.	Authorisation to transfer own shares in connection with share-related incentive plan 2021	DAFÜR	DAFÜR	✓
20.1.	Authorisation to transfer own shares on an exchange to cover expenses in connection with share-related incentive plan 2019 and 2020	DAFÜR	DAFÜR	✓
20.2.	Authorisation to transfer own shares on an exchange to cover costs for tax and social security liabilities for the participants in connection with share-related incentive plan 2019 and 2020	DAFÜR	DAFÜR	✓
21.	Approve executive remuneration policy	DAFÜR	<p>● DAGEGEN</p> <p>Excessive fixed remuneration.</p> <p>Potential excessive awards.</p>	✓

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 99.5%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 99.5%
3	Approve allocation of income and dividend	DAFÜR	● DAGEGEN	Scrip dividend issued with a 10% discount.	✓ 99.0%
4	Approve co-optation of Mr. Mario Notari as board member to replace Mr. Leonardo Del Vecchio	DAFÜR	DAFÜR		✓ 99.0%
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	The board of directors cannot waive the non-compete clause of the chairman/CEO.	✓ 99.3%
6	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 96.3%
7	Approve the 2022 remuneration of Mr. Del Vecchio, chairman of the board of directors	DAFÜR	DAFÜR		✓ 99.9%
8	Approve the 2022 remuneration of Mr. Francesco Milleri, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 90.3%
9	Approve the 2022 remuneration of Mr. Paul du Saillant, Deputy CEO	DAFÜR	● DAGEGEN	Excessive variable and total remuneration.	✓ 89.9%
10	Approve the remuneration policy of directors	DAFÜR	DAFÜR		✓ 99.2%
11	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 69.6%
12	Approve the remuneration policy of the Deputy CEO	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 88.1%
13	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR		✓ 98.8%
14	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.6%
15	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 99.9%
16	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR		✓ 99.9%
17	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	● DAGEGEN	The discount is excessive.	✓ 96.6%
18	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.7%
19	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat	
1	Opening	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.a	Report of the Board of Directors for the financial year 2022	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.b	Policy on additions to reserves and on dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2.c	Remuneration Report 2022 (advisory voting)	DAFÜR	● DAGEGEN	The information provided on the performance targets is insufficient. Excessive variable remuneration.	✓ 99.3%
2.d	Adoption of the Annual Accounts 2022	DAFÜR	DAFÜR		✓ 100.0%
2.e	Determination and distribution of dividend	DAFÜR	DAFÜR		✓ 100.0%
2.f	Granting of discharge to the Directors in respect of the performance of their duties during the financial year 2022	DAFÜR	DAFÜR		✓ 99.8%
3	Appointment of the members of the Board of Directors				
3.a	Re-appointment of Mr. John Elkann (executive Director)	DAFÜR	● DAGEGEN	Chairman of the Governance and Sustainability Committee and we have serious concerns over the company's corporate governance.	✓ 88.4%
3.b	Re-appointment of Mr. Benedetto Vigna (executive Director)	DAFÜR	DAFÜR		✓ 99.8%
3.c	Re-appointment of Mr. Piero Ferrari (non-executive Director)	DAFÜR	DAFÜR		✓ 96.9%
3.d	Re-appointment of Ms. Delphine Arnault (non-executive Director)	DAFÜR	DAFÜR		✓ 90.3%
3.e	Re-appointment of Ms. Francesca Bellettini (non-executive Director)	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 95.9%
3.f	Re-appointment of Mr. Eduardo H. Cue (non-executive Director)	DAFÜR	DAFÜR		✓ 98.8%
3.g	Re-appointment of Mr. Sergio Duca (non-executive Director)	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 95.8%
3.h	Re-appointment of Mr. John Galantic (non-executive Director)	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.4%
3.i	Re-appointment of Ms. Maria Patrizia Grieco (non-executive Director)	DAFÜR	DAFÜR		✓ 99.5%
3.j	Re-appointment of Mr. Adam Keswick (non-executive Director)	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 78.2%
3.k	Appointment of Mr. Michelangelo Volpi (non-executive Director)	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 96.7%
4.1	Authorization to issue common shares and to grant rights to subscribe for common shares	DAFÜR	DAFÜR		✓ 99.9%

Ferrari

14.04.2023

OGV














No.	Traktanden	Board	Ethos	Resultat
4.2	Authorization to limit or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 99.7%
5	Authorization to purchase treasury shares	DAFÜR	DAFÜR	✓ 99.8%
6	Approval of awards to the executive Directors	DAFÜR	DAFÜR	✓ 99.0%
7	Closing	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Concerns over the salary and fee increases. ✓ 95.8%
3	Advisory vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 90.5%
Elections to the board of directors				
4(a)	Elect Mr. Paul Edgecliffe-Johnson	DAFÜR	DAFÜR	✓ 99.8%
4(b)	Elect Ms. Carolan Lennon	DAFÜR	DAFÜR	✓ 99.8%
5(a)	Re-elect Ms. Nancy Cruickshank	DAFÜR	DAFÜR	✓ 98.4%
5(b)	Re-elect Ms. Nancy Dubuc	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.6%
5(c)	Re-elect Mr. Richard Flint	DAFÜR	DAFÜR	✓ 99.7%
5(d)	Re-elect Mr. Alfred Jr. Hurley	DAFÜR	DAFÜR	✓ 95.2%
5(e)	Re-elect Mr. Peter Jackson	DAFÜR	DAFÜR	✓ 99.8%
5(f)	Re-elect Ms. Holly Keller Koeppel	DAFÜR	DAFÜR	✓ 96.9%
5(g)	Re-elect Mr. David Lazzarato	DAFÜR	DAFÜR	✓ 99.4%
5(h)	Re-elect Mr. Gary McGann	DAFÜR	● DAGEGEN	Non independent director sitting on the remuneration committee, which is not line with UK market practice. ✓ 93.4%
5(i)	Re-elect Mr. Atif Rafiq	DAFÜR	DAFÜR	✓ 99.8%
5(j)	Re-elect Ms. Mary Turner	DAFÜR	DAFÜR	✓ 99.0%
6	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.4%
7	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 96.3%
8	Authority to allot shares	DAFÜR	DAFÜR	✓ 96.9%
9A	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 99.9%
9B	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 99.5%
10	Authority to purchase own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company. ✓ 99.4%
11	Determination of the price range for the re-issue of treasury shares off-market	DAFÜR	DAFÜR	✓ 100.0%
12	Adoption of Flutter Entertainment plc 2023 Long Term Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 91.9%
13	Amendment of Flutter Entertainment plc 2016 Restricted Share Plan	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 93.3%
14	Adoption of new articles of association	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the Company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements and discharge of the supervisory board and executive management from liability	DAFÜR	DAFÜR	✓ 97.1%
3.	Approve allocation of income and dividend	DAFÜR	● DAGEGEN	The proposed non payment of the dividend is inconsistent with the company's financial situation. ✓ 99.2%
4.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 87.3%
5.	Composition of the board of directors			
5a.	Re-elect Ms. Deirdre P. Connelly	DAFÜR	DAFÜR	✓ 85.5%*
5b.	Re-elect Ms. Pernille Erenbjerg	DAFÜR	DAFÜR	✓ 72.7%*
5c.	Re-elect Mr. Rolf Hoffmann	DAFÜR	DAFÜR	✓ 98.0%*
5d.	Re-elect Ms. Elizabeth O'Farrell	DAFÜR	DAFÜR	✓ 95.5%*
5e.	Re-elect Mr. Paolo Paoletti	DAFÜR	DAFÜR	✓ 89.0%*
5f.	Re-elect Mr. Anders Gersel Pedersen	DAFÜR	● ENTHALTUNG	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 78.5%*
6.	Election of auditor	DAFÜR	● ENTHALTUNG	The auditor's long tenure raises independence concerns. ✓ 92.0%*
7a.	Approve directors' fees	DAFÜR	● DAGEGEN	Non-executive directors may receive discretionary share-based payments. ✓ 66.0%
7b.	Approve remuneration policy for the executive- and board of directors: removal of DKK 25.0 million cap	DAFÜR	● DAGEGEN	The individual caps of the share-based awards are to be removed. ✓ 64.4%
7c.	Approve remuneration policy for the executive- and supervisory board: certain other changes	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 58.7%
7d.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash. ✓ 98.6%
8.	To authorise the meeting chairperson	DAFÜR	DAFÜR	✓ 99.9%
9.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 December 2022	DAFÜR	DAFÜR	✓ 99.0%
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 88.8%
	Elections to the board of directors			
3	Elect Ms. Julie Brown	DAFÜR	DAFÜR	✓ 99.6%
4	Elect Dr. Vishal Sikka	DAFÜR	DAFÜR	✓ 99.7%
5	Elect Ms. Elizabeth McKee Anderson	DAFÜR	DAFÜR	✓ 95.6%
6	Re-elect Sir Jonathan Symonds, CBE	DAFÜR	DAFÜR	✓ 96.7%
7	Re-elect Dame Emma N. Walmsley	DAFÜR	DAFÜR	✓ 99.7%
8	Re-elect Mr. Charles A. Bancroft	DAFÜR	DAFÜR	✓ 97.2%
9	Re-elect Mr. Hal Barron	DAFÜR	DAFÜR	✓ 99.2%
10	Re-elect Ms. Anne Beal	DAFÜR	DAFÜR	✓ 97.2%
11	Re-elect Mr. Harry C. Dietz	DAFÜR	DAFÜR	✓ 99.8%
12	Re-elect Mr. Jesse Goodman	DAFÜR	DAFÜR	✓ 99.8%
13	Re-elect Mr. Urs Rohner	DAFÜR	● DAGEGEN	The director was implicated in a serious controversy in the past or does not have a good reputation or his activities and attitude are not irreproachable. ✓ 91.6%
14	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 99.9%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.8%
16	Amendments to the 2022 remuneration policy	DAFÜR	DAFÜR	✓ 99.0%
17	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 98.7%
18	Authority to allot shares	DAFÜR	DAFÜR	✓ 95.9%
19	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 96.8%
20	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 95.8%
21	Authority to purchase own shares	DAFÜR	DAFÜR	✓ 98.4%
22	Exemption from statement of the name of the senior statutory auditor in published copies of the auditor's reports	DAFÜR	DAFÜR	✓ 99.7%
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 94.1%

No.	Traktanden	Board	Ethos	Resultat
	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
1a.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
1b.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.  97.8%
1c.	Adoption of the financial statements	DAFÜR	DAFÜR	 100.0%
1d.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
1e.	Approve allocation of income	DAFÜR	DAFÜR	 100.0%
1f.	Discharge of executive board	DAFÜR	DAFÜR	 99.0%
1g.	Discharge of supervisory board	DAFÜR	DAFÜR	 99.0%
2a.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	 99.4%
2b.	Authorisation to issue shares	DAFÜR	DAFÜR	 99.4%
2c.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	 99.2%
3.	Composition of the supervisory board			
3a.	Re-elect Mr. Michel de Carvalho	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.  94.7%
3b.	Re-elect Ms. Rosemary Ripley	DAFÜR	DAFÜR	 91.5%
3c.	Elect Ms. Beatriz Pardo	DAFÜR	DAFÜR	 99.2%
3d.	Elect Mr. Lodewijk Hijmans van den Bergh	DAFÜR	DAFÜR	 96.5%
4.	Election of auditor	DAFÜR	DAFÜR	 99.9%
	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Executive management discharge	DAFÜR	DAFÜR	✓ 99.4%
4	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 92.8%
6	Approve a treasury share buy-back and disposal programm	DAFÜR	DAFÜR	✓ 94.5%
7	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive fixed remuneration. ✓ 92.1%
8	Approve the 2022 remuneration of Mr. Alex Dumas, CEO	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 92.1%
9	Approve the 2022 remuneration of the company Émile Hermès SAS, CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 92.1%
10	Approve the 2022 remuneration of Mr. Éric de Seynes, Chairman	DAFÜR	DAFÜR	✓ 100.0%
11	Approve the remuneration policy of the CEOs	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 91.6%
12	Approve directors' fees Elections to the board of directors	DAFÜR	DAFÜR	✓ 99.9%
13	Re-elect Ms. Dorothee Altmayer	DAFÜR	DAFÜR	✓ 96.2%
14	Re-elect Ms. Monique Cohen	DAFÜR	DAFÜR	✓ 99.8%
15	Re-elect Mr. Renaud Momméja	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 95.1%
16	Re-elect Mr. Eric de Seynes	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 95.8%

No.	Traktanden	Board	Ethos		Resultat
17	Re-elect PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR		✓ 99.7%
18	Re-elect Grant Thornton Audit as auditors	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 97.9%
19	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.8%
20	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 99.8%
21	Delegation to issue shares and capital securities, shareholders' preferential subscription rights are maintained	DAFÜR	● DAGEGEN	Excessive potential capital increase with pre-emptive rights.	✓ 93.6%
22	Delegation to issue shares and capital securities by public offering	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 90.1%
23	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.7%
24	Delegation to issue shares and capital securities by private placement	DAFÜR	● DAGEGEN	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	DAFÜR	● DAGEGEN	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	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 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	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 89.7%
28	Approve distribution of performance shares	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 93.0%
29	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
3.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
4.	Approval of the agenda	DAFÜR	DAFÜR	✓
5.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
7.	Address by the company CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8a.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8b.	Presentation of the auditor's statement regarding whether the guidelines for remuneration to senior executives adopted on the previous AGM have been complied with	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8c.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
9b.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
9c (i).	Discharge of Gun Nilsson	DAFÜR	DAFÜR	✓
9c (ii).	Discharge of Märta Schörling Andreen	DAFÜR	DAFÜR	✓
9c (iii).	Discharge of John Brandon	DAFÜR	DAFÜR	✓
9c (iv).	Discharge of Sofia Schörling Högberg	DAFÜR	DAFÜR	✓
9c (v).	Discharge of Ulrika Francke	DAFÜR	DAFÜR	✓
9c (vi).	Discharge of Henrik Henriksson	DAFÜR	DAFÜR	✓
9c (vii).	Discharge of Patrick Söderlund	DAFÜR	DAFÜR	✓
9c (viii).	Discharge of Brett Watson	DAFÜR	DAFÜR	✓
9c (ix).	Discharge of Erik Huggers	DAFÜR	DAFÜR	✓
9c (x).	Discharge of the company CEO (Ola Rollén)	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat	
10.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓	
11.1.	Approve directors' fees	DAFÜR	DAFÜR	✓	
11.2.	Approve auditors' fees	DAFÜR	DAFÜR	✓	
12.	Composition of the board of directors				
12a.	Re-elect Ms. Märta Schörling Andreen	DAFÜR	DAFÜR	✓	
12b.	Re-elect Mr. John Brandon	DAFÜR	DAFÜR	✓	
12c.	Re-elect Ms. Sofia Schörling Högberg	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓
12d.	Re-elect Mr. Ola Rollén	DAFÜR	● DAGEGEN	Unjustified severance payment as former CEO who moved on to become chairman.	✓
12e.	Re-elect Ms. Gun Nilsson	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓
12f.	Re-elect Brett Watson	DAFÜR	DAFÜR	✓	
12g.	Re-elect Mr. Erik Huggers	DAFÜR	DAFÜR	✓	
12h.	Elect the chairman of the board of directors	DAFÜR	● DAGEGEN	Unjustified severance payment as former CEO who moved on to become chairman.	✓
12i.	Election of auditor	DAFÜR	DAFÜR	✓	
13.	Resolution on the nomination committee	DAFÜR	● DAGEGEN	Insufficient independent representation on the board of directors proposed by the nomination committee.	✓
14.	Approve remuneration report	DAFÜR	● DAGEGEN	Concerns over the severance payments which are considered excessive.	✓
15.	Approve share-related incentive plan	DAFÜR	DAFÜR	✓	
16.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓	
17.	Authorisation to issue shares, convertibles and/or warrants	DAFÜR	DAFÜR	✓	
18.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 99.7%
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 79.8%
Elections to the board of directors				
3(a)	Elect Ms. Geraldine Buckingham	DAFÜR	DAFÜR	✓ 99.8%
3(b)	Elect Mr. Georges Elhedery	DAFÜR	DAFÜR	✓ 99.7%
3(c)	Elect Ms. Kalpana Morparia	DAFÜR	● DAGEGEN The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 97.6%
3(d)	Re-elect Ms. Rachel Duan	DAFÜR	DAFÜR	✓ 99.5%
3(e)	Re-elect Dame Carolyn Fairbairn	DAFÜR	DAFÜR	✓ 99.0%
3(f)	Re-elect Mr. James Forese	DAFÜR	DAFÜR	✓ 99.7%
3(g)	Re-elect Mr. Steven Craig Guggenheimer	DAFÜR	DAFÜR	✓ 99.5%
3(h)	Re-elect Mr. José Antonio Meade Kuribreña	DAFÜR	DAFÜR	✓ 99.8%
3(i)	Re-elect Ms. Eileen K. Murray	DAFÜR	DAFÜR	✓ 99.5%
3(j)	Re-elect Mr. David Nish	DAFÜR	DAFÜR	✓ 99.7%
3(k)	Re-elect Mr. Noel Quinn	DAFÜR	DAFÜR	✓ 80.7%
3(l)	Re-elect Mr. Mark Tucker	DAFÜR	DAFÜR	✓ 79.8%
4	Re-appoint PricewaterhouseCoopers as auditors	DAFÜR	DAFÜR	✓ 99.1%
5	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.8%
6	Political donations and political expenditure	DAFÜR	● DAGEGEN Authorisation to make political donations exceeds our guidelines.	✓ 80.0%
7	Authority to allot shares	DAFÜR	DAFÜR	✓ 78.2%
8	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 81.5%
9	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 80.6%
10	Addition of any repurchased shares to general authority to allot shares	DAFÜR	DAFÜR	✓ 80.3%
11	Authority to purchase own shares	DAFÜR	● DAGEGEN Contrary to best practice, the dividend is not put to the vote.	✓ 99.0%
12	Approval of form of share repurchase contract	DAFÜR	DAFÜR	✓ 99.1%
13	Directors' authority to issue Contingent Convertible Securities	DAFÜR	● DAGEGEN Additional potential dilution which is not in shareholders' interests.	✓ 80.8%
14	Limited disapplication of pre-emption rights in relation to the issue of Contingent Convertible Securities	DAFÜR	● DAGEGEN Additional potential dilution which is not in shareholders' interests.	✓ 79.7%

No.	Traktanden	Board	Ethos	Resultat
15	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✔ 76.7%
16	Shareholder requisitioned resolution – Midland Clawback Campaign	DAGEGEN	DAGEGEN	✘ 3.2%
17	Shareholder requisitioned resolution – Strategy Review	DAGEGEN	DAGEGEN	✘ 19.8%
18	Shareholder requisitioned resolution – Dividend Policy	DAGEGEN	DAGEGEN	✘ 19.2%

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 30 September 2022	DAFÜR	DAFÜR	✓ 99.9%
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive fixed remuneration.	✓ 97.5%
3	Declare a final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the Board of Directors				
4	Re-elect Mr. Stefan Bomhard	DAFÜR	DAFÜR	✓ 99.7%
5	Re-elect Ms. Susan Clark	DAFÜR	DAFÜR	✓ 98.1%
6	Re-elect Ms. Ngozi Edozien	DAFÜR	DAFÜR	✓ 99.7%
7	Re-elect Ms. Therese Esperdy	DAFÜR	DAFÜR	✓ 97.6%
8	Re-elect Mr. Alan Johnson	DAFÜR	DAFÜR	✓ 99.3%
9	Re-elect Mr. Robert Kunze Concewitz	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 99.7%
10	Re-elect Mr. Lukas Paravicini	DAFÜR	DAFÜR	✓ 99.6%
11	Re-elect Ms. Diane de Saint Victor	DAFÜR	DAFÜR	✓ 99.9%
12	Re-elect Mr. Jon Stanton	DAFÜR	DAFÜR	✓ 99.5%
13	Re-appoint Ernst & Young as auditor	DAFÜR	DAFÜR	✓ 99.6%
14	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
15	New Share Matching Scheme 2023	DAFÜR	DAFÜR	✓ 99.5%
16	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 99.5%
17	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 99.7%
18	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 99.5%
19	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.4%
20	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.1%

No.	Traktanden	Board	Ethos	Resultat
1A	Approval of the holding company's annual accounts	DAFÜR	DAFÜR	✓ 100.0%
1B	Discharge the Board	DAFÜR	DAFÜR	✓ 99.6%
2	Approval of the consolidated annual accounts	DAFÜR	DAFÜR	✓ 100.0%
3	Approval of the non-financial information statement	DAFÜR	DAFÜR	✓ 100.0%
4	Allocation of profit and dividend distribution	DAFÜR	DAFÜR	✓ 99.9%
5	Elections to the Board of Directors			
5A	Setting the number of Directors to 10 members	DAFÜR	DAFÜR	✓ 99.9%
5B	Re-elect Mr. Amancio Ortega Gaona	DAFÜR	<p>● DAGEGEN</p> <p>Representative of an important shareholder who is sufficiently represented on the board.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 98.2%
5C	Re-elect Mr. José Luis Durán Schulz	DAFÜR	DAFÜR	✓ 99.3%
6	Approval of the remuneration policy	DAFÜR	<p>● DAGEGEN</p> <p>Excessive total remuneration.</p>	✓ 98.4%
7	Approval of a long-term incentive plan	DAFÜR	DAFÜR	✓ 98.9%
8	Acquisition of own shares	DAFÜR	DAFÜR	✓ 99.3%
9	Advisory vote on the Directors Annual Remuneration Report	DAFÜR	<p>● DAGEGEN</p> <p>Excessive total remuneration.</p> <p>Concerns over the severance payments which are considered excessive.</p>	✓ 97.6%
10	Delegation of powers	DAFÜR	DAFÜR	✓ 100.0%
11	Information on the amendments of the Board of Directors Regulations	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
3.1	Approve Discharge of Management Board member Jochen Hanebeck (CEO since 1 April 2022)	DAFÜR	DAFÜR	✓ 98.8%
3.2	Approve Discharge of Management Board member Constanze Hufenbecher	DAFÜR	DAFÜR	✓ 98.8%
3.3	Approve Discharge of Management Board member Dr. Sven Schneider	DAFÜR	DAFÜR	✓ 98.8%
3.4	Approve Discharge of Management Board member Andreas Urschitz (member since 1 June 2022)	DAFÜR	DAFÜR	✓ 98.8%
3.5	Approve Discharge of Management Board member Rutger Wijburg (member since 1 April 2022)	DAFÜR	DAFÜR	✓ 98.8%
3.6	Approve Discharge of Management Board member Dr. Reinhard Ploss (CEO and member until 31 March 2022)	DAFÜR	DAFÜR	✓ 98.8%
3.7	Approve Discharge of Management Board member Dr. Helmut Gassel (member until 31 May 2022)	DAFÜR	DAFÜR	✓ 98.8%
4.1	Approve Discharge of Supervisory Board member Dr. Wolfgang Eder (Chairman)	DAFÜR	DAFÜR	✓ 98.5%
4.2	Approve Discharge of Supervisory Board member Xiaoqun Clever	DAFÜR	DAFÜR	✓ 98.8%
4.3	Approve Discharge of Supervisory Board member Johann Dechant (Vice Chairman)	DAFÜR	DAFÜR	✓ 98.7%
4.4	Approve Discharge of Supervisory Board member Dr. Friedrich Eichiner	DAFÜR	DAFÜR	✓ 98.8%
4.5	Approve Discharge of Supervisory Board member Annette Engelfried	DAFÜR	DAFÜR	✓ 98.8%
4.6	Approve Discharge of Supervisory Board member Peter Gruber	DAFÜR	DAFÜR	✓ 98.8%
4.7	Approve Discharge of Supervisory Board member Hans-Ulrich Holdenried	DAFÜR	DAFÜR	✓ 98.8%
4.8	Approve Discharge of Supervisory Board member Dr. Susanne Lachenmann	DAFÜR	DAFÜR	✓ 98.8%
4.9	Approve Discharge of Supervisory Board member Géraldine Picaud	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.6%

No.	Traktanden	Board	Ethos	Resultat
4.10	Approve Discharge of Supervisory Board member Dr. Manfred Puffer	DAFÜR	DAFÜR	✓ 98.8%
4.11	Approve Discharge of Supervisory Board member Melanie Riedl	DAFÜR	DAFÜR	✓ 98.8%
4.12	Approve Discharge of Supervisory Board member Jürgen Scholz	DAFÜR	DAFÜR	✓ 98.8%
4.13	Approve Discharge of Supervisory Board member Dr. Ulrich Spiesshofer	DAFÜR	DAFÜR	✓ 98.8%
4.14	Approve Discharge of Supervisory Board member Margret Suckale	DAFÜR	DAFÜR	✓ 98.8%
4.15	Approve Discharge of Supervisory Board member Mirco Synde (member since 1 June 2022)	DAFÜR	DAFÜR	✓ 98.8%
4.16	Approve Discharge of Supervisory Board member Diana Vitale	DAFÜR	DAFÜR	✓ 98.8%
4.17	Approve Discharge of Supervisory Board member Kerstin Schulzendorf (member until 31 May 2022)	DAFÜR	DAFÜR	✓ 98.8%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 89.0%
	Board main features			
6.1	Elections to the Supervisory Board: Dr. Herbert Diess	DAFÜR	DAFÜR	✓ 99.0%
6.2	Elections to the Supervisory Board: Klaus Helmrich	DAFÜR	DAFÜR	✓ 99.2%
7	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 91.8%
8	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	✓ 93.3%
9.1	Amend Articles: Place of the general meeting (Section 13)	DAFÜR	DAFÜR	✓ 99.9%
9.2	Amend Articles: Virtual general meetings (Section 13a)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 76.0%
9.3	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Section 14 (3))	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 86.6%
10	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration. ✓ 87.7%
11	Approve Remuneration Report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. ✓ 92.6%
				Concerns over the severance payments which are considered excessive.

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2a.	Report of the executive board for the financial year 2022	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2b.	Report of the supervisory board for the financial year 2022	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2c.	Approve remuneration report	DAFÜR	DAFÜR	✓ 93.0%
2d.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.8%
3a.	Explanation of the policy on reserves and dividends	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3b.	Approve allocation of income	DAFÜR	DAFÜR	✓ 100.0%
4a.	Discharge of executive board	DAFÜR	● DAGEGEN	✓ 97.1% Legal proceedings have been instituted or a criminal conviction is brought against the board of directors concerning the conduct of the company's affairs.
4b.	Discharge of supervisory board	DAFÜR	● DAGEGEN	✓ 97.1% Legal proceedings have been instituted or a criminal conviction is brought against the board of directors concerning the conduct of the company's affairs.
5.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
6.	Re-elect Mr. Tanate Phutrakul as member of the executive board	DAFÜR	DAFÜR	✓ 99.9%
7.	Composition of the supervisory board			
7a.	Elect Ms. Alexandra Reich	DAFÜR	DAFÜR	✓ 99.6%
7b.	Elect Mr. Karl Guha	DAFÜR	DAFÜR	✓ 97.0%
7c.	Re-elect Ms. Herna Verhagen	DAFÜR	● DAGEGEN	✓ 68.7% Concerns over the director's time commitments.
7d.	Re-elect Mr. Mike Rees	DAFÜR	DAFÜR	✓ 96.4%
8a.	Authorisation to issue shares	DAFÜR	● DAGEGEN	✓ 94.6% Excessive potential capital increase with pre-emptive rights.
8b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 97.5%
9.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.6%
10.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	✓ 99.8% The company proposes to cancel shares despite its deteriorated performance.

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the 2022 financial statements	DAFÜR	DAFÜR	✓ 99.7%
2	Allocation of net result and distribution of dividend	DAFÜR	DAFÜR	✓ 99.6%
3	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN Excessive fixed remuneration.	✓ 88.1%
4	Advisory vote on remuneration paid in 2022	DAFÜR	● DAGEGEN Excessive fixed remuneration.	✓ 93.8%
5	2023 Annual Incentive Plan based on financial instruments	DAFÜR	DAFÜR	✓ 97.7%
6	Authorization to purchase and dispose of own shares to serve Incentive Plans	DAFÜR	DAFÜR	✓ 98.5%
7	Authorization to purchase and dispose of own shares for trading purposes	DAFÜR	DAFÜR	✓ 99.5%

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

No.	Traktanden	Board	Ethos	Resultat	
12b.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	✓	
13a.	Approve directors' fees	DAFÜR	DAFÜR	✓	
13b.	Approve auditors' fees	DAFÜR	DAFÜR	✓	
14.	Composition of the board of directors				
14a.	Re-elect Mr. Gunnar Brock	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓
14b.	Re-elect Mr. Johan Forssell	DAFÜR	DAFÜR		✓
14c.	Re-elect Ms. Magdalena Gerger	DAFÜR	DAFÜR		✓
14d.	Re-elect Mr. Tom Johnstone	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
14e.	Re-elect Ms. Isabelle Kocher	DAFÜR	DAFÜR		✓
14f.	Re-elect Mr. Sven Nyman	DAFÜR	DAFÜR		✓
14g.	Re-elect Ms. Grace Reksten Skaugen	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓
14h.	Re-elect Mr. Hans Stråberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
14i.	Re-elect Mr. Jacob Wallenberg	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓
14j.	Re-elect Mr. Marcus Wallenberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
14k.	Re-elect Ms. Sara Öhrvall	DAFÜR	DAFÜR		✓
15.	Re-elect the chairman of the board of directors	DAFÜR	● DAGEGEN	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	DAFÜR	DAFÜR		✓
17a.	Approve share-related incentive plan for employees in Investor AB	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.	✓
17b.	Approve share-related incentive plan for employees in subsidiary Patricia Industries	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.	✓
18a.	Authorisation to repurchase own shares	DAFÜR	DAFÜR		✓
18b.	Transfer of own shares in connection with the share-related incentive plan 2023	DAFÜR	DAFÜR		✓

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 92.8%
5	Approve the 2022 remuneration of Mr. François Henri-Pinault, Chairman/CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 77.4%
6	Approve the 2022 remuneration of Mr. Jean-François Palus, Deputy CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 90.3%
7	Approve the remuneration policy of the Chairman/CEO and the Deputy CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 94.3%
8	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.4%
9	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 99.5%
10	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
11	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 96.5%
12	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 100.0%
13	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR	✓ 98.5%
14	Authorisation to increase capital by issuing shares without pre-emptive rights via a private placement	DAFÜR	DAFÜR	✓ 94.1%
15	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	DAFÜR	DAFÜR	✓ 98.6%
16	"Green shoe" autorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 93.2%
17	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 99.3%
18	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.3%

Kering

27.04.2023

MIX

No.	Traktanden	Board	Ethos	Resultat
19	Authorise capital increases related to an all-employee share ownership plan for non-french employees	DAFÜR	DAFÜR	✓ 99.4%
20	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

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

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%
4	Elect Mazars as auditors	DAFÜR	DAFÜR	✓ 100.0%
5	Approve the remuneration report	DAFÜR	DAFÜR	✓ 95.5%
6	Approve the 2022 remuneration of Ms. Garcia-Poveda, chairwoman	DAFÜR	DAFÜR	✓ 99.7%
7	Approve the 2022 remuneration of Mr. Coquart, CEO	DAFÜR	DAFÜR	✓ 93.8%
8	Approve the remuneration policy of the chairwoman	DAFÜR	DAFÜR	✓ 99.7%
9	Approve the remuneration policy of the CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 91.4%
10	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
Elections to the board of directors				
11	Re-elect Ms. Isabelle Boccon-Gibod	DAFÜR	DAFÜR	✓ 100.0%
12	Re-elect Mr. Benoît Coquart	DAFÜR	● DAGEGEN	Executive director and the board size is excessive. ✓ 99.9%
13	Re-elect Ms. Angeles Garcia-Poveda	DAFÜR	DAFÜR	✓ 99.5%
14	Re-elect Mr. Michel Landel	DAFÜR	DAFÜR	✓ 98.2%
15	Elect Ms. Valérie Chort	DAFÜR	DAFÜR	✓ 100.0%
16	Elect Ms. Clare Scherrer	DAFÜR	DAFÜR	✓ 99.7%
17	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 98.9%
18	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.7%
19	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts Elections to the board of directors	DAFÜR	DAFÜR	✓ 100.0%
2	Elect Ms. Catherine Turner	DAFÜR	DAFÜR	✓ 99.3%
3	Elect Mr. Scott Wheway	DAFÜR	DAFÜR	✓ 99.5%
4	Re-elect Mr. Robin Budenberg CBE	DAFÜR	DAFÜR	✓ 96.6%
5	Re-elect Mr. Charlie Nunn	DAFÜR	DAFÜR	✓ 99.5%
6	Re-elect Mr. William Chalmers	DAFÜR	DAFÜR	✓ 99.0%
7	Re-elect Mr. Alan Dickinson	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 96.6%
8	Re-elect Ms. Sarah Catherine Legg	DAFÜR	DAFÜR	✓ 99.5%
9	Re-elect Lord James Lupton CBE	DAFÜR	DAFÜR	✓ 99.5%
10	Re-elect Ms. Amanda Mackenzie OBE	DAFÜR	DAFÜR	✓ 97.0%
11	Re-elect Ms. Harmeen Mehta	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.4%
12	Re-elect Ms. Catherine Woods	DAFÜR	DAFÜR	✓ 99.3%
13	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 96.0%
14	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Amounts excessive due to introduction of pay allowance to circumvent the banking bonus cap introduced in 2014 in the European Union. ✓ 96.1%
15	Final dividend	DAFÜR	DAFÜR	✓ 100.0%
16	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR	✓ 99.9%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
18	Lloyds Banking Group Long Term Incentive Plan 2023	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 96.5%
19	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines. ✓ 96.5%
20	Authority to allot shares	DAFÜR	DAFÜR	✓ 94.1%
21	Directors' authority to issue of Regulatory Capital Convertible Instruments	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests. ✓ 98.4%
22	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 98.6%
23	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 97.5%
24	Limited disapplication of pre-emption rights in relation to the issue of Regulatory Capital Convertible Instruments	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 97.6%
25	Authority to purchase own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the current uncertainty in the bank sector. ✓ 98.9%

No.	Traktanden	Board	Ethos	Resultat
26	Authority to purchase preference shares	DAFÜR	DAFÜR	✓ 99.2%
27	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.4%

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

No.	Traktanden	Board	Ethos		Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR		✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	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	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 99.2%
6	Re-elect Mr. Antonio Belloni	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	✓ 92.7%
7	Re-elect Ms. Marie-Josée Kravis	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 84.8%
8	Re-elect Ms. Marie-Laure Sauty de Chalon	DAFÜR	DAFÜR		✓ 98.5%
9	Re-elect Ms. Natacha Valla	DAFÜR	DAFÜR		✓ 95.3%
10	Elect Mr. Laurent Mignon	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 90.9%
11	Renewal of Lord Powell of Bayswater's term of office as Advisory Board member	DAFÜR	● DAGEGEN	The appointment of non-voting directors goes against best practice.	✓ 80.5%
12	Appointment of Diego Della Valle as Advisory Board member	DAFÜR	● DAGEGEN	The appointment of non-voting directors goes against best practice.	✓ 80.5%
13	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive fixed and variable remuneration.	✓ 82.5%
14	Approve the 2022 remuneration of Mr. Bernard Arnault, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 82.2%
15	Approve the 2022 remuneration of Mr. Antonio Belloni, Deputy CEO	DAFÜR	● DAGEGEN	Excessive fixed remuneration.	✓ 82.2%
16	Approve directors' fees	DAFÜR	DAFÜR		✓ 99.9%
17	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 80.5%
18	Approve the remuneration policy of the Deputy CEO	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 80.4%
19	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR		✓ 99.6%
20	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 100.0%
21	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 100.0%

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Annual Financial Statements	DAFÜR	DAFÜR	✓ 99.9%
3	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
4	Approve Discharge of Executive Board	DAFÜR	DAFÜR	✓ 99.0%
5	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 78.7%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 84.6%
7	Authorisation to issue warrant bonds and/or convertible bonds, profit participation rights or participating bonds, cancellation of existing and creation of new Conditional Capital II as well as related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 88.1%
8.1	Amend Articles: Virtual general meetings (Article 21 (5))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 79.3%
8.2	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 21 (6))	DAFÜR	● DAGEGEN	✓ 91.5%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.8%
3.1	Approve Discharge of Management Board member Dr. Joachim Wenning (CEO)	DAFÜR	DAFÜR	✓ 99.6%
3.2	Approve Discharge of Management Board member Dr. Thomas Blunck	DAFÜR	DAFÜR	✓ 99.8%
3.3	Approve Discharge of Management Board member Nicholas Gartside	DAFÜR	DAFÜR	✓ 99.8%
3.4	Approve Discharge of Management Board member Stefan Golling	DAFÜR	DAFÜR	✓ 99.8%
3.5	Approve Discharge of Management Board member Dr. Doris Höpke (member until 30 April 2022)	DAFÜR	DAFÜR	✓ 99.8%
3.6	Approve Discharge of Management Board member Dr. Christoph Jurecka	DAFÜR	DAFÜR	✓ 99.8%
3.7	Approve Discharge of Management Board member Dr. Torsten Jeworrek	DAFÜR	DAFÜR	✓ 99.8%
3.8	Approve Discharge of Management Board member Dr. Achim Kassow	DAFÜR	DAFÜR	✓ 99.8%
3.9	Approve Discharge of Management Board member Clarisse Kopff (member since 1 December 2022)	DAFÜR	DAFÜR	✓ 99.8%
3.10	Approve Discharge of Management Board member Dr. Markus Rieß	DAFÜR	DAFÜR	✓ 99.8%
4.1	Approve Discharge of Supervisory Board member Dr. Nikolaus von Bomhard (Chairman)	DAFÜR	DAFÜR	✓ 90.4%
4.2	Approve Discharge of Supervisory Board member Dr. Anne Horstmann (Vice Chairwoman)	DAFÜR	DAFÜR	✓ 97.5%
4.3	Approve Discharge of Supervisory Board member Prof. Dr. Dr. Ann-Kristin Achleitner	DAFÜR	DAFÜR	✓ 97.2%
4.4	Approve Discharge of Supervisory Board member Clement B. Booth	DAFÜR	DAFÜR	✓ 97.5%
4.5	Approve Discharge of Supervisory Board member Ruth Brown	DAFÜR	DAFÜR	✓ 97.4%
4.6	Approve Discharge of Supervisory Board member Stephan Eberl	DAFÜR	DAFÜR	✓ 97.5%

No.	Traktanden	Board	Ethos	Resultat
4.7	Approve Discharge of Supervisory Board member Frank Fassin	DAFÜR	DAFÜR	✓ 97.5%
4.8	Approve Discharge of Supervisory Board member Prof. Dr. Ursula Gather	DAFÜR	DAFÜR	✓ 97.4%
4.9	Approve Discharge of Supervisory Board member Gerd Häusler	DAFÜR	DAFÜR	✓ 97.5%
4.10	Approve Discharge of Supervisory Board member Angelika Judith Herzog	DAFÜR	DAFÜR	✓ 97.4%
4.11	Approve Discharge of Supervisory Board member Renata Jungo Brünger	DAFÜR	DAFÜR	✓ 97.4%
4.12	Approve Discharge of Supervisory Board member Stefan Kaindl	DAFÜR	DAFÜR	✓ 95.2%
4.13	Approve Discharge of Supervisory Board member Dr. Carinne Knoche-Brouillon	DAFÜR	DAFÜR	✓ 97.4%
4.14	Approve Discharge of Supervisory Board member Gabriele Mücke	DAFÜR	DAFÜR	✓ 97.4%
4.15	Approve Discharge of Supervisory Board member Ulrich Plottke	DAFÜR	DAFÜR	✓ 95.2%
4.16	Approve Discharge of Supervisory Board member Manfred Rassy	DAFÜR	DAFÜR	✓ 97.5%
4.17	Approve Discharge of Supervisory Board member Gabriele Sinz-Toporzysek (member until 31 January 2022)	DAFÜR	DAFÜR	✓ 97.4%
4.18	Approve Discharge of Supervisory Board member Carsten Spohr	DAFÜR	DAFÜR	✓ 97.4%
4.19	Approve Discharge of Supervisory Board member Karl-Heinz Streibich	DAFÜR	DAFÜR	✓ 97.5%
4.20	Approve Discharge of Supervisory Board member Markus Wagner (member since 1 February 2022)	DAFÜR	DAFÜR	✓ 97.5%
4.21	Approve Discharge of Supervisory Board member Dr. Maximilian Zimmerer	DAFÜR	DAFÜR	✓ 97.5%
5	Appoint the Auditors	DAFÜR	● DAGEGEN	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election. ✓ 96.2%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. ✓ 88.5%
7.1	Amend Articles: Virtual general meetings (Article 7 (2))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 78.6%
7.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Article 7 (3))	DAFÜR	● DAGEGEN	The amendment allows the supervisory board members to virtually attend a general meeting without any adequate justification. ✓ 93.6%

No.	Traktanden	Board	Ethos	Resultat
7.3	Amend Articles: Editorial amendments (Article 8 (2) and (3))	DAFÜR	DAFÜR	✓ 99.7%
8	Amend Articles: Adaptation to a new law (Article 3 (4))	DAFÜR	DAFÜR	✓ 99.9%
	Unannounced shareholder proposal made during the AGM: Vote out the Chair of the general meeting	DAGEGEN	● KEINE EMPFEHLUNG	✗ 0.1%

The proposal was made during the AGM and shareholders voting by proxy could not vote on it.

No.	Traktanden	Board	Ethos		Resultat
1	Report and accounts	DAFÜR	DAFÜR		✓ 99.5%
2	Final dividend	DAFÜR	DAFÜR		✓ 98.7%
	Elections to the board of directors				
3	Re-elect Ms. Paula Rosput Reynolds	DAFÜR	DAFÜR		✓ 95.9%
4	Re-elect Mr. John Pettigrew	DAFÜR	DAFÜR		✓ 99.1%
5	Re-elect Mr. Andrew Agg	DAFÜR	DAFÜR		✓ 99.4%
6	Re-elect Ms. Thérèse Esperdy	DAFÜR	DAFÜR		✓ 97.4%
7	Re-elect Ms. Liz Hewitt	DAFÜR	DAFÜR		✓ 99.4%
8	Re-elect Mr. Ian Livingston	DAFÜR	DAFÜR		✓ 96.6%
9	Re-elect Mr. Iain Mackay	DAFÜR	DAFÜR		✓ 99.2%
10	Re-elect Ms. Anne Robinson	DAFÜR	DAFÜR		✓ 99.2%
11	Re-elect Mr. Earsel Shipp	DAFÜR	DAFÜR		✓ 97.5%
12	Re-elect Mr. Jonathan Silver	DAFÜR	DAFÜR		✓ 88.5%
13	Re-elect Mr. Anthony Wood	DAFÜR	DAFÜR		✓ 98.2%
14	Re-elect Ms. Martha Wyrsh	DAFÜR	DAFÜR		✓ 99.2%
15	Re-appoint Deloitte as auditors	DAFÜR	DAFÜR		✓ 99.9%
16	Auditor's remuneration	DAFÜR	DAFÜR		✓ 99.9%
17	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 93.6%
18	Political donations	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines.	✓ 97.8%
19	Authority to allot shares	DAFÜR	DAFÜR		✓ 97.1%
20	Disapplication of pre-emption rights	DAFÜR	DAFÜR		✓ 98.8%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR		✓ 98.3%
22	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.0%
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 92.7%

No.	Traktanden	Board	Ethos		Resultat
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2.	Calling the Meeting to order	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
4.	Recording the legality of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
5.	Recording the attendance at the Meeting and adoption of the list of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
7.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 98.9%
8.	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 99.3%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	DAFÜR		✓ 97.5%
10.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 92.3%
11.	Approve directors' fees	DAFÜR	● ENTHALTUNG	The proposed increase relative to the previous year is not justified.	✓ 96.5%
12.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR		✓ 99.2%
13.	Composition of the board of directors				
13.1.	Re-elect Ms. Sari Baldauf	DAFÜR	DAFÜR		✓ 97.3%
13.2.	Re-elect Mr. Thomas Dannenfeldt	DAFÜR	DAFÜR		✓ 98.6%
13.3.	Re-elect Ms. Lisa Hook	DAFÜR	DAFÜR		✓ 97.6%
13.4.	Re-elect Ms. Jeanette Horan	DAFÜR	DAFÜR		✓ 98.7%
13.5.	Re-elect Mr. Thomas Saueressig	DAFÜR	DAFÜR		✓ 98.7%
13.6.	Re-elect Mr. Søren Skou	DAFÜR	DAFÜR		✓ 97.2%
13.7.	Re-elect Ms. Carla Smits-Nusteling	DAFÜR	DAFÜR		✓ 98.7%
13.8.	Re-elect Mr. Kai Öistämö	DAFÜR	DAFÜR		✓ 98.7%
13.9.	Elect Mr. Timo Ahopelto	DAFÜR	DAFÜR		✓ 99.1%
13.10.	Elect Ms. Elizabeth Crain	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments.	✓ 97.8%
14.	Approve auditors' fees	DAFÜR	DAFÜR		✓ 99.2%
15.	Election of auditor	DAFÜR	DAFÜR		✓ 99.3%

Nokia

04.04.2023

OGV

No.	Traktanden	Board	Ethos	Resultat
16.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 98.6%
17.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 98.9%
18.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos		Resultat
1.	Report on the Company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 99.9%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR		✓ 100.0%
4.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive fixed remuneration.	✓ 98.3%
5.1.	Approve directors' fees for the past FY 2022	DAFÜR	DAFÜR		✓ 99.9%
5.2.	Approve directors' fees for the upcoming FY 2023	DAFÜR	DAFÜR		✓ 99.9%
5.3.	Approve remuneration policy	DAFÜR	● DAGEGEN	Excessive fixed remuneration.	✓ 99.4%
6.	Composition of the board of directors				
6.1.	Re-elect Mr. Helge Lund	DAFÜR	DAFÜR		✓ 98.1% *
6.2.	Re-elect Mr. Henrik Poulsen	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments.	✓ 98.4% *
6.3 (a)	Re-elect Ms. Laurence Debroux	DAFÜR	DAFÜR		✓ 99.5% *
6.3 (b)	Re-elect Mr. Andreas Fibig	DAFÜR	DAFÜR		✓ 99.9% *
6.3 (c)	Re-elect Ms. Sylvie Grégoire	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments.	✓ 99.1% *
6.3 (d)	Re-elect Mr. Kasim Kutay	DAFÜR	DAFÜR		✓ 98.5% *
6.3 (e)	Re-elect Ms. Choi Lai (Christina) Law	DAFÜR	DAFÜR		✓ 99.9% *
6.3 (f)	Re-elect Mr. Martin MacKay	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments.	✓ 95.2% *
7.	Election of auditor	DAFÜR	DAFÜR		✓ 99.8% *
8.1.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 99.8%
8.2.	Authorisation to repurchase own shares	DAFÜR	DAFÜR		✓ 99.9%
8.3.	Authorisation to issue shares	DAFÜR	DAFÜR		✓ 99.6%
8.4.	Shareholder proposal: To reduce the prices of vital medicines	DAGEGEN	DAGEGEN		✗ 0.1%
9.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		

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

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the board of directors			
4	Re-elect Ms. Kory Sorenson	DAFÜR	DAFÜR	✓ 97.8%
5	Re-elect Mr. Philippe Petitcolin	DAFÜR	DAFÜR	✓ 99.2%
6	Elect Mr. Max Koeune	DAFÜR	DAFÜR	✓ 96.9%
7	Re-elect Deloitte as auditors	DAFÜR	DAFÜR	✓ 95.1%
8	Approve the maximum aggregate amount to be allocated to directors	DAFÜR	DAFÜR	✓ 99.6%
9	Approve the 2022/23 remuneration of Mr. Alexandre Ricard, chairman and CEO	DAFÜR	DAFÜR	✓ 90.2%
10	Approve the remuneration policy of the chairman and CEO	DAFÜR	DAFÜR	✓ 88.0%
11	Approve the remuneration report	DAFÜR	DAFÜR	✓ 95.9%
12	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.6%
13	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR	✓ 100.0%
14	Approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 99.1%
15	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
16	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 96.4%
17	Authorise the Board to issue shares or other securities giving access to shares without pre-emptive rights	DAFÜR	DAFÜR	✓ 97.3%
18	"Green shoe" authorisation to issue shares with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 92.9%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	DAFÜR	✓ 94.8%
20	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 98.7%
21	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
22	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.7%
23	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR	✓ 99.1%
24	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat	
1.	Report of the board of directors for the past financial year	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2.	Approve remuneration report	DAFÜR	● DAGEGEN	The information provided is insufficient. Excessive variable remuneration.	✓ 84.9%
3.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 100.0%
4.	Approve allocation of income	DAFÜR	● DAGEGEN	The proposed payout ratio is below market practice.	✓ 100.0%
5.	Discharge of executive members of the board of directors	DAFÜR	● DAGEGEN	The remuneration policy remains unsatisfactory despite the strong opposition of shareholders.	✓ 97.9%
6.	Discharge of non-executive members of the board of directors	DAFÜR	● DAGEGEN	The remuneration policy remains unsatisfactory despite the strong opposition of shareholders.	✓ 96.3%
7.	Approve remuneration of the board of directors	DAFÜR	● DAGEGEN	The level of remuneration of the board of directors is excessive in view of the company's size and complexity.	✓ 99.4%
8.	Composition of the board of directors				
8.1.	Re-elect Ms. Manisha Girotra	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 99.8%
8.2.	Re-elect Dr. Rachel Jafta	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the board is unsatisfactory.	✓ 97.4%
8.3.	Re-elect Mr. Mark Sorour	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 99.0%
8.4.	Re-elect Ms. Ying Xu	DAFÜR	DAFÜR		✓ 99.8%
9.	Election of auditor	DAFÜR	DAFÜR		✓ 99.8%
10.	Approve Proposed Transaction	DAFÜR	DAFÜR		✓ 99.9%
11.	Authorisation to issue shares	DAFÜR	DAFÜR		✓ 96.7%
12.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital.	✓ 91.5%
13.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	The share repurchase is inconsistent with the long-term interests of shareholders.	✓ 99.8%
14.	Voting results	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
15.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		

No.	Traktanden	Board	Ethos		Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR		✓ 98.8%
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 91.7%
3	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 95.2%
Elections to the board of directors					
4	Elect Mr. Arijit Basu	DAFÜR	DAFÜR		✓ 99.5%
5	Elect Dr. Claudia Süßmuth Dyckerhoff	DAFÜR	DAFÜR		✓ 97.6%
6	Elect Mr. Anil Wadhvani	DAFÜR	DAFÜR		✓ 99.8%
7	Re-elect Ms. Shriti Vadera	DAFÜR	DAFÜR		✓ 97.6%
8	Re-elect Mr. Jeremy Anderson	DAFÜR	DAFÜR		✓ 99.5%
9	Re-elect Ms. Chua Sock Koong	DAFÜR	DAFÜR		✓ 93.5%
10	Re-elect Mr. David Law	DAFÜR	DAFÜR		✓ 97.5%
11	Re-elect Mr. Ming Lu	DAFÜR	DAFÜR		✓ 98.3%
12	Re-elect Mr. George Sartorel	DAFÜR	DAFÜR		✓ 99.8%
13	Re-elect Ms. Jeanette Wong	DAFÜR	DAFÜR		✓ 99.4%
14	Re-elect Ms. Amy Yok Tak Yip	DAFÜR	DAFÜR		✓ 99.5%
15	Appoint Ernst & Young as auditors	DAFÜR	DAFÜR		✓ 98.0%
16	Auditor's remuneration	DAFÜR	DAFÜR		✓ 99.8%
17	Political donations and political expenditure	DAFÜR	DAFÜR		✓ 98.2%
18	Prudential Sharesave Plan 2023	DAFÜR	DAFÜR		✓ 99.8%
19	Prudential Long Term Incentive Plan 2023	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 97.8%
20	Prudential International Savings-Related Share Option Scheme for Non-Employees (the 'ISSOSNE')	DAFÜR	DAFÜR		✓ 99.7%
21	Approval of the ISSOSNE Service Provider Sublimit	DAFÜR	DAFÜR		✓ 99.9%
22	Prudential Agency Long Term Incentive Plan	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the individual award grant.	✓ 99.1%
23	Approval of the Agency LTIP Service Provider Sublimit	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the individual award grant.	✓ 99.3%
24	Authority to allot shares	DAFÜR	DAFÜR		✓ 91.3%
25	Extension of authority to allot ordinary shares to include repurchased shares	DAFÜR	DAFÜR		✓ 95.2%
26	General authority to disapply pre-emption rights	DAFÜR	DAFÜR		✓ 95.5%

No.	Traktanden	Board	Ethos	Resultat
27	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 94.3%
28	Authority to purchase own shares	DAFÜR	● DAGEGEN	Considering the current uncertainty in the financial sector, it is prudent to delay any share buybacks. ✓ 98.2%
29	New Articles of association	DAFÜR	DAFÜR	✓ 99.8%
30	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 94.9%

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

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 December 2022	DAFÜR	DAFÜR	✓ 99.9%
2	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 95.9%
3	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.7%
4	Declare a final dividend	DAFÜR	DAFÜR	✓ 98.8%
5	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.4%
6	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
Elections to the Board of Directors				
7	Elect Mr. Alistair R. Cox	DAFÜR	DAFÜR	✓ 99.8%
8	Re-elect Mr. Paul Walker	DAFÜR	DAFÜR	✓ 94.7%
9	Re-elect Ms. June Felix	DAFÜR	DAFÜR	✓ 98.6%
10	Re-elect Mr. Erik Engstrom	DAFÜR	DAFÜR	✓ 99.9%
11	Re-elect Ms. Charlotte Hogg	DAFÜR	DAFÜR	✓ 99.8%
12	Re-elect Ms. Marike van Lier Lels	DAFÜR	DAFÜR	✓ 98.0%
13	Re-elect Mr. Nick Luff	DAFÜR	DAFÜR	✓ 99.6%
14	Re-elect Mr. Robert MacLeod	DAFÜR	DAFÜR	✓ 96.6%
15	Re-elect Mr. Andrew Sukawaty	DAFÜR	DAFÜR	✓ 99.8%
16	Re-elect Ms. Suzanne Wood	DAFÜR	DAFÜR	✓ 96.9%
17	Adopt RELX PLC Long-Term Incentive Plan 2023 (2023 LTIP)	DAFÜR	● DAGEGEN	Potential excessive awards for executives under this remuneration plan. ✓ 97.6%
18	Adopt RELX PLC Executive Share Ownership Scheme 2023 (2023 ESOS)	DAFÜR	● DAGEGEN	No individual caps are disclosed. ✓ 98.7%
19	Adopt RELX PLC ShareSave Plan 2023 (2023 ShareSave)	DAFÜR	DAFÜR	✓ 98.8%
20	Adopt RELX PLC Employee Share Purchase Plan 2023 (the ESPP)	DAFÜR	DAFÜR	✓ 99.1%
21	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 93.6%
22	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 99.7%
23	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 99.1%
24	Purchase of own shares	DAFÜR	DAFÜR	✓ 98.6%
25	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 92.8%

No.	Traktanden	Board	Ethos	Resultat	
1	Annual Report and Accounts for the year ended 31 December 2022	DAFÜR	DAFÜR	✓ 99.7%	
2	Advisory vote on directors' Remuneration report (UK Law)	DAFÜR	● DAGEGEN	Excessive variable remuneration. The proposed increase for board fees relative to the previous year is excessive.	✓ 96.0%
3	Advisory vote on directors' Remuneration report (Australian Law)	DAFÜR	● DAGEGEN	Excessive variable remuneration. The proposed increase for board fees relative to the previous year is excessive.	✓ 96.0%
4	Approval of potential termination benefits	DAFÜR	DAFÜR	✓ 98.9%	
	Elections to the Board of Directors				
5	Elect Ms. Kaisa H. Hietala	DAFÜR	DAFÜR	✓ 99.7%	
6	Re-elect Mr. Dominic Barton	DAFÜR	DAFÜR	✓ 97.4%	
7	Re-elect Dr. sc. Megan Clark	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 94.0%
8	Re-elect Mr. Peter Cunningham	DAFÜR	DAFÜR	✓ 99.7%	
9	Re-elect Mr. Simon Henry	DAFÜR	DAFÜR	✓ 98.4%	
10	Re-elect Mr. Samuel William Laidlaw	DAFÜR	DAFÜR	✓ 97.7%	
11	Re-elect Mr. Simon McKeon	DAFÜR	DAFÜR	✓ 98.4%	
12	Re-elect Ms. Jennifer Nason	DAFÜR	DAFÜR	✓ 98.5%	
13	Re-elect Mr. Jakob Stausholm	DAFÜR	DAFÜR	✓ 99.5%	
14	Re-elect Prof. Dr. phil. Ngaire Woods CBE	DAFÜR	DAFÜR	✓ 98.4%	
15	Re-elect Mr. Ben Wyatt	DAFÜR	DAFÜR	✓ 98.8%	
16	Re-elect KPMG as auditors	DAFÜR	DAFÜR	✓ 99.3%	
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.8%	
18	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 98.3%	
19	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 98.6%	
20	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 99.4%	
21	Purchase of own shares	DAFÜR	DAFÜR	✓ 79.3%	
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the statutory financial statements and non-deductible expenses	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.7%
4	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	✓ 99.2%
	Elections to the board of directors		An agreement might allow overrepresentation of an important shareholder on the board.	
5	Ratification of the co-optation of Mr. Alexandre Lahousse	DAFÜR	DAFÜR	✓ 99.2%
6	Elect Mr. Robert Peugeot	DAFÜR	● DAGEGEN	✓ 97.3%
			The director will be over 75 years old at the end of his mandate, which exceeds guidelines.	
7	Re-elect Mr. Ross McInnes	DAFÜR	DAFÜR	✓ 96.0%
8	Re-elect Mr. Olivier Andriès	DAFÜR	DAFÜR	✓ 99.4%
9	Elect Mr. Fabrice Brégier	DAFÜR	DAFÜR	✓ 99.9%
10	Re-elect Mr. Laurent Guillot	DAFÜR	DAFÜR	✓ 98.9%
11	Elect Mr. Alexandre Lahousse	DAFÜR	DAFÜR	✓ 98.8%
12	Approve the 2022 remuneration of Mr. McInnes, chairman	DAFÜR	DAFÜR	✓ 99.9%
13	Approve the 2022 remuneration of Mr. Andriès, CEO	DAFÜR	● DAGEGEN	✓ 99.0%
			The pay-for-performance connection is not demonstrated.	
14	Approve the remuneration report	DAFÜR	● DAGEGEN	✓ 99.8%
			The pay-for-performance connection is not demonstrated.	
15	Approve the remuneration policy of the chairman	DAFÜR	DAFÜR	✓ 99.9%
16	Approve the remuneration policy of CEO	DAFÜR	DAFÜR	✓ 96.7%
17	Approve the remuneration policy of directors	DAFÜR	DAFÜR	✓ 99.9%
18	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 99.8%
19	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 98.5%
20	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR	✓ 97.8%
21	Delegation to issue shares and capital securities in the event of a public exchange offer initiated by the company	DAFÜR	DAFÜR	✓ 98.3%
22	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	DAFÜR	✓ 96.8%

No.	Traktanden	Board	Ethos	Resultat
23	"Green shoe" authorisation share issuances with or without pre-emptive rights	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 96.3%
24	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 100.0%
25	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.1%
26	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 100.0%
27	Approve distribution of performance shares to employees and corporate officers	DAFÜR	DAFÜR	✓ 98.1%
28	Approve distribution of shares to employees	DAFÜR	DAFÜR	✓ 98.2%
29	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Calling the Meeting to order	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4.	Recording the legality of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
5.	Recording the attendance at the Meeting and adoption of the list of votes	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.8%
8.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	DAFÜR	✓ 99.5%
10.	Approve remuneration report	DAFÜR	● DAGEGEN	<p>✓ 95.6%</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>Concerns over the pension allowance which exceeds guidelines.</p>
11.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.7%
12.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR	✓ 100.0%
13.	Election of the board of directors	DAFÜR	DAFÜR	✓ 94.8%
14.	Approve auditors' fees	DAFÜR	DAFÜR	✓ 99.9%
15.	Election of auditor	DAFÜR	DAFÜR	✓ 99.8%
16.	Approve demerger of Mandatum plc	DAFÜR	DAFÜR	✓ 99.8%
17.	Amendment of Articles 3, 4 and 14 of the Articles of Association	DAFÜR	DAFÜR	✓ 100.0%
18.	Amendment of Article 11 of the Articles of Association	DAFÜR	● DAGEGEN	<p>✓ 68.3%</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>
19.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 98.9%
20.	Approve share split	DAFÜR	DAFÜR	✓ 99.9%
21.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.6%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.8%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.8%
5	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 85.3%
6	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 93.9%
7	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR	✓ 95.4%
Board main features				
8a	Elections to the Supervisory Board: Jennifer Xin-Zhe Li	DAFÜR	DAFÜR	✓ 91.6%
8b	Elections to the Supervisory Board: Dr. Qi Lu	DAFÜR	DAFÜR	✓ 91.6%
8c	Elections to the Supervisory Board: Punit Renjen	DAFÜR	DAFÜR	✓ 99.2%
9	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 92.8%
10	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	Remuneration of the chairman and the lead independent director is considered excessive. ✓ 98.4%
11a	Amend Articles: Virtual general meetings (Article 20a, para. 1)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 85.3%
11b	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 20a, para. 2)	DAFÜR	DAFÜR	✓ 96.4%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 December 2022	DAFÜR	DAFÜR	✓ 98.8%
2	Binding vote on directors' remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 94.6%
3	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.7%
Elections to the board of directors				
4	Elect Mr. Wael Sawan	DAFÜR	DAFÜR	✓ 99.5%
5	Elect Mr. Cyrus Taraporevala	DAFÜR	DAFÜR	✓ 99.8%
6	Elect Sir Charles Roxburgh	DAFÜR	DAFÜR	✓ 99.8%
7	Elect Ms. Leena Srivastava	DAFÜR	DAFÜR	✓ 99.8%
8	Re-elect Ms. Sinead Gorman	DAFÜR	DAFÜR	✓ 99.5%
9	Re-elect Mr. Dick Boer	DAFÜR	DAFÜR	✓ 99.6%
10	Re-elect Mr. Neil Carson	DAFÜR	DAFÜR	✓ 99.4%
11	Re-elect Ms. Ann Godbehere	DAFÜR	DAFÜR	✓ 98.8%
12	Re-elect Ms. Jane Holl Lute	DAFÜR	DAFÜR	✓ 99.8%
13	Re-elect Ms. Catherine Hughes	DAFÜR	DAFÜR	✓ 98.3%
14	Re-elect Mr. Andrew Mackenzie	DAFÜR	DAFÜR	✓ 93.1%
15	Re-elect Mr. Abraham (Bram) Schot	DAFÜR	DAFÜR	✓ 99.8%
16	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.1%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
18	Authority to allot shares	DAFÜR	DAFÜR	✓ 97.9%
19	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 99.2%
20	Purchase of own shares	DAFÜR	● DAGEGEN	The share repurchase replaces part of the dividend in cash. ✓ 98.6%
21	Off market purchases of ordinary shares	DAFÜR	● DAGEGEN	The share repurchase replaces part of the dividend in cash. ✓ 98.6%
22	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines. ✓ 98.8%
23	Adoption of new articles of association	DAFÜR	DAFÜR	✓ 99.7%
24	Shell Share plan	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 97.9%
				No individual caps are disclosed.
25	Shell's Energy Transition resolution	DAFÜR	● DAGEGEN	Lack of interim absolute Scope 3 targets, insufficient and slow investments into renewables, and increased investments in hydrocarbon exploration and new projects. ✓ 80.0%

No.	Traktanden	Board	Ethos	Resultat
26	Shareholder resolution: Set scope 3 mid-term targets well below 2°C	DAGEGEN	● DAFÜR	✘ 20.2%
			The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.8%
3a	Approve Discharge of Management Board member Dr. Roland Busch (CEO)	DAFÜR	DAFÜR	✓ 99.7%
3b	Approve Discharge of Management Board member Cedrik Neike	DAFÜR	DAFÜR	✓ 99.7%
3c	Approve Discharge of Management Board member Matthias Rebellius	DAFÜR	DAFÜR	✓ 99.7%
3d	Approve Discharge of Management Board member Prof. Dr. Ralf P. Thomas	DAFÜR	DAFÜR	✓ 99.7%
3e	Approve Discharge of Management Board member Judith Wiese	DAFÜR	DAFÜR	✓ 99.6%
4a	Approve Discharge of Supervisory Board member Jim Hagemann Snabe (Chairman)	DAFÜR	DAFÜR	✓ 99.2%
4b	Approve Discharge of Supervisory Board member Birgit Steinborn (First Vice Chairwoman)	DAFÜR	DAFÜR	✓ 99.3%
4c	Approve Discharge of Supervisory Board member Dr. Werner Brandt (Second Vice Chairman)	DAFÜR	DAFÜR	✓ 99.7%
4d	Approve Discharge of Supervisory Board member Tobias Bäuml	DAFÜR	DAFÜR	✓ 99.7%
4e	Approve Discharge of Supervisory Board member Michael Diekmann	DAFÜR	DAFÜR	✓ 99.7%
4f	Approve Discharge of Supervisory Board member Dr. Andrea Fehrmann	DAFÜR	DAFÜR	✓ 99.7%
4g	Approve Discharge of Supervisory Board member Bettina Haller	DAFÜR	DAFÜR	✓ 99.7%
4h	Approve Discharge of Supervisory Board member Harald Kern	DAFÜR	DAFÜR	✓ 99.7%
4i	Approve Discharge of Supervisory Board member Jürgen Kerner	DAFÜR	DAFÜR	✓ 99.7%
4j	Approve Discharge of Supervisory Board member Benoît Potier	DAFÜR	DAFÜR	✓ 99.7%
4k	Approve Discharge of Supervisory Board member Hagen Reimer	DAFÜR	DAFÜR	✓ 99.3%
4l	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer	DAFÜR	DAFÜR	✓ 99.7%
4m	Approve Discharge of Supervisory Board member Kasper Rørsted	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
4n	Approve Discharge of Supervisory Board member Baroness Nemat Shafik	DAFÜR	DAFÜR	✓ 99.7%
4o	Approve Discharge of Supervisory Board member Dr. Nathalie von Siemens	DAFÜR	DAFÜR	✓ 99.7%
4p	Approve Discharge of Supervisory Board member Michael Sigmund	DAFÜR	DAFÜR	✓ 99.7%
4q	Approve Discharge of Supervisory Board member Dorothea Simon	DAFÜR	DAFÜR	✓ 99.7%
4r	Approve Discharge of Supervisory Board member Grazia Vittadini	DAFÜR	DAFÜR	✓ 99.7%
4s	Approve Discharge of Supervisory Board member Matthias Zachert	DAFÜR	DAFÜR	✓ 99.7%
4t	Approve Discharge of Supervisory Board member Gunnar Zukunft	DAFÜR	DAFÜR	✓ 99.7%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 97.6%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. Potential excessive awards. ✓ 92.1%
Board main features				
7a	Elections to the Supervisory Board: Dr. Werner Brandt	DAFÜR	DAFÜR	✓ 98.7%
7b	Elections to the Supervisory Board: Regina E. Dugan	DAFÜR	DAFÜR	✓ 96.1%
7c	Elections to the Supervisory Board: Keryn Lee James	DAFÜR	DAFÜR	✓ 99.2%
7d	Elections to the Supervisory Board: Martina Merz	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 88.5%
7e	Elections to the Supervisory Board: Benoît Potier	DAFÜR	DAFÜR	✓ 98.8%
7f	Elections to the Supervisory Board: Dr. Nathalie von Siemens	DAFÜR	DAFÜR	✓ 92.7%
7g	Elections to the Supervisory Board: Matthias Zachert	DAFÜR	DAFÜR	✓ 99.0%
8	Amend Articles: Virtual general meetings (Section 18 (5))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 83.3%
9	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Section 19 (7))	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 96.6%
10	Amend Articles: Recording of shares in the share register (Section 4 (2))	DAFÜR	DAFÜR	✓ 99.8%

No.	Traktanden	Board	Ethos	Resultat
1	Report and accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	✓ 94.9% The pay-for-performance connection is not demonstrated. Concerns over the pension allowance which exceeds guidelines.
3	Final dividend	DAFÜR	DAFÜR	✓ 99.3%
	Elections to the board of directors			
4	Re-elect Mr. Gregor Alexander	DAFÜR	DAFÜR	✓ 99.9%
5	Re-elect Lady Elish Angiolini	DAFÜR	DAFÜR	✓ 98.1%
6	Re-elect Mr. John Bason	DAFÜR	DAFÜR	✓ 98.1%
7	Re-elect Mr. Anthony Cocker	DAFÜR	DAFÜR	✓ 98.1%
8	Re-elect Ms. Deborah Crosbie	DAFÜR	DAFÜR	✓ 98.1%
9	Re-elect Ms. Helen Mahy CBE	DAFÜR	DAFÜR	✓ 98.1%
10	Re-elect Sir John Manzoni	DAFÜR	DAFÜR	✓ 95.2%
11	Re-elect Mr. Alistair Phillips-Davies	DAFÜR	DAFÜR	✓ 99.9%
12	Re-elect Mr. Martin Pibworth	DAFÜR	● DAGEGEN	✓ 99.7% Executive director. The number of executives on the board exceeds market practice.
13	Re-elect Ms. Melanie Smith CBE	DAFÜR	DAFÜR	✓ 96.6%
14	Re-elect Dame Angela Strank	DAFÜR	DAFÜR	✓ 97.1%
15	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.4%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
17	Net Zero Transition Report	DAFÜR	DAFÜR	✓ 97.6%
18	Authority to allot shares	DAFÜR	DAFÜR	✓ 96.2%
19	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 98.7%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 98.1%
21	Purchase of own shares	DAFÜR	● DAGEGEN	✓ 98.2% The amount of the repurchase is excessive given the financial situation and perspectives of the company.
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	✓ 96.2% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos	Resultat
1	Opening	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.a	Report of the Board of Directors for the financial year 2022	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.b	Policy on additions to reserves and on dividends	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.c	Remuneration Report 2022 excluding pre-merger legacy matters (advisory voting)	DAFÜR	● DAGEGEN	Excessive variable remuneration. Concerns over the pension allowance which exceeds guidelines. ✓ 80.4%
2.d	Remuneration Report 2022 on the pre-merger legacy matters (advisory voting)	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. Concerns over the severance payments which are considered excessive. ✓ 51.9%
2.e	Adoption of the Annual Accounts 2022	DAFÜR	DAFÜR	✓ 99.5%
2.f	Approval of 2022 dividend	DAFÜR	DAFÜR	✓ 100.0%
2.g	Granting of discharge to the directors in respect of the performance of their duties during the financial year 2022	DAFÜR	● DAGEGEN	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. The company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 89.1%
3	Appointment of Mr. Benoit Ribadeau-Dumas as Non-Executive Director	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 81.1%
4.a	Appointment of Ernst & Young as independent auditor for FY 2023	DAFÜR	DAFÜR	✓ 99.8%
4.b	Appointment of Deloitte as independent auditor for FY 2024	DAFÜR	DAFÜR	✓ 99.9%
5	Amendment to the Remuneration Policy for the Board of Directors	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the awards to the CEOs. Concerns over the pension allowance which exceeds guidelines. ✓ 93.4%
6.a	Authorization to issue common shares and to grant rights to subscribe for common shares	DAFÜR	DAFÜR	✓ 97.3%
6.b	Authorization to limit or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 96.8%

No.	Traktanden	Board	Ethos	Resultat
7	Authorization to purchase treasury shares	DAFÜR	DAFÜR	✓ 97.5%
8	Authorization to cancel treasury shares	DAFÜR	DAFÜR	✓ 99.8%
9	Closing	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

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

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

No.	Traktanden	Board	Ethos	Resultat
Ordinary Agenda				
O.1	Approval of the 2022 financial statements	DAFÜR	DAFÜR	✓ 98.7%
O.2	Allocation of 2022 net result and distribution of dividend	DAFÜR	DAFÜR	✓ 100.0%
O.3	Elimination of so-called "negative reserves" for components not subject to change by means of their definitive coverage	DAFÜR	DAFÜR	✓ 100.0%
O.4	Authorization to purchase treasury shares aimed at shareholders' remuneration	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital. ✓ 97.2%
O.5	2023 Group Remuneration Policy	DAFÜR	● DAGEGEN	Excessive increase in the fixed remuneration of the CEO and the maximum opportunity is too high. ✓ 69.1%
O.6	Advisory vote on the 2022 Remuneration Report	DAFÜR	● DAGEGEN	Excessive fixed and variable remuneration. ✓ 92.9%
O.7	2023 Group Incentive System	DAFÜR	DAFÜR	✓ 71.1%
O.8	Application of the ratio between variable and fixed remuneration of 2:1 across the organization	DAFÜR	DAFÜR	✓ 99.1%
O.9	Determination of the number of Directors	DAFÜR	DAFÜR	✓ 99.8%
Extraordinary Agenda				
E.1	Authorization to increase the share capital in execution of the 2017-2019 Incentive Plan	DAFÜR	DAFÜR	✓ 99.5%
E.2	Authorization to increase the share capital in execution of the 2022 Group Incentive System	DAFÜR	DAFÜR	✓ 96.7%
E.3	Cancellation of treasury shares with no reduction of share capital	DAFÜR	● DAGEGEN	The share repurchase replaces the dividend in cash. ✓ 98.8%







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

No.	Traktanden	Board	Ethos	Resultat
1	2022 annual report and accounts	DAFÜR	DAFÜR	✓ 99.5%
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✗ 42.0%
Elections to the board of directors				
3	Re-elect Mr. Nils Andersen	DAFÜR	DAFÜR	✓ 83.1%
4	Re-elect Dr. Judith Hartmann	DAFÜR	DAFÜR	✓ 99.9%
5	Re-elect Mr. Adrian Hennah	DAFÜR	DAFÜR	✓ 95.7%
6	Re-elect Mr. Alan Jope	DAFÜR	DAFÜR	✓ 98.9%
7	Re-elect Ms. Andrea Jung	DAFÜR	DAFÜR	✓ 84.7%
8	Re-elect Ms. Susan Kilsby	DAFÜR	DAFÜR	✓ 99.6%
9	Re-elect Ms. Ruby Lu	DAFÜR	DAFÜR	✓ 86.8%
10	Re-elect Mr. Strive Masiyiwa	DAFÜR	● DAGEGEN Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 99.5%
11	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR	✓ 99.7%
12	Re-elect Mr. Graeme Pitkethly	DAFÜR	DAFÜR	✓ 99.2%
13	Re-elect Mr. Feike Sijbesma	DAFÜR	DAFÜR	✓ 98.0%
14	Elect Mr. Nelson Peltz	DAFÜR	● DAGEGEN The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 96.2%
15	Elect Mr. Hein Schumacher	DAFÜR	DAFÜR	✓ 99.3%
16	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	✓ 99.4%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
18	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 98.0%
19	Authority to allot shares	DAFÜR	DAFÜR	✓ 96.7%
20	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	✓ 98.5%
21	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	✓ 97.8%
22	Authority to purchase own shares	DAFÜR	DAFÜR	✓ 98.8%
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the Company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.2%
3.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
4.	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 94.5%
5.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.3%
6.	Composition of the board of directors			
6a.	Re-elect Mr. Anders Runevad	DAFÜR	DAFÜR	✓ 90.5%*
6b.	Re-elect Mr. Bruce Grant	DAFÜR	DAFÜR	✓ 99.6%*
6c.	Re-elect Ms. Eva Merete Søfelde Berneke	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓ 96.6%*
6d.	Re-elect Ms. Helle Thorning-Schmidt	DAFÜR	DAFÜR	✓ 97.7%*
6e.	Re-elect Mr. Karl-Henrik Sundström	DAFÜR	DAFÜR	✓ 90.1%*
6f.	Re-elect Mr. Kentaro Hosomi	DAFÜR	DAFÜR	✓ 99.6%*
6g.	Re-elect Ms. Lena Olving	DAFÜR	DAFÜR	✓ 98.7%*
7.	Election of auditor	DAFÜR	● ENTHALTUNG	The auditor's long tenure raises independence concerns. ✓ 76.9%*
8.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 95.3%
9.	To authorise the meeting chairperson	DAFÜR	DAFÜR	✓ 100.0%
10.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Report and accounts	DAFÜR	DAFÜR	✓ 99.9%
	Elections to the board of directors			
2	Re-elect Mr. Jean-François van Boxmeer	DAFÜR	DAFÜR	✓ 96.3%
3	Re-elect Ms. Margherita Della Valle	DAFÜR	DAFÜR	✓ 99.5%
4	Re-elect Baron Stephen A. Carter CBE	DAFÜR	DAFÜR	✓ 98.2%
5	Re-elect Mr. Michel Demaré	DAFÜR	DAFÜR	✓ 97.3%
6	Re-elect Ms. Delphine Ernotte Cunci	DAFÜR	DAFÜR	✓ 99.4%
7	Re-elect Ms. Deborah Kerr	DAFÜR	DAFÜR	✓ 99.7%
8	Re-elect Ms. Maria Amparo Moraleda Martinez	DAFÜR	DAFÜR	✓ 98.4%
9	Re-elect Mr. David Nish	DAFÜR	DAFÜR	✓ 98.2%
10	Elect Ms. Christine Ramon	DAFÜR	DAFÜR	✓ 99.7%
11	Re-elect Mr. Simon Segars	DAFÜR	DAFÜR	✓ 99.7%
12	Final dividend	DAFÜR	DAFÜR	✓ 99.9%
13	Remuneration policy (binding vote)	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 95.2%
14	Remuneration report (advisory vote)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.7%
15	Re-appoint Ernst & Young as auditors	DAFÜR	DAFÜR	✓ 99.5%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
17	Authority to allot shares	DAFÜR	DAFÜR	✓ 95.5%
18	Disapplication of pre-emption rights	DAFÜR	DAFÜR	✓ 98.0%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	DAFÜR	DAFÜR	✓ 97.5%
20	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.0%
21	Political donations and expenditure	DAFÜR	DAFÜR	✓ 98.6%
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 95.0%
23	Vodafone Global Incentive Plan 2023	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 97.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
3.	Preparation and approval of the voting register	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
4.	Approval of the agenda	DAFÜR	DAFÜR	✓
5.	Election of persons to verify the minutes of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
7.	Address by the company CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
10.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
11.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
11.1.	Discharge of Matti Alahuhta	DAFÜR	DAFÜR	✓
11.2.	Discharge of Jan Carlson	DAFÜR	DAFÜR	✓
11.3.	Discharge of Eckhard Cordes	DAFÜR	DAFÜR	✓
11.4.	Discharge of Eric Elzvik	DAFÜR	DAFÜR	✓
11.5.	Discharge of Martha Finn Brooks	DAFÜR	DAFÜR	✓
11.6.	Discharge of Kurt Jofs	DAFÜR	DAFÜR	✓
11.7.	Discharge of Martin Lundstedt	DAFÜR	DAFÜR	✓
11.8.	Discharge of Kathryn V. Marinello	DAFÜR	DAFÜR	✓
11.9.	Discharge of Martina Merz	DAFÜR	DAFÜR	✓
11.10.	Discharge of Hanne de Mora	DAFÜR	DAFÜR	✓
11.11.	Discharge of Helena Stjernholm	DAFÜR	DAFÜR	✓
11.12.	Discharge of Carl-Henric Svanberg	DAFÜR	DAFÜR	✓
11.13.	Discharge of Lars Ask	DAFÜR	DAFÜR	✓
11.14.	Discharge of Mats Henning	DAFÜR	DAFÜR	✓
11.15.	Discharge of Mikael Sällström	DAFÜR	DAFÜR	✓
11.16.	Discharge of Camilla Johansson	DAFÜR	DAFÜR	✓
11.17.	Discharge of Mari Larsson	DAFÜR	DAFÜR	✓
11.18.	Discharge of the company CEO	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
12.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
12.2.	Resolution on the number of deputy members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
13.	Approve directors' fees	DAFÜR	DAFÜR	✓
14.	Composition of the board of directors			
14.1.	Re-elect Mr. Matti Alahuhta	DAFÜR	DAFÜR	✓
14.2.	Elect Mr. Bo Annvik	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
14.3.	Re-elect Mr. Jan Carlson	DAFÜR	DAFÜR	✓
14.4.	Re-elect Mr. Eric Elzvik	DAFÜR	DAFÜR	✓
14.5.	Re-elect Ms. Martha Finn Brooks	DAFÜR	DAFÜR	✓
14.6.	Re-elect Mr. Kurt Jofs	DAFÜR	DAFÜR	✓
14.7.	Re-elect Mr. Martin Lundstedt	DAFÜR	DAFÜR	✓
14.8.	Re-elect Ms. Kathryn V. Marinello	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
14.9.	Re-elect Ms. Martina Merz	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
14.10.	Re-elect Ms. Helena Stjernholm	DAFÜR	DAFÜR	✓
14.11.	Re-elect Mr. Carl-Henric Svanberg	DAFÜR	● DAGEGEN	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓
15.	Re-elect the chairman of the board of directors	DAFÜR	● DAGEGEN	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓
16.	Approve auditors' fees	DAFÜR	DAFÜR	✓
17.	Election of auditor	DAFÜR	DAFÜR	✓
18.	Resolution on the nomination committee			
18.1.	Re-elect Mr. Pär Boman to the nomination committee	DAFÜR	DAFÜR	✓
18.2.	Re-elect Mr. Anders Oscarsson to the nomination committee	DAFÜR	DAFÜR	✓
18.3.	Re-elect Mr. Magnus Billing to the nomination committee	DAFÜR	DAFÜR	✓
18.4.	Re-elect Mr. Anders Algotsson to the nomination committee	DAFÜR	DAFÜR	✓
18.5.	Re-elect the chairman of the board of directors to the nomination committee	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
19.	Approve remuneration report	DAFÜR	● DAGEGEN Excessive fixed remuneration. We do not consider the performance period for the long-term incentive plan to be long enough.	✓
20.1.	Approve executive remuneration policy	DAFÜR	DAFÜR	✓
20.2.	Approve cash-based LT incentive plan	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
2a.	Report of the executive board for the financial year 2022	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
2b.	Report of the supervisory board for the financial year 2022	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
2c.	Approve remuneration report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. ✔ 93.7%
3a.	Adoption of the financial statements	DAFÜR	DAFÜR	✔ 100.0%
3b.	Explanation of the policy on reserves and dividends	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
3c.	Approve allocation of income	DAFÜR	DAFÜR	✔ 100.0%
4a.	Discharge of executive board	DAFÜR	DAFÜR	✔ 98.7%
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	✔ 98.7%
	Composition of the supervisory board			
5.	Re-elect Mr. Chris Vogelzang	DAFÜR	DAFÜR	✔ 99.1%
6a.	Authorisation to issue shares	DAFÜR	DAFÜR	✔ 98.4%
6b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✔ 96.3%
7.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme. ✔ 98.3%
8.	Reduce share capital via cancellation of shares	DAFÜR	● DAGEGEN	Concerns regarding the share repurchase under ITEM 7, therefore we cannot approve the cancellation of the treasury shares. ✔ 99.8%
9.	Election of auditor	DAFÜR	DAFÜR	✔ 99.4%
10.	Any other business	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
11.	Closing of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	

Disclaimer

Die meisten Analysen werden in Zusammenarbeit mit den verschiedenen Mitgliedern des Beraternetzes Proxinvest erstellt. Bei ihren Analysen wenden sämtliche Proxinvest-Mitglieder dieselben allgemeinen „Corporate governance principles“ an. Diese ermöglichen es jedem Mitglied, sowohl die lokalen Besonderheiten unter Einhaltung der fundamentalen Best-Practice-Regeln als auch das Konzept der sozialen Verantwortung der Unternehmen zu berücksichtigen, was wiederum den Ethos Richtlinien zur Ausübung der Stimmrechte entspricht. Ethos führt eine systematische Überprüfung der Stimmrechtsempfehlungen von Proxinvest durch, um sicherzustellen, dass sämtliche Analysen und Stimmrechtsempfehlungen den „Ethos Richtlinien zur Ausübung der Stimmrechte“ entsprechen. Die Informationen stammen aus Quellen, die Anlegern und der Öffentlichkeit zugänglich sind (z.B. Geschäftsberichte, Websites der Unternehmen sowie direkte Auskünfte der untersuchten Unternehmen). Obwohl die Angaben mehrfach geprüft wurden, kann ihre Richtigkeit nicht garantiert werden. Ethos lehnt jede Verantwortung für die Genauigkeit der veröffentlichten Informationen ab.