

2022

Aargauische Pensionskasse Ausübung der Stimmrechte in Nordamerika

Inhalt

- 1 **Zusammenfassung der analysierten Generalversammlungen**
 - 1.1 Zusammenfassung der Ethos Stimmempfehlungen
 - 1.2 Ethos Stimmempfehlungen nach Themenkategorien
- 2 **Ethos Stimmempfehlungen: Übersicht**
- 3 **Stimmbereiche pro Unternehmen**

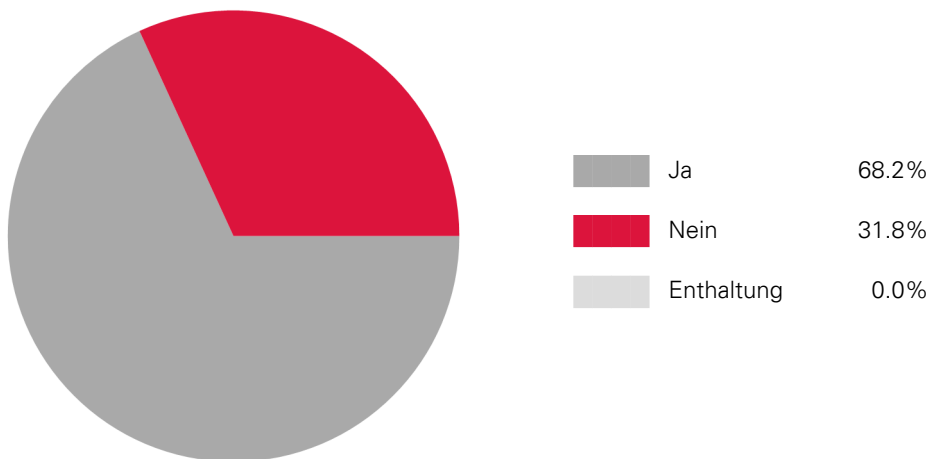
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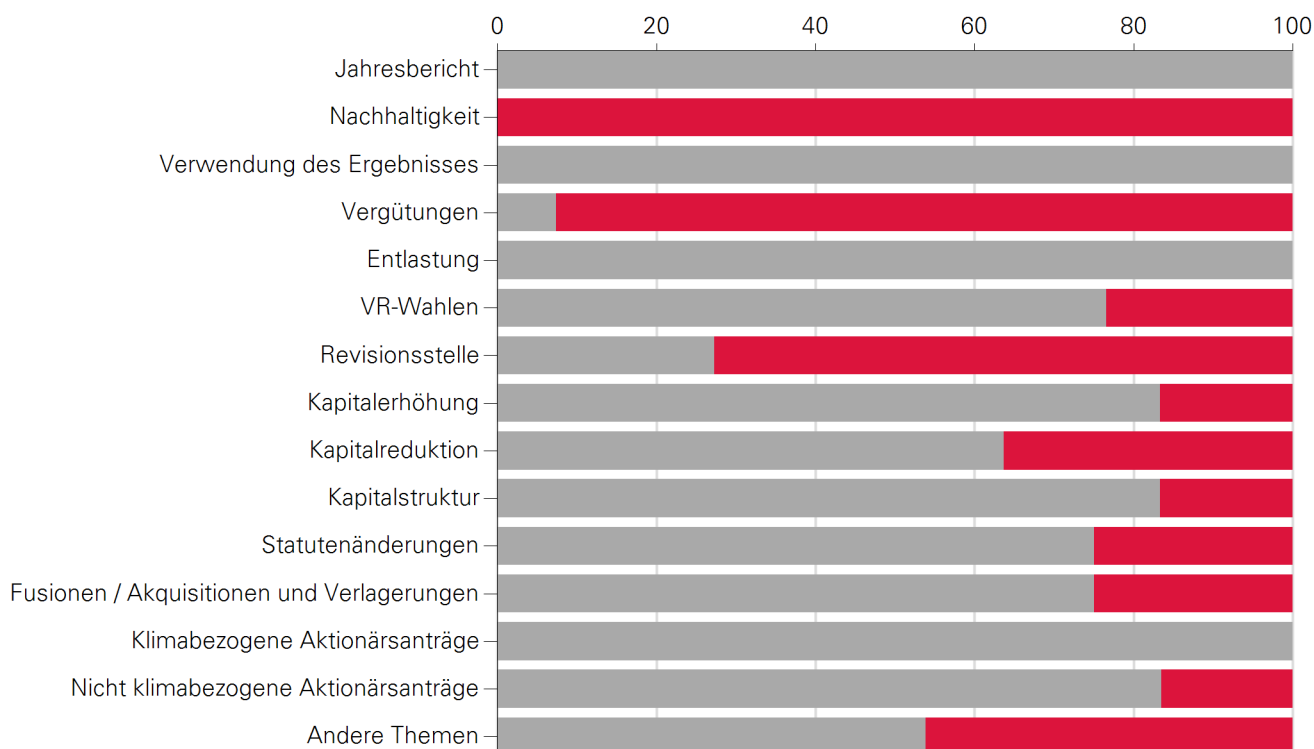
1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	172	2600	1776	824	0
Ausserordentliche Generalversammlungen	4	13	5	8	0
Total	176	2613	1781	832	0

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	5	100.0%	0	0.0%	0	0.0%	5
Nachhaltigkeit	0	0.0%	2	100.0%	0	0.0%	2
Verwendung des Ergebnisses	4	100.0%	0	0.0%	0	0.0%	4
Vergütungen	17	7.4%	213	92.6%	0	0.0%	230
Entlastung	3	100.0%	0	0.0%	0	0.0%	3
VR-Wahlen	1368	76.6%	419	23.4%	0	0.0%	1787
Revisionsstelle	48	27.3%	128	72.7%	0	0.0%	176
Kapitalerhöhung	15	83.3%	3	16.7%	0	0.0%	18
Kapitalreduktion	7	63.6%	4	36.4%	0	0.0%	11
Kapitalstruktur	5	83.3%	1	16.7%	0	0.0%	6
Statutenänderungen	21	75.0%	7	25.0%	0	0.0%	28
Fusionen / Akquisitionen und Verlagerungen	3	75.0%	1	25.0%	0	0.0%	4
Klimabezogene Aktionärsanträge	35	100.0%	0	0.0%	0	0.0%	35
Nicht klimabezogene Aktionärsanträge	243	83.5%	48	16.5%	0	0.0%	291
Andere Themen	7	53.8%	6	46.2%	0	0.0%	13

2 Ethos Stimmempfehlungen: Übersicht

Art der Generalversammlung (Typ)

- OGV Ordentliche Generalversammlungen
AGV Ausserordentliche Generalversammlungen

Abstimmungen

- ✓ Dafür
○ Teilweise dafür
✗ Dagegen
✕ Enthaltung

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Abbott Laboratories	29.04.2022	OGV				✗		○	✓							✓	
Abbvie	06.05.2022	OGV				✗		✓	✓				✓			✓	
Accenture	26.01.2022	OGV				✗		○	✗	✓							
Activision Blizzard	28.04.2022	AGV				✗								○			
	21.06.2022	OGV				✗		○	✓							✓	
Adobe	14.04.2022	OGV				✗		○	✗								
Advanced Micro Devices	18.05.2022	OGV				✗		○	✗								
Agilent Technologies	16.03.2022	OGV				✗		○	✗							✓	
Air Products and Chemicals	03.02.2022	OGV				✗		○	✓								
Align Technology	18.05.2022	OGV				✗		○	✗								
Alphabet	01.06.2022	OGV				✗		○	✗			✓			✓	○	
Altria	19.05.2022	OGV				✗		○	✗							✓	
Amazon.com	25.05.2022	OGV				✗		○	✗			✓			✓	○	
American International Group	11.05.2022	OGV				✗		○	✗							✓	
American Tower	18.05.2022	OGV				✗		○	✗								
Amgen	17.05.2022	OGV				✗		○	✗								
Amphenol	18.05.2022	OGV				✗		○	✗							✓	
Analog Devices	09.03.2022	OGV				○		○	✗								
Anthem	18.05.2022	OGV				✗		○	✗				✓			○	
Apple	04.03.2022	OGV				✗		○	✓							✓	
Applied Materials	10.03.2022	OGV				✗		○	✓							✓	

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
AT&T	19.05.2022	OGV				✗		✓	✗							○	
Autodesk	16.06.2022	OGV				✗		✓	✗								
Automatic Data Processing	09.11.2022	OGV				○		○	✗								
Bank of America	26.04.2022	OGV				✗		○	✗				✗		✓	✗	
Bank of Montréal	13.04.2022	OGV				✗		○	✗						✓	○	
Bank of New York Mellon Corp.	12.04.2022	OGV				✗		✓	✓							✓	
Becton Dickinson	25.01.2022	OGV				✗		○	✗							✓	
Berkshire Hathaway	30.04.2022	OGV						○							✓	✓	
BlackRock	25.05.2022	OGV				✗		○	✗						✓		
Block	14.06.2022	OGV				✗		○	✓							✓	
Booking Holdings	09.06.2022	OGV				✗		✓	✗							✓	
Boston Scientific	05.05.2022	OGV				○		○	✗								
Bristol-Myers Squibb	03.05.2022	OGV				✗		○	✗							✓	
Broadcom	04.04.2022	OGV				✗		○	✓								
Brookfield Corp	10.06.2022	OGV				✗		○	✗						✓		
	09.11.2022	AGV				✗								✓			
Canadian Imperial Bank of Commerce	07.04.2022	OGV				○		○	✓		✓			✓	○		
Canadian National Railway	20.05.2022	OGV	✗			✗		○	✗								
Canadian Pacific Railway	27.04.2022	OGV	✗			✗		✓	✓								
Capital One Financial	05.05.2022	OGV				✗		○	✗								
Caterpillar	08.06.2022	OGV				✗		○	✗						✓	✓	
Centene	26.04.2022	OGV				✗		✓	✓				✓			✓	
	27.09.2022	AGV											○				✗
Charles Schwab Corp.	17.05.2022	OGV				✗		○	✗			○			✓		
Chipotle Mexican Grill	18.05.2022	OGV				✗		○	✗							✓	
Chubb	19.05.2022	OGV	✓	✓	○	✓	○	○	✗	✓				✓		○	
Cigna	27.04.2022	OGV				✗		○	✗							✓	
Cisco Systems	08.12.2022	OGV				✗		○	✗							✓	
Citigroup	26.04.2022	OGV				✗		○	✗					✓	○		

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
CME Group	04.05.2022	OGV				🟡		🟡	✗								
Coca-Cola	26.04.2022	OGV				✗		🟡	✗							✓	
Cognizant Technology Solutions	07.06.2022	OGV				✗		🟡	✗							✗	
Colgate-Palmolive	06.05.2022	OGV				✗		🟡	✗							🟡	
Comcast	01.06.2022	OGV				✗		🟡	✗						✓	🟡	
Costco Wholesale	20.01.2022	OGV				✗		🟡	✗						✓	✓	
Crown Castle International	19.05.2022	OGV				✗		🟡	✓	✗							
CSX Corp	04.05.2022	OGV				✗		🟡	✗								
CVS Health	11.05.2022	OGV				✗		✓	✓							🟡	
Danaher	10.05.2022	OGV				✗		🟡	✗							✓	
Deere & Co.	23.02.2022	OGV				🟡		🟡	✗							✓	
Dollar General	25.05.2022	OGV				✗		🟡	✗							✓	
Eaton	27.04.2022	OGV				✗		🟡	✗	✓	🟡						
Ecolab	05.05.2022	OGV				✗		🟡	✗							✓	
Edwards Lifesciences	03.05.2022	OGV				✗		🟡	✗							✓	
Eli Lilly	02.05.2022	OGV				✗		🟡	✗				✓			✓	
Emerson Electric	01.02.2022	OGV				✗		✓	✗								
Enbridge	04.05.2022	OGV				✗		🟡	✗						✓		
Equinix	25.05.2022	OGV				✗		🟡	✗							✓	
Estée Lauder Companies	18.11.2022	OGV				✗		🟡	✓								
Exelon Corp	26.04.2022	OGV				✗		🟡	✗							✓	
Fedex Corporation	19.09.2022	OGV				✗		🟡	✗						✓	🟡	
Fidelity National Information Services	25.05.2022	OGV				✗		🟡	✓								
Ford Motors	12.05.2022	OGV				✗		🟡	✗							✓	✗
Fortinet	17.06.2022	OGV				✗		🟡	✗			✓				✗	
Freeport McMoRan	09.06.2022	OGV				✗		🟡	✗								
General Dynamics	04.05.2022	OGV				✗		🟡	✗							✓	
General Electric	04.05.2022	OGV				✗		🟡	✓							🟡	
General Motors	13.06.2022	OGV				✗		🟡	✓							🟡	
Gilead Sciences	04.05.2022	OGV				✗		🟡	✗							✓	

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Goldman Sachs Group	28.04.2022	OGV				✗		🟡	✗						✔	🟡	
HCA Healthcare	21.04.2022	OGV				✗		🟡	✗							✔	
Home Depot	19.05.2022	OGV				✗		🟡	✗							🟡	
Honeywell International	25.04.2022	OGV				✗		🟡	✔						✔	✔	
Humana Inc.	21.04.2022	OGV				✗		🟡	✗								
IBM	26.04.2022	OGV				✗		🟡	✗							✔	
Idexx Laboratories	11.05.2022	OGV				✗		🟡	✗								
Illinois Tool Works	06.05.2022	OGV				✗		🟡	✗							✔	
Illumina	26.05.2022	OGV				✗		✔	✗				✔			✔	
Intel	12.05.2022	OGV				✗		🟡	✗							✔	
IntercontinentalExchange	13.05.2022	OGV				✗		🟡	✗				🟡			✔	
Intuit	20.01.2022	OGV				✗		✔	✗								
Intuitive Surgical	28.04.2022	OGV				✗		🟡	✔								
IQVIA Holdings	12.04.2022	OGV				✗		✔	✗				✔			✔	
Johnson & Johnson	28.04.2022	OGV				✗		🟡	✗							🟡	
Johnson Controls	09.03.2022	OGV				✗		🟡	🟡	✔	✔						
JPMorgan Chase	17.05.2022	OGV				✗		🟡	✗						✔	🟡	
Kimberly Clark	27.04.2022	OGV				✗		🟡	✗								
Lam Research	08.11.2022	OGV				✗		✔	✗								
Linde Plc	25.07.2022	OGV				✗		🟡	🟡		✔					✔	
Lowe's Companies	27.05.2022	OGV				✗		🟡	✗							🟡	
Lululemon Athletica	08.06.2022	OGV				✗		✔	✔							✔	
Marriott International	06.05.2022	OGV				🟡		🟡	✗							🟡	
Marsh & McLennan	19.05.2022	OGV				✗		🟡	✗								
Marvell Technology	23.06.2022	OGV				🟡		🟡	✔								
Mastercard	21.06.2022	OGV				✗		🟡	✗				✔			🟡	
McDonald's	26.05.2022	OGV				✗		🟡	✗							🟡	
Medtronic	08.12.2022	OGV				✗		🟡	✗	✔	✗						
MercadoLibre	08.06.2022	OGV				✗		🟡	✔								
Merck	24.05.2022	OGV				✗		🟡	✗							✔	
Meta Platforms	25.05.2022	OGV				✗		🟡	✗							🟡	

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Microchip Technology	23.08.2022	OGV				✗		🟡	✗								
Micron Technology	13.01.2022	OGV				✗		🟡	✗								
Microsoft	13.12.2022	OGV				✗		🟡	✗						✓	✓	
Moderna	28.04.2022	OGV				✗		✓	✗							✓	
Mondelez International	18.05.2022	OGV				✗		🟡	✗							✓	
Moodys	26.04.2022	OGV				✗		✓	✓								
Motorola Solutions	17.05.2022	OGV				✗		🟡	✓								
MSCI	26.04.2022	OGV				✗		🟡	✓								
Netflix	02.06.2022	OGV				✗		✗	✓				✓			✓	
Newmont Corporation	21.04.2022	OGV				✗		✓	✓								
NextEra Energy	19.05.2022	OGV				✗		🟡	✗							🟡	
Nike	09.09.2022	OGV				🟡		🟡	✗							✓	
Norfolk Southern	12.05.2022	OGV				✗		🟡	✗							✓	
Nvidia	02.06.2022	OGV				✗		🟡	✓			✗					
NXP Semiconductors	01.06.2022	OGV	✓			✗	✓	🟡		✓	✗						
Oracle	16.11.2022	OGV				✗		🟡	✗								
O'Reilly Automotive	12.05.2022	OGV				✗		🟡	✗							✓	
Palo Alto Networks	13.12.2022	OGV				✗		✓	✓								
PayPal	02.06.2022	OGV				✗		🟡	✗							✓	
PepsiCo	04.05.2022	OGV				✗		🟡	✗							✓	
Pfizer	28.04.2022	OGV				✗		🟡	✗							🟡	
Philip Morris International	04.05.2022	OGV				✗		🟡	✓							✓	
PNC Financial Services Group	27.04.2022	OGV				✗		🟡	✓							✓	
Procter & Gamble	11.10.2022	OGV				✗		🟡	✗								
Progressive Corp	13.05.2022	OGV				✗		🟡	✗								
Prologis	04.05.2022	OGV				✗		🟡	✗								
	28.09.2022	AGV											✓				✗
Public Storage	28.04.2022	OGV				✗		🟡	✗			✓					
Qualcomm	09.03.2022	OGV				✗		🟡	✗								
Raytheon Technologies	25.04.2022	OGV				✗		🟡	✗			✗					

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Roper Technologies	15.06.2022	OGV				✗		🟡	✗								
Royal Bank of Canada	07.04.2022	OGV				✗		🟡	✔️						✔️	🟡	
S&P Global	04.05.2022	OGV				✗		🟡	✗								
Salesforce.com	09.06.2022	OGV				🟡		🟡	✗							✔️	
Scotiabank	05.04.2022	OGV				🟡		🟡	✗						✔️	🟡	
ServiceNow	09.06.2022	OGV				✗		✔️	✔️								
Sherwin-Williams	20.04.2022	OGV				✗		🟡	✗								
Shopify	07.06.2022	OGV				✗		🟡	✔️			✔️	✗				
Simon Property Group	11.05.2022	OGV				✗		🟡	✗								
Snowflake	07.07.2022	OGV						🟡	✔️								
Starbucks	16.03.2022	OGV				✗		✔️	✗							✔️	
Stryker	04.05.2022	OGV				✗		🟡	✗							✔️	
Synopsys	12.04.2022	OGV				🟡		🟡	✗							✔️	
Target	08.06.2022	OGV				✗		🟡	✗							✔️	
TE Connectivity	09.03.2022	OGV	✔️		✔️	🟡	✔️	🟡	✔️	✗	✔️						🟡
Tesla	04.08.2022	OGV						🟡	✔️	✔️			🟡		✔️	✔️	
Texas Instruments	28.04.2022	OGV				✗		🟡	✗							✔️	
Thermo Fisher Scientific	18.05.2022	OGV				✗		🟡	✗								
TJX	07.06.2022	OGV				✗		🟡	✗							✔️	
T-Mobile US	15.06.2022	OGV						🟡	✔️								
Toronto-Dominion Bank	14.04.2022	OGV				✗		✔️	✔️						✔️	🟡	
Trane Technologies	02.06.2022	OGV				✗		🟡	✗	✔️							✔️
Truist Financial Corp	26.04.2022	OGV				🟡		🟡	✗							✔️	
U.S. Bancorp	19.04.2022	OGV				✗		🟡	✗								
Uber Technologies	09.05.2022	OGV				✗		🟡	✔️							✔️	
Union Pacific	12.05.2022	OGV				✗		🟡	✗								
United Parcel Service	05.05.2022	OGV				✗		🟡	✗						✔️	✔️	
UnitedHealth	06.06.2022	OGV				✗		🟡	✗							✔️	
Verizon Communications	12.05.2022	OGV				✗		🟡	✗							🟡	
Vertex Pharmaceuticals	18.05.2022	OGV				✗		🟡	✗								
Walmart	01.06.2022	OGV				✗		🟡	✗							🟡	

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Walt Disney	09.03.2022	OGV				✘		✔	✘							○	
Wells Fargo	26.04.2022	OGV				✘		✔	✘					✔		○	
Workday	22.06.2022	OGV				○		○	✔								
Zoetis	19.05.2022	OGV				✘		○	✔				✔				

3 Stimmberichte pro Unternehmen

Abbott Laboratories

29.04.2022

OGV

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Prof. Dr. Robert J. Alpern	DAFÜR	DAFÜR	
1.2	Re-elect Dr. Sally E. Blount	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Robert B. Ford	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.4	Elect Ms. Paola Gonzalez	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Michelle A. Kumbier	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Darren W. McDew	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Nancy McKinstry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.8	Re-elect Mr. William A. Osborn	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines.
1.9	Re-elect Mr. Michael F. Roman	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Daniel J. Starks	DAFÜR	DAFÜR	
1.11	Re-elect Mr. John G. Stratton	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.12	Re-elect Mr. Glenn F. Tilton	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold (10%) would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Adopt a Policy on 10b5-1 Plans	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.
7.	Shareholder resolution: Disclose Lobbying Contributions and Policy	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
8.	Shareholder resolution: Report on Public Health Costs of Antimicrobial Resistance	DAGEGEN	● DAFÜR	Enhanced disclosure on public health risks.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. William H.L. Burnside	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Thomas C. Freyman	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Brett J. Hart	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Edward J. Rapp	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Elimination of Supermajority Requirement	DAFÜR	DAFÜR	
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
7.	Shareholder resolution: Report on Board Oversight of Competition Practices	DAGEGEN	● DAFÜR	A report would help to understand the company's management of risks related to these anti-competitive practices.
8.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.

No.	Traktanden	Board	Ethos	
Elections to the Board of Directors				
1.a	Re-elect Mr. Jaime Ardila	DAFÜR	● DAGEGEN	Non-executive director sitting on the audit committee, which is not line with Irish market practice.
1.b	Re-elect Ms. Nancy McKinstry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.c	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Gilles Péliison	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.e	Re-elect Prof. Paula A. Price	DAFÜR	DAFÜR	
1.f	Re-elect Dr. Venkata Murthy Renduchintala	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Arun Sarin	DAFÜR	DAFÜR	
1.h	Re-elect Ms. Julie Sweet	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.i	Re-elect Mr. Frank Kui Tang	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Tracey T. Travis	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2	Advisory vote on Executive Compensation (US Law)	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.
3	Amend Accenture plc 2010 Share Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
4	Non-binding re-appointment of KPMG as auditor and binding approval of its remuneration	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Directors' authority to allot shares	DAFÜR	DAFÜR	
6	Disapplication of pre-emption rights on the issue of shares	DAFÜR	DAFÜR	
7	Determine price range for re-allotment of treasury shares	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1.	To approve the Agreement and Plan of Merger	DAFÜR	DAFÜR
2.	Advisory Vote on remuneration for the executives in connection to the merger	DAFÜR	<p>● DAGEGEN</p> <p>Concerns over the severance payments which are considered excessive.</p>
3.	To approve the adjournment proposal	ZURÜCK-GEZOGEN	<p>● DAGEGEN</p> <p>As ITEM 1 was approved by shareholders, ITEM 3 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:</p> <p>We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.</p>

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Reveta F. Bowers	DAFÜR	DAFÜR	
1b.	Elect Ms. Kerry Carr	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Robert J. Corti	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Brian Kelly	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Mr. Robert A. Kotick	DAFÜR	DAFÜR	
1f.	Elect Ms. Lulu Meservey	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Barry Meyer	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1h.	Re-elect Mr. Robert Morgado	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee and of the nomination committee. The independence of these committees is insufficient. Non independent lead director, which is not best practice. The director has been sitting on the board for over 20 years and is over 75 years old, which exceeds guidelines.
1i.	Re-elect Mr. Peter Nolan	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Dawn Ostroff	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.
5	Shareholder resolution: Report on the prevention of abuse, harassment and discrimination	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. iur. Amy L. Banse	DAFÜR	DAFÜR
1b.	Elect Mr. Brett Biggs	DAFÜR	DAFÜR
1c.	Re-elect Ms. Melanie Boulden	DAFÜR	DAFÜR
1d.	Re-elect Mr. Frank A. Calderoni	DAFÜR	DAFÜR
1e.	Re-elect Ms. Laura B. Desmond	DAFÜR	DAFÜR
1f.	Re-elect Mr. Shantanu Narayen	DAFÜR	● DAGEGEN Combined chairman and CEO.
1g.	Elect Mr. Spencer Neumann	DAFÜR	DAFÜR
1h.	Re-elect Ms. Kathleen Oberg	DAFÜR	DAFÜR
1i.	Re-elect Mr. Dheeraj Pandey	DAFÜR	DAFÜR
1j.	Re-elect Mr. David A. Ricks	DAFÜR	DAFÜR
1k.	Re-elect Mr. Daniel L. Rosensweig	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1l.	Re-elect Dr. John E. Warnock	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. John E. Caldwell	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.
1b.	Re-elect Ms. Nora M. Denzel	DAFÜR	DAFÜR
1c.	Re-elect Mr. Mark Durcan	DAFÜR	DAFÜR
1d.	Re-elect Mr. Michael P. Gregoire	DAFÜR	DAFÜR
1e.	Re-elect Mr. Joseph A. Householder	DAFÜR	DAFÜR
1f.	Re-elect Mr. John W. Marren	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1g.	Elect Mr. Jon A. Olson	DAFÜR	DAFÜR
1h.	Re-elect Dr. Lisa T. Su	DAFÜR	● DAGEGEN Combined chairman and CEO.
1i.	Re-elect Mr. Abhi Y. Talwalkar	DAFÜR	DAFÜR
1j.	Elect Ms. Elizabeth W. Vanderslice	DAFÜR	DAFÜR
2.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Hans E. Bishop	DAFÜR	DAFÜR	
1.2	Elect Prof. Dr. Otis W. Brawley	DAFÜR	DAFÜR	
1.3	Elect Mr. Mikael Dolsten	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Mr. Charles I. Cogut	DAFÜR	● DAGEGEN The director is 75 years old, which exceeds guidelines.
1.2	Re-elect Ms. Lisa A. Davis	DAFÜR	DAFÜR
1.3	Re-elect Mr. Seifollah Ghasemi	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.4	Re-elect Mr. David H.Y. Ho	DAFÜR	DAFÜR
1.5	Re-elect Mr. Edward L. Monser	DAFÜR	DAFÜR
1.6	Re-elect Mr. Matthew H. Paull	DAFÜR	DAFÜR
1.7	Elect Mr. Wayne T. Smith	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3	Election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Kevin J. Dallas	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Joseph M. Hogan	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Joseph Lacob	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.4	Re-elect Mr. C. Raymond Larkin Jr.	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.5	Re-elect Mr. George J. Morrow	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Anne M. Myong	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.7	Re-elect Ms. Andrea L. Saia	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Greg J. Santora	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.9	Re-elect Ms. Sue Siegel	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Warren S. Thaler	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Larry Page	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Sergey Brin	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Sundar Pichai	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1d.	Re-elect Dr. John L. Hennessy	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.
1e.	Re-elect Dr. Frances H. Arnold	DAFÜR	DAFÜR	
1f.	Re-elect Mr. L. John Doerr	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1g.	Re-elect Mr. Roger W. Ferguson Jr.	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Ann Mather	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1i.	Re-elect Mr. K. Ram Shriram	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1j.	Re-elect Ms. Robin L. Washington	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	To approve the amendment of the 2021 Stock Plan	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan.
4.	Approve increase in the number of authorised shares	DAFÜR	DAFÜR	
5.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
6.	Shareholder resolution: Report on climate lobbying	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
7.	Shareholder resolution: Report on Physical Risks of Climate Change	DAGEGEN	● DAFÜR	The assessment would demonstrate to shareholders how the company plans to address the risks its faces from climate change.
8.	Shareholder resolution: Report on Water Management Risks	DAGEGEN	● DAFÜR	The report would demonstrate to shareholders how the company plans to manage and address water risks.
9.	Shareholder resolution: Report on Racial Equity Audit	DAGEGEN	● DAFÜR	The proposal would help the company to improve its policies and practices regarding diversity and inclusion.
10.	Shareholder resolution: Report on Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.
11.	Shareholder resolution: Equal Shareholder Voting	DAGEGEN	● DAFÜR	The proposal to give each share an equal vote is in line with the principle of fair and equal treatment of all shareholders.
12.	Shareholder resolution: Report on Government Takedown Requests	DAGEGEN	DAGEGEN	
13.	Shareholder resolution: Human Rights Assessment of Data Center Siting	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.

No.	Traktanden	Board	Ethos	
14.	Shareholder resolution: Report on data collection, privacy, and security	DAGEGEN	● DAFÜR	Enhance disclosure on data risk management.
15.	Shareholder resolution: Algorithm Disclosures	DAGEGEN	● DAFÜR	Enhanced disclosure to understand how algorithmic systems can lead to discriminatory and other harmful outcomes.
16.	Shareholder resolution: Misinformation and disinformation	DAGEGEN	● DAFÜR	The report would to strengthen measures to mitigate human rights harms associated with the dissemination of misinformation and disinformation
17.	Shareholder resolution: Report on external costs of disinformation	DAGEGEN	● DAFÜR	The report determines the company's priorities and how it deals with misinformation on its platforms over financial returns.
18.	Shareholder resolution: Report on Board Diversity	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
19.	Shareholder resolution: Establishment of an environmental sustainability board committee	DAGEGEN	● DAFÜR	The proposal strengthens the monitoring of environmental risks by the board.
20.	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.
21.	Shareholder resolution: Report on policies regarding military and militarised policing agencies	DAGEGEN	● DAFÜR	We support corporate policies that mitigate risks to civil and human rights.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Elect Mr. Ian L.T. Clarke	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1b.	Elect Ms. Marjorie M. Connelly	DAFÜR	DAFÜR
1c.	Elect Mr. R. Matt Davis	DAFÜR	DAFÜR
1d.	Re-elect Mr. William F. Gifford Jr.	DAFÜR	DAFÜR
1e.	Re-elect Ms. Debra J. Kelly-Ennis	DAFÜR	DAFÜR
1f.	Re-elect Mr. W. Leo Kiely III	DAFÜR	● DAGEGEN The director is 75 years old, which exceeds guidelines.
1g.	Re-elect Ms. Kathryn B. McQuade	DAFÜR	DAFÜR
1h.	Re-elect Mr. George Muñoz	DAFÜR	DAFÜR
1i.	Re-elect Dr. Nabil Y. Sakkab	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1j.	Re-elect Ms. Virginia E. Shanks	DAFÜR	DAFÜR
1k.	Re-elect Ms. Ellen R. Strahlman	DAFÜR	DAFÜR
1l.	Elect Mr. M. Max Yzaguirre	DAFÜR	DAFÜR
2.	Election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Shareholder resolution: Civil Rights Equity Audit	DAGEGEN	● DAFÜR The proposal would help the company to improve its policies and practices regarding diversity and inclusion.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Jeffrey P. Bezos	DAFÜR	DAFÜR	
1b.	Elect Mr. Andrew R. Jassy	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Keith B. Alexander	DAFÜR	DAFÜR	
1d.	Elect Ms. Edith W. Cooper	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Jamie S. Gorelick	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Daniel P. Huttenlocher	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Judith A. McGrath	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Indra K. Nooyi	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Jonathan J. Rubinstein	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Patricia Q. Stonesifer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1k.	Re-elect Mr. Wendell P. Weeks	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
4.	Approve share split	DAFÜR	DAFÜR	
5.	Shareholder resolution: Report on Retirement Plan Options	DAGEGEN	● DAFÜR	We support corporate climate-aligned retirement plans.
6.	Shareholder resolution: Report on Customer Due Diligence	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.
7.	Shareholder resolution: Alternative Director Candidate Policy	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.
8.	Shareholder resolution: Report on Efforts to Reduce Plastic Use	DAGEGEN	● DAFÜR	The report would be useful to evaluate opportunities for dramatically reducing the amount of plastics used in packaging through redesign or substitution.
9.	Shareholder resolution: Report on Worker Health and Safety Differences	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
10.	Shareholder resolution: Report on Risks Associated with Use of Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.
11.	Shareholder resolution: Charitable Contributions	DAGEGEN	DAGEGEN	
12.	Shareholder resolution: Publish a Tax Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.
13.	Shareholder resolution: Additional Reporting on Freedom of Association	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
14.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying and political donations.

No.	Traktanden	Board	Ethos	
15.	Shareholder resolution: Require More Director Nominations Than Open Seats	DAGEGEN	DAGEGEN	
16.	Shareholder resolution: Report on Warehouse Working Conditions	DAGEGEN	● DAFÜR	Enhanced disclosure on safety in the workplace.
17.	Shareholder resolution: Additional Reporting on Gender and Racial Pay	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
18.	Shareholder resolution: Report a Racial Equity Audit	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
19.	Shareholder resolution: Report on Risks Associated with Use of Rekognition	DAGEGEN	● DAFÜR	Enhanced disclosure on potential human rights violations linked to the company's facial recognition technology.
20.	Unannounced shareholder proposal during the AGM: End the use of productivity expectations and workplace monitoring	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. James Cole Jr.	DAFÜR	DAFÜR	
1b.	Re-elect Mr. W. Don Cornwell	DAFÜR	DAFÜR	
1c.	Re-elect Mr. William G. Jurgensen	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Linda A. Mills	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Thomas F. Motamed	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Peter R. Porrino	DAFÜR	DAFÜR	
1g.	Elect Mr. John G. Rice	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Douglas M. Steenland	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1i.	Re-elect Ms. Therese M. Vaughan	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Peter Zaffino	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas A. Bartlett	DAFÜR	DAFÜR	
1b.	Elect Ms. Kelly C. Chambliss	DAFÜR	DAFÜR	
1c.	Elect Ms. Teresa H. Clarke	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Raymond P. Dolan	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Kenneth R. Frank	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Robert D. Hormats	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1g.	Re-elect Ms. Grace D. Lieblein	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Craig Macnab	DAFÜR	DAFÜR	
1i.	Re-elect Ms. JoAnn A. Reed	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Pamela D.A. Reeve	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1k.	Re-elect Mr. David E. Sharbutt	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Bruce L. Tanner	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Samme L. Thompson	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. Wanda M. Austin	DAFÜR	DAFÜR
1b.	Re-elect Mr. Robert A. Bradway	DAFÜR	● DAGEGEN Combined chairman and CEO.
1c.	Re-elect Dr. Brian J. Druker	DAFÜR	DAFÜR
1d.	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR
1e.	Re-elect Mr. Greg C. Garland	DAFÜR	DAFÜR
1f.	Re-elect Mr. Charles M. Holley Jr.	DAFÜR	DAFÜR
1g.	Elect Dr. S. Omar Ishrak	DAFÜR	DAFÜR
1h.	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	DAFÜR
1i.	Re-elect Ms. Ellen J. Kullman	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1j.	Re-elect Ms. Amy E. Miles	DAFÜR	DAFÜR
1k.	Re-elect Dr. Ronald D. Sugar	DAFÜR	DAFÜR
1l.	Re-elect Prof. Dr. R. Sanders Williams	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Elect Ms. Nancy A. Altobello	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Stanley L. Clark	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.3	Re-elect Mr. David P. Falck	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Edward G. Jepsen	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.5	Re-elect Ms. Rita S. Lane	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Robert A. Livingston	DAFÜR	DAFÜR	
1.7	Re-elect Dr. Martin H. Loeffler	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.8	Re-elect Dr. iur. R. Adam Norwitt	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Anne Clarke Wolff	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Ray Stata	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.2	Re-elect Mr. Vincent T. Roche	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.3	Re-elect Mr. James A. Champy	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.4	Re-elect Prof. Dr. Anantha P. Chandrakasan	DAFÜR	DAFÜR	
1.5	Elect Mr. Tunç Doluca	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Bruce R. Evans	DAFÜR	DAFÜR	
1.7	Re-elect Dr. Edward H. Frank	DAFÜR	DAFÜR	
1.8	Re-elect Prof. Dr. Laurie H. Glimcher	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Karen Golz	DAFÜR	DAFÜR	
1.10	Elect Ms. Mercedes Johnson	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Kenton J. Sicchitano	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.12	Re-elect Ms. Susie Wee	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	To approve the 2022 Employee Stock Purchase Plan	DAFÜR	DAFÜR	
4	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Elect Ms. Susan D. DeVore	DAFÜR	DAFÜR	
1.2	Re-elect Dr. Bahija Jallal	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Mr. Ryan M. Schneider	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Elizabeth (Liz) Edith Tallett	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Change company name to Elevance Health Inc.	DAFÜR	DAFÜR	
5.	Shareholder resolution: Prohibit the use of corporate or Political Action Committee funds	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Racial Impact Audit and Report	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. James A. Bell	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Timothy D. Cook	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1.3	Re-elect Mr. Al Gore	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.4	Elect Mr. Alex Gorsky	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Andrea Jung	DAFÜR	● DAGEGEN	Chairman of the remuneration committee. We have serious concerns over remuneration and there is no say-on-pay.
1.6	Re-elect Dr. Arthur D. Levinson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.7	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	
1.8	Re-elect Dr. Ronald D. Sugar	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Susan L. Wagner	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the nomination committee is unsatisfactory.
2	Election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	To approve the 2022 Employee Stock Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5	Shareholder resolution: Statement of Purpose	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's social responsibility.
6	Shareholder resolution: Transparency Reports	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
7	Shareholder resolution: Report on Forced Labor	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
8	Shareholder resolution: Pay Equity	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.
9	Shareholder resolution: Civil Rights Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
10	Shareholder resolution: Report on Concealment Clauses	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Rani Borkar	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Judy Bruner	DAFÜR	DAFÜR	
1.3	Re-elect Dr. Xun (Eric) Chen	DAFÜR	DAFÜR	
1.4	Re-elect Dr. Aart J. de Geus	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Gary E. Dickerson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Thomas J. Iannotti	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1.7	Re-elect Mr. Alexander A. Karsner	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Adrianna C. Ma	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Yvonne McGill	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Scott A. McGregor	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Election of the auditor	DAFÜR	DAFÜR	
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5	Shareholder resolution: Executive Remuneration Program and Policy	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration structure.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Samuel A. Di Piazza Jr.	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
1.2	Re-elect Mr. Scott T. Ford	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Glenn H. Hutchins	DAFÜR	DAFÜR	
1.4	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Debra L. Lee	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
1.6	Re-elect Mr. Stephen J. Luczo	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Michael B. McCallister	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Matthew K. Rose	DAFÜR	DAFÜR	
1.10	Re-elect Mr. John T. Stankey	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Cynthia B. Taylor	DAFÜR	DAFÜR	
1.12	Elect Mr. Luis A. Ubinas	DAFÜR	DAFÜR	
1.13	Re-elect Mr. Geoffrey Y. Yang	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4.	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
5.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
7.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Andrew Anagnost	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Karen Blasing	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Reid French	DAFÜR	DAFÜR	
1d.	Re-elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Blake J. Irving	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Mary T. McDowell	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Stephen Milligan	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Lorrie M. Norrington	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Betsy Rafael	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Stacy J. Smith	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4.	To adopt the 2022 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Re-elect Mr. Peter Bisson	DAFÜR	DAFÜR
1.b	Elect Mr. David V. Goeckeler	DAFÜR	DAFÜR
1.c	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR
1.d	Re-elect Mr. John P. Jones	DAFÜR	DAFÜR
1.e	Re-elect Ms. Francine S. Katsoudas	DAFÜR	DAFÜR
1.f	Re-elect Ms. Nazzic S. Keene	DAFÜR	DAFÜR
1.g	Re-elect Mr. Thomas J. Lynch	DAFÜR	DAFÜR
1.h	Re-elect Mr. Scott F. Powers	DAFÜR	DAFÜR
1.i	Re-elect Mr. William J. Ready	DAFÜR	<p>● DAGEGEN</p> <p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Concerns over the director's time commitments.</p>
1.j	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR
1.k	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive total remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
3	Re-election of the auditor	DAFÜR	<p>● DAGEGEN</p> <p>The auditor's long tenure raises independence concerns.</p>
4	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Sharon L. Allen	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Frank P. Bramble, Sr.	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Pierre J. P. de Weck	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Arnold W. Donald	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Linda P. Hudson	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Brian T. Moynihan	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1h.	Re-elect Mr. Lionel L. Nowell	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Denise L. Ramos	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Clayton S. Rose	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Michael D. White	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Thomas D. Woods	DAFÜR	DAFÜR	
1m.	Re-elect Mr. R. David Yost	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines.
1n.	Re-elect Prof. Maria T. Zuber	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Ratify amendment to bylaws that designate the Delaware Court of Chancery as exclusive forum for certain legal actions	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders.
5.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Adopt a policy of not financing new fossil fuel supply	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
7.	Shareholder resolution: Charitable donations reporting	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Janice M. Babiak	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Sophie Brochu	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Craig W. Broderick	DAFÜR	DAFÜR	
1.4	Re-elect Mr. George A. Cope	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Stephen Dent	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Christine A. Edwards	DAFÜR	DAFÜR	
1.7	Re-elect Prof. Martin S. Eichenbaum	DAFÜR	DAFÜR	
1.8	Re-elect Mr. David E. Harquail	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Linda S. Huber	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Eric R. La Flèche	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Lorraine Mitchelmore	DAFÜR	DAFÜR	
1.12	Re-elect Ms. Madhu Ranganathan	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.13	Re-elect Mr. Darryl White	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Amend Articles of Incorporation to become a Benefit Company	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's social responsibility.
5.	Shareholder resolution: Advisory vote on Environmental Policy	DAGEGEN	● DAFÜR	The proposal would demonstrate to shareholders how the company plans to address climate change.
6.	Shareholder resolution: Adopt French as the official language	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Adopt a policy to be consistent with the IEA's Net Zero Emissions by 2050 Scenario	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Ms. Linda Z. Cook	DAFÜR	DAFÜR
1.2	Re-elect Mr. Joseph J. Echevarria	DAFÜR	DAFÜR
1.3	Re-elect Mr. Thomas P. Gibbons	DAFÜR	DAFÜR
1.4	Re-elect Ms. Amy M. Gilliland	DAFÜR	DAFÜR
1.5	Re-elect Dr. oec. Jeffrey A. Goldstein	DAFÜR	DAFÜR
1.6	Re-elect Mr. K. Guru Gowrappan	DAFÜR	DAFÜR
1.7	Re-elect Mr. Ralph Izzo	DAFÜR	DAFÜR
1.8	Elect Ms. Sandie O'Connor	DAFÜR	DAFÜR
1.9	Re-elect Ms. Elizabeth E. Robinson	DAFÜR	DAFÜR
1.10	Re-elect Mr. Frederick O. Terrell	DAFÜR	DAFÜR
1.11	Re-elect Mr. Alfred W. Zollar	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3	Election of the auditor	DAFÜR	DAFÜR
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Catherine M. Burzik	DAFÜR	DAFÜR	
1.2	Elect Ms. Carrie L. Byington	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.3	Re-elect Mr. R. Andrew Eckert	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Claire M. Fraser	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Jeffrey W. Henderson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Christopher Jones	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the board is unsatisfactory.
1.7	Re-elect Mr. Marshall O. Larsen	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.8	Re-elect Mr. David F. Melcher	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Thomas E. Polen	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.10	Re-elect Dr. Claire Pomeroy	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Timothy M. Ring	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Bertram L. Scott	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Warren E. Buffett	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO. Chairman of the board and the company does not have a convincing climate strategy in place.
1.2	Re-elect Mr. Charles T. Munger	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.3	Re-elect Mr. Gregory E. Abel	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Howard G. Buffett	DAFÜR	DAFÜR	
1.5	Elect Ms. Susan A. Buffett	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Stephen B. Burke	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Kenneth Irvine Chenault	DAFÜR	DAFÜR	
1.8	Elect Mr. Christopher C. Davis	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Susan L. Decker	DAFÜR	● ZURÜCK-BEHALTEN	Non independent lead director, which is not best practice.
1.10	Re-elect Mr. David S. Gottesman	DAFÜR	● ZURÜCK-BEHALTEN	The director is over 75 years old, which exceeds guidelines.
1.11	Re-elect Ms. Charlotte Guyman	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.12	Re-elect Mr. Ajit Jain	DAFÜR	DAFÜR	
1.13	Re-elect Mr. Ronald L. Olson	DAFÜR	● ZURÜCK-BEHALTEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.14	Elect Mr. Wallace R. Weitz	DAFÜR	● ZURÜCK-BEHALTEN	The director is over 70 years old, which exceeds guidelines for new nominees.
1.15	Re-elect Ms. Meryl B. Witmer	DAFÜR	DAFÜR	
2.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
3	Shareholder resolution: Report on Climate-Related Risks and Opportunities	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
4	Shareholder resolution: Greenhouse Gas Reduction Targets	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
5	Shareholder resolution: Annual report assessing diversity and inclusion efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Bader M. Alsaad	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Pamela Daley	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Laurence D. Fink	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1d.	Elect Ms. Beth Ford	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. William E. Ford	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1f.	Re-elect Mr. Fabrizio Freda	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Murry S. Gerber	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Ms. Margaret (Peggy) L. Johnson	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Robert S. Kapito	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Cheryl D. Mills	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Gordon M. Nixon	DAFÜR	DAFÜR	
1l.	Elect Ms. Kristin C. Peck	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Charles H. Robbins	DAFÜR	DAFÜR	
1n.	Re-elect Mr. Marco Antonio Slim Domit	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1o.	Re-elect Mr. Hans Vestberg	DAFÜR	DAFÜR	
1p.	Re-elect Ms. Susan L. Wagner	DAFÜR	DAFÜR	
1q.	Re-elect Mr. Mark Wilson	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Adopt Stewardship Policies Designed to Curtail Corporate Activities that Externalize Social and Environmental Costs	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Jack Dorsey	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1.2	Re-elect Mr. Lord Paul Deighton	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4.	Re-election of the auditor	DAFÜR	DAFÜR	
5.	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	DAGEGEN	● DAFÜR	Dual share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Timothy M. Armstrong	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Glenn D. Fogel	DAFÜR	DAFÜR	
1.3	Re-elect Dr. Mirian M. Graddick-Weir	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Wei Hopeman	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Robert J. Mylod Jr.	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Charles H. Noski	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Nicholas J. Read	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Thomas E. Rothman	DAFÜR	DAFÜR	
1.9	Elect Mr. Sumit Singh	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Vanessa A. Wittman	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Climate Change Performance-Linked Remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Nelda Janine Connors	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Charles J. Dockendorff	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Yoshiaki Fujimori	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Re-elect Ms. Donna A. James	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Edward J. Ludwig	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Michael F. Mahoney	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1g.	Re-elect Mr. David J. Roux	DAFÜR	DAFÜR	
1h.	Re-elect Mr. John E. Sununu	DAFÜR	DAFÜR	
1i.	Elect Mr. David S. Wichmann	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Ellen M. Zane	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	To approve and amend the Employee Stock Purchase Plan	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Peter J. Arduini	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Giovanni Caforio	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1c.	Re-elect Dr. Julia A. Haller	DAFÜR	DAFÜR	
1d.	Elect Prof. Dr. Manuel Hidalgo Medina	DAFÜR	DAFÜR	
1e.	Re-elect Prof. Paula A. Price	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Gerald L. Storch	DAFÜR	DAFÜR	
1i.	Re-elect Dr. Karen H. Vousden	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Phyllis R. Yale	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. Concerns over the excessive sign-on bonus granted to the new CEO.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Ms. Diane M. Bryant	DAFÜR	DAFÜR
1.2	Re-elect Ms. Gayla J. Delly	DAFÜR	DAFÜR
1.3	Re-elect Mr. Raul J. Fernandez	DAFÜR	DAFÜR
1.4	Re-elect Mr. Eddy Hartenstein	DAFÜR	DAFÜR
1.5	Re-elect Mr. Check Kian Low	DAFÜR	DAFÜR
1.6	Re-elect Ms. Justine F. Page	DAFÜR	DAFÜR
1.7	Re-elect Dr. Henry S. Samueli	DAFÜR	DAFÜR
1.8	Re-elect Mr. Hock E. Tan	DAFÜR	DAFÜR
1.9	Re-elect Mr. Harry L. You	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
2	Election of the auditor	DAFÜR	DAFÜR
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.

No.	Traktanden	Board	Ethos
1.	Elections of directors (Class A Shares)		
1.1	Re-elect Ms. M. Elyse Allan	DAFÜR	DAFÜR
1.2	Re-elect Ms. Angela F. Braly	DAFÜR	DAFÜR
1.3	Re-elect Ms. Janice Fukakusa	DAFÜR	DAFÜR
1.4	Re-elect Ms. Maureen Kempstone Darkes	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p>
1.5	Re-elect Mr. Frank J. McKenna	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Concerns over the director's time commitments.</p> <p>Non independent chairman (board membership exceeding time limit for independence). The board is not sufficiently independent.</p>
1.6	Re-elect Ms. Hutham S. Olayan	DAFÜR	DAFÜR
1.7	Re-elect Mr. Ngee Huat Seek	DAFÜR	DAFÜR
1.8	Re-elect Ms. Diana L. Taylor	DAFÜR	DAFÜR
2.	Re-election of the auditor	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>The auditor's long tenure raises independence concerns.</p>
3.	Advisory vote on executive remuneration	DAFÜR	<ul style="list-style-type: none"> ● DAGEGEN <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
4.	Shareholder resolution: Greenhouse Gas Reduction Targets	DAGEGEN	<ul style="list-style-type: none"> ● DAFÜR <p>The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.</p>

No.	Traktanden	Board	Ethos
1	Approve division of the company into two separate listed companies	DAFÜR	DAFÜR
2	Approve the stock option plan for Brookfield Asset Management Ltd.	DAFÜR	● DAGEGEN Potential excessive awards.
3	Approve the non-qualified stock option plan for Brookfield Asset Management Ltd.	DAFÜR	● DAGEGEN Potential excessive awards.
4	Approve the escrowed stock plan for Brookfield Asset Management Ltd.	DAFÜR	● DAGEGEN Potential excessive awards.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Elect Mr. Ammar Aljoundi	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Charles Brindamour	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Nanci E. Caldwell	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Michelle L. Collins	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Luc Desjardins	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Victor G. Dodig	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Kevin J. Kelly	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Christine E Larsen	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Nicholas D. Le Pan	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1.10	Re-elect Ms. Mary Lou Maher	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Jane L. Peverett	DAFÜR	DAFÜR	
1.12	Re-elect Ms. Katharine B. Stevenson	DAFÜR	DAFÜR	
1.13	Re-elect Ms. Martine Turcotte	DAFÜR	DAFÜR	
1.14	Re-elect Mr. Barry L. Zubrow	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Approve share split	DAFÜR	DAFÜR	
5	Approve variable remuneration for UK Material Risk Takers	DAFÜR	DAFÜR	
6	Shareholder resolution: Amend Articles of Incorporation to become a Social Purpose Corporation	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's social responsibility.
7	Shareholder resolution: Advisory Vote on Environmental Policy	DAGEGEN	● DAFÜR	A vote on the environmental policy would improve the company's transparency and accountability on climate change.
8	Shareholder resolution: Approve French as an Official Language	DAGEGEN	DAGEGEN	
9	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Shauneen Bruder	DAFÜR	DAFÜR	
1b.	Elect Ms. Jo-ann dePass Olsovsky	DAFÜR	DAFÜR	
1c.	Elect Mr. David Freeman	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Denise Gray	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. Justin M. Howell	DAFÜR	DAFÜR	
1f.	Elect Ms. Susan C. Jones	DAFÜR	DAFÜR	
1g.	Elect Mr. Robert Knight	DAFÜR	DAFÜR	
1h.	Re-elect Dr. Kevin G. Lynch	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Margaret A. McKenzie	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Robert L. Phillips	DAFÜR	DAFÜR	
1k.	Elect Ms. Tracy Robinson	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4.	Advisory vote on Climate Action Plan	DAFÜR	● DAGEGEN	The company has not set CO2e emission reduction targets consistent with limiting the global temperature increase to 1.5°.

No.	Traktanden	Board	Ethos
1.	Election of the auditor	DAFÜR	DAFÜR
2.	Amend Stock Option Incentive Plan	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
4.	Advisory vote on climate change approach	DAFÜR	● DAGEGEN GHG reduction target is not validated as 1.5 degrees by the SBT initiative.
5.	Elections of directors		
5.1	Re-elect Mr. John Baird	DAFÜR	DAFÜR
5.2	Re-elect Ms. Isabelle Courville	DAFÜR	DAFÜR
5.3	Re-elect Mr. Keith E. Creel	DAFÜR	DAFÜR
5.4	Re-elect Ms. Gillian (Jill) H. Denham	DAFÜR	DAFÜR
5.5	Re-elect Dr. iur. Edward Hamberger	DAFÜR	DAFÜR
5.6	Re-elect Mr. Matthew H. Paull	DAFÜR	DAFÜR
5.7	Re-elect Ms. Jane L. Peverett	DAFÜR	DAFÜR
5.8	Re-elect Ms. Andrea Robertson	DAFÜR	DAFÜR
5.9	Re-elect Mr. Gordon T. Trafton	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Richard D. Fairbank	DAFÜR	● DAGEGEN	Combined chairman and CEO. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1b.	Re-elect Mr. Ime Archibong	DAFÜR	DAFÜR	
1c.	Elect Ms. Christine R. Detrick	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Ann Fritz Hackett	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1e.	Re-elect Mr. Peter Thomas Killalea	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Eli Leenaars	DAFÜR	DAFÜR	
1g.	Re-elect Mr. François Locoh-Donou	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Peter E. Raskind	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Eileen Serra	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Mayo A. Shattuck III	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Bradford H. Warner	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Catherine G. West	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Craig Anthony Williams	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Kelly A. Ayotte	DAFÜR	DAFÜR	
1.2	Re-elect Mr. David L. Calhoun	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.
1.3	Re-elect Mr. Daniel M. Dickinson	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1.4	Re-elect Mr. Gerald Johnson	DAFÜR	DAFÜR	
1.5	Re-elect Mr. David W. MacLennan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.6	Re-elect Ms. Debra L. Reed-Klages	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Edward B. Rust Jr.	DAFÜR	DAFÜR	
1.8	Re-elect Prof. Susan C. Schwab	DAFÜR	DAFÜR	
1.9	Re-elect Mr. D. James Umpleby III	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.10	Re-elect Mr. Rayford Wilkins Jr.	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4.	Shareholder resolution: Report on Climate Policy	DAFÜR	DAFÜR	
5.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
6.	Shareholder resolution: Report on Activities in Conflict-Affected Areas	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Orlando Ayala	DAFÜR	DAFÜR	
1b.	Elect Mr. Kenneth A. Burdick	DAFÜR	DAFÜR	
1c.	Re-elect Mr. James H. Dallas	DAFÜR	DAFÜR	
1d.	Elect Ms. Sarah M. London	DAFÜR	DAFÜR	
1e.	Elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4	Declassify the Board of Directors	DAFÜR	DAFÜR	
5	Provide Right to Call Special Meeting	DAFÜR	DAFÜR	
6	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Amend articles of association: Declassify the board of directors	DAFÜR	DAFÜR	
2	Amend articles of association: Allow shareholders to call an EGM	DAFÜR	DAFÜR	
3	Amend articles of association: Act by written consent	DAFÜR	● DAGEGEN	The right to call a special meeting better protects the interests of the shareholders.
4	To approve the adjournment proposal	DAFÜR	● DAGEGEN	When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. John K. Adams Jr.	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Stephen A. Ellis	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Brian M. Levitt	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Arun Sarin	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Charles R. Schwab	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1f.	Re-elect Ms. Paula A. Sneed	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Declassify the Board of Directors	DAFÜR	DAFÜR	
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
5.	To approve the 2022 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. The non-executive directors receive options.
6.	Approve and Amend the Bylaws to provide Proxy access	DAFÜR	● DAGEGEN	The restriction on the number of investors that may nominate board members diminishes shareholders' power to shape the board make up.
7.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.
8.	Shareholder resolution: Disclose Lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Albert S. Baldocchi	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.2	Re-elect Mr. Matthew A. Carey	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Greg L. Engles	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Patricia D. Fili-Krushel	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Mauricio Gutierrez	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Robin Hickenlooper	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Scott Maw	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Brian Niccol	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1.9	Re-elect Ms. Mary Winston	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	To approve the adoption of the 2022 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. The non-executive directors receive options.
5.	To approve the Employee Stock Purchase Plan	DAFÜR	● DAGEGEN	Excessive number of shares that may be purchased under the employee share plan.
6.	Shareholder resolution: Racial Equity Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity.
7.	Shareholder resolution: Publish Quantitative Workforce data	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1	Genehmigung des Jahresberichts, der Jahresrechnung und der Konzernrechnung	DAFÜR	DAFÜR	
2.1	Verwendung des Bilanzgewinns	DAFÜR	DAFÜR	
2.2	Ausschüttung einer Dividende aus der Reserve aus Kapitaleinlagen	DAFÜR	DAFÜR	
3	Entlastung der Mitglieder des Verwaltungsrats	DAFÜR	DAFÜR	
4.1	Wiederwahl von PricewaterhouseCoopers als Revisionsstelle	DAFÜR	● DAGEGEN	Die Mandatsdauer der externen Revisionsstelle beträgt 37 Jahre, was Ethos' Limite übersteigt.
4.2	Wiederwahl von PricewaterhouseCoopers LLP (US) für die Aktien-Berichterstattung gemäss Amerikanische Aktiengesetz	DAFÜR	● DAGEGEN	Die Mandatsdauer der externen Revisionsstelle beträgt 37 Jahre, was Ethos' Limite übersteigt.
4.3	Wiederwahl von BDO als Spezialrevisionsstelle	DAFÜR	DAFÜR	
5	Wahlen in den Verwaltungsrat			
5.1	Wiederwahl von Herrn Evan G. Greenberg	DAFÜR	● DAGEGEN	Er ist gleichzeitig dauerhaftes Mitglied der Geschäftsleitung (CEO).
5.2	Wiederwahl von Herrn Michael P. Connors	DAFÜR	DAFÜR	
5.3	Wiederwahl von Herrn Michael G. Atieh	DAFÜR	● DAGEGEN	Er ist seit 31 Jahren Mitglied des Verwaltungsrats, was Ethos' Limite übersteigt.
5.4	Neuwahl von Frau Kathy Bonanno	DAFÜR	DAFÜR	
5.5	Wiederwahl von Frau Sheila P. Burke	DAFÜR	DAFÜR	
5.6	Wiederwahl von Frau Mary A. Cirillo	DAFÜR	DAFÜR	
5.7	Wiederwahl von Herrn Robert J. Hugin	DAFÜR	DAFÜR	
5.8	Wiederwahl von Herrn Robert Scully	DAFÜR	DAFÜR	
5.9	Wiederwahl von Herrn Theodore E. Shasta	DAFÜR	DAFÜR	
5.10	Wiederwahl von Herrn David Sidwell	DAFÜR	DAFÜR	
5.11	Wiederwahl von Herrn Olivier Steimer	DAFÜR	DAFÜR	
5.12	Wiederwahl von Herrn Dr. Luis Téllez	DAFÜR	DAFÜR	
5.13	Wiederwahl von Frau Frances F. Townsend	DAFÜR	● DAGEGEN	Sie übt zu viele Verwaltungsratsmandate aus.
6	Wiederwahl von Herrn Evan G. Greenberg als Verwaltungsratspräsident	DAFÜR	● DAGEGEN	Herr Greenberg wurde von Ethos nicht in den Verwaltungsrat gewählt. Deshalb kann Ethos Herr Greenberg auch nicht als Verwaltungsratspräsidenten bestätigen.
7	Wahlen in den Vergütungsausschuss			

No.	Traktanden	Board	Ethos	
7.1	Wiederwahl von Herrn Michael P. Connors als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	
7.2	Wiederwahl von Frau Mary A. Cirillo als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	
7.3	Wiederwahl von Frau Frances F. Townsend als Mitglied des Vergütungsausschusses	DAFÜR	● DAGEGEN	Frau Townsend wurde von Ethos nicht in den Verwaltungsrat gewählt. Deshalb kann Ethos Frau Townsend auch nicht als Mitglied des Ausschusses bestätigen.
8	Wiederwahl von Homburger AG als unabhängigen Stimmrechtsvertreter	DAFÜR	DAFÜR	
9	Erneuerung des genehmigten Kapitals	DAFÜR	● DAGEGEN	Die Ermächtigung zur Kapitalerhöhung für allgemeine Finanzierungszwecke mit Bezugsrecht übersteigt 33 Prozent des bereits ausgegebenen Kapitals.
10	Kapitalherabsetzung durch Vernichtung von zurückgekauften Aktien	DAFÜR	DAFÜR	
11.1	Verbindliche prospektive Abstimmung über die gesamte Vergütung des Verwaltungsrats	DAFÜR	DAFÜR	
11.2	Verbindliche prospektive Abstimmung über die gesamte Vergütung der Geschäftsleitung	DAFÜR	● DAGEGEN	Die gelieferten Informationen sind ungenügend. Der Maximalbetrag, welcher letztlich ausbezahlt werden könnte, ist erheblich höher als der an der Generalversammlung beantragte Betrag. Die Struktur der Vergütung genügt den Richtlinien von Ethos nicht.
12	Konsultativabstimmung über die Vergütung der Geschäftsleitung	DAFÜR	● DAGEGEN	Der Vergütungsbericht genügt den Richtlinien von Ethos nicht.
13	Aktionärsantrag: Verabschiedung einer Richtlinie, um sicherzustellen, dass das Underwriting keine neuen Vorräte an fossilen Brennstoffen unterstützt	DAGEGEN	● DAFÜR	Der Aktionärsantrag steht im Einklang mit den Zielen des Pariser Abkommens.
14	Aktionärsantrag: Bericht zu den Treibhausgasemissionen	DAGEGEN	● DAFÜR	Der Aktionärsantrag steht im Einklang mit den Zielen des Pariser Abkommens

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. David M. Cordani	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. William J. DeLaney	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Eric J. Foss	DAFÜR	DAFÜR	
1d.	Re-elect Dr. Elder Granger	DAFÜR	DAFÜR	
1e.	Elect Ms. Neesha Hathi	DAFÜR	DAFÜR	
1f.	Re-elect Mr. George Kurian	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Kathleen M. Mazarella	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Dr. Mark B. McClellan	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Kimberly A. Ross	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Eric C. Wiseman	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1k.	Re-elect Ms. Donna F. Zarcone	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Gender pay gap report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.
6.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Michele Burns	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Michael D. Capellas	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice.
1.d	Re-elect Mr. Mark S. Garrett	DAFÜR	DAFÜR	
1.e	Re-elect Mr. John D. Harris II	DAFÜR	DAFÜR	
1.f	Re-elect Dr. Kristina M. Johnson	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Roderick C. McGearry	DAFÜR	DAFÜR	
1.h	Elect Ms. Sarah Rae Murphy	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Charles H. Robbins	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.j	Re-elect Mr. Brenton L. Saunders	DAFÜR	DAFÜR	
1.k	Re-elect Dr. Lisa T. Su	DAFÜR	DAFÜR	
1.l	Re-elect Ms. Marianna Tessel	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Tax transparency	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Ellen Costello	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Grace E. Dailey	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Barbara J. Desoer	DAFÜR	DAFÜR	
1d.	Re-elect Mr. John C. Dugan	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Jane N. Fraser	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Duncan P. Hennes	DAFÜR	DAFÜR	
1g.	Re-elect Dr. oec. Peter B. Henry	DAFÜR	DAFÜR	
1h.	Re-elect Ms. S. Leslie Ireland	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Renée J. James	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1j.	Re-elect Mr. Gary M. Reiner	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Diana L. Taylor	DAFÜR	DAFÜR	
1l.	Re-elect Mr. James S. Turley	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	To approve additional shares for the Citigroup 2019 Stock Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5	Shareholder resolution: Adopt Management Pay Clawback Authorization Policy	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
7	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
8	Shareholder resolution: Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
9	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Terrence A. Duffy	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. Timothy S. Bitsberger	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Charles P. Carey	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Dennis H. Chookaszian	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1e.	Re-elect Mr. Bryan T. Durkin	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Ana Dutra	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Martin J. Gepsman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Mr. Larry G. Gerdes	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Daniel R. Glickman	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1j.	Re-elect Mr. Daniel G. Kaye	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Phyllis M. Lockett	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1l.	Re-elect Prof. Deborah J. Lucas	DAFÜR	DAFÜR	
1m.	Re-elect Ms. Terry L. Savage	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. Non independent chairman of the remuneration committee that is not sufficiently independent.
1n.	Re-elect Ms. Rahael Seifu	DAFÜR	DAFÜR	
1o.	Re-elect Mr. William R. Shepard	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1p.	Re-elect Mr. Howard J. Siegel	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1q.	Re-elect Mr. Dennis A. Suskind	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. Non-independent chairman of the risk committee. The independence of this committee is insufficient.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos
4.	To approve the amended omnibus stock plan	DAFÜR	<ul style="list-style-type: none"> ● DAGEGEN The potential variable remuneration exceeds our guidelines.
5.	To approve the amended director stock plan	DAFÜR	DAFÜR
6.	To approve the amended employee stock purchase plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
01	Elect Mr. Herb A. Allen	DAFÜR	DAFÜR	
02	Re-elect Mr. Marc Bolland	DAFÜR	DAFÜR	
03	Re-elect Ms. Ana Patricia Botín-Sanz de Sautuola y O'Shea	DAFÜR	DAFÜR	
04	Re-elect Mr. Christopher C. Davis	DAFÜR	DAFÜR	
05	Re-elect Mr. Barry Diller	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
06	Re-elect Dr. Helene D. Gayle	DAFÜR	DAFÜR	
07	Re-elect Ms. Alexis M. Herman	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
08	Re-elect Ms. Maria Elena Lagomasino	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
09	Re-elect Mr. James Quincey	DAFÜR	● DAGEGEN	Combined chairman and CEO.
10	Re-elect Ms. Caroline J. Tsay	DAFÜR	DAFÜR	
11	Re-elect Mr. David B. Weinberg	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: External Public Health Impact Disclosure	DAGEGEN	● DAFÜR	Enhanced disclosure on health and social issues.
5	Shareholder resolution: Global Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying and political donations.
6	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Zein Abdalla	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Vinita Bali	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Maureen Breakiron-Evans	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Archana Deskus	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. John M. Dineen	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Brian Humphries	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Leo S. Mackay Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Mr. Michael Patsalos-Fox	DAFÜR	DAFÜR	
1i.	Elect Mr. Stephen Rohleder	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Joseph M. Velli	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. John P. Bilbrey	DAFÜR	DAFÜR	
1b.	Re-elect Mr. John T. Cahill	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Lisa M. Edwards	DAFÜR	DAFÜR	
1d.	Re-elect Dr. C. Martin Harris	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Kimberly A. Nelson	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Lorrie M. Norrington	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Michael B. Polk	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Stephen I. Sadove	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1j.	Re-elect Mr. Noel R. Wallace	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder Resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
5.	Shareholder Resolution: Request for Charitable Donation Disclosure	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Kenneth J. Bacon	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1.2	Re-elect Ms. Madeline S. Bell	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Edward D. Breen	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.4	Re-elect Mr. Gerald L. Hassell	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Jeffrey A. Honickman	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Maritza G. Montiel	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Asuka Nakahara	DAFÜR	DAFÜR	
1.8	Re-elect Mr. David C. Novak	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Brian L. Roberts	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder Resolution: Charitable Contributions	DAGEGEN	DAGEGEN	
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
6.	Shareholder resolution: Report on Risks of omitting Viewpoint and Ideology from EEO Policy	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Report on Effectiveness of Sexual Harassment Policies	DAGEGEN	● DAFÜR	The proposed review would help the company to improve its existing policies and procedures to avoid future cases of sexual harassment.
8.	Shareholder resolution: Report on Retirement Plan Options	DAGEGEN	● DAFÜR	We support corporate climate-aligned retirement plans.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Susan L. Decker	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Kenneth D. Denman	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Richard A. Galanti	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1.d	Re-elect Mr. Hamilton E. James	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.e	Re-elect Mr. W. Craig Jelinek	DAFÜR	DAFÜR	
1.f	Re-elect Ms. Sally Jewell	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Charles T. Munger	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.h	Re-elect Mr. Jeffrey S. Raikes	DAFÜR	DAFÜR	
1.i	Re-elect Mr. John W. Stanton	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Mary Agnes Wilderotter	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Charitable giving reporting	DAGEGEN	● DAFÜR	Enhanced disclosure on charity expenditures.
5	Shareholder resolution: Greenhouse gas reduction targets	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Accord.
6	Shareholder resolution: Report on racial justice and food equity	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. P. Robert Bartolo	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Jay A. Brown	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Cindy Christy	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Ari Q. Fitzgerald	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Tammy K. Jones	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Anthony J. Melone	DAFÜR	DAFÜR	
1h.	Re-elect Mr. W. Benjamin Moreland	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Kevin A. Stephens	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Matthew Thornton III	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	To approve the adoption of the 2022 Long-term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
4.	Approve renewal of authorised capital	DAFÜR	● DAGEGEN	The increase in the authorised capital is excessive.
5.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Donna M. Alvarado	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Thomas P. Bostick	DAFÜR	DAFÜR	
1c.	Re-elect Mr. James M. Foote	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Steven T. Halverson	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Paul C. Hilal	DAFÜR	DAFÜR	
1f.	Re-elect Mr. David M. Moffett	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Linda H. Riefler	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR	
1i.	Re-elect Mr. James L. Wainscott	DAFÜR	DAFÜR	
1j.	Re-elect Mr. J. Steven Whisler	DAFÜR	DAFÜR	
1k.	Re-elect Mr. John J. Zillmer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Fernando Aguirre	DAFÜR	DAFÜR	
1b.	Re-elect Mr. C. David Brown II	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Alecia A. DeCoudreaux	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Anne M. Finucane	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Edward J. Ludwig	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Karen S. Lynch	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Jean-Pierre Millon	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Mary L. Schapiro	DAFÜR	DAFÜR	
1k.	Re-elect Mr. William C. Weldon	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Workplace Non-Discrimination Audit	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Adopt a Policy on Paid Sick Leave for All Employees	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
8.	Shareholder resolution: Report on Public Health Costs of the Company's Food Business to Diversified Portfolios	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Rainer M. Blair	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Linda Filler	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice.
1c.	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Walter G. Lohr Jr.	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Dr. Jessica L. Mega	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Mitchell P. Rales	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Steven M. Rales	DAFÜR	DAFÜR	
1h.	Re-elect Dr. Pardis C. Sabeti	DAFÜR	DAFÜR	
1i.	Elect Mr. A. Shane Sanders	DAFÜR	DAFÜR	
1j.	Re-elect Mr. John T. Schwieters	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1k.	Re-elect Mr. Alan G. Spoon	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1l.	Re-elect Prof. Dr. Raymond C. Stevens	DAFÜR	DAFÜR	
1m.	Re-elect Dr. med. Elias A. Zerhouni	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Elect Ms. Leanne G. Caret	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Tamra A. Erwin	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Alan C. Heuberger	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Charles O. Holliday, Jr	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.5	Re-elect Mr. Michael O. Johanns	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Clayton M. Jones	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the nomination committee is unsatisfactory.
1.7	Re-elect Mr. John C. May	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.8	Re-elect Mr. Gregory R. Page	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.
1.9	Re-elect Ms. Sherry M. Smith	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Sheila G. Talton	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	To approve the adoption of the non employee director stock plan	DAFÜR	DAFÜR	
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Warren F. Bryant	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.b	Re-elect Mr. Michael M. Calbert	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Patricia D. Fili-Krushel	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Timothy I. McGuire	DAFÜR	DAFÜR	
1.e	Re-elect Mr. William C. Rhodes III	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1.f	Re-elect Ms. Debra A. Sandler	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Ralph E. Santana	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Todd J. Vasos	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
4	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.

No.	Traktanden	Board	Ethos	
1	Elections to the Board of Directors			
1a.	Re-elect Mr. Craig Arnold	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. Christopher M. Connor	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1c.	Re-elect Mr. Olivier Leonetti	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Deborah L. McCoy	DAFÜR	● DAGEGEN	Non-independent member of the audit committee, the composition of the audit committee is unsatisfactory.
1e.	Re-elect Mr. Silvio Napoli	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Gregory R. Page	DAFÜR	● DAGEGEN	Non-independent member of the remuneration committee, the composition of the remuneration committee is unsatisfactory.
1g.	Re-elect Ms. Sandra Pianalto	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Robert V. Pragada	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Lori J. Ryerkerk	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Gerald B. Smith	DAFÜR	● DAGEGEN	Non-independent member of the audit committee, the composition of the audit committee is unsatisfactory.
1k.	Re-elect Ms. Dorothy C. Thompson	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Darryl L. Wilson	DAFÜR	DAFÜR	
2	Re-appoint Ernst & Young as auditor and the auditor's remuneration	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Directors' authority to allot shares	DAFÜR	DAFÜR	
5	Granting the Board Authority to Opt-Out of Pre-emption Rights	DAFÜR	DAFÜR	
6	Authorisation of the Company and Any Subsidiary of the Company to Make Overseas Market Purchases of Company Shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
7a.	Capitalisation and related capital reduction to create distributable reserves	DAFÜR	DAFÜR	
7b.	Capital reduction in line with the previously approved capitalisation	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Shari L. Ballard	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Barbara J. Beck	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1c.	Re-elect Mr. Christophe Beck	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1d.	Re-elect Mr. Jeffrey M. Ettinger	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Arthur J. Higgins	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Michael Larson	DAFÜR	DAFÜR	
1g.	Re-elect Mr. David W. MacLennan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Ms. Tracy B. McKibben	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Lionel L. Nowell III	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Victoria J. Reich	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR	
1l.	Re-elect Mr. John J. Zillmer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Kieran T. Gallahue	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Leslie S. Heisz	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Paul A. LaViolette	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Steven R. Loranger	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Martha H. Marsh	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Michael A. Mussallem	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.7	Re-elect Ms. Ramona Sequeira	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Nicholas J. Valeriani	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Ralph Alvarez	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1b.	Re-elect Ms. Kimberly H. Johnson	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Juan R. Luciano	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Declassify the Board Structure	DAFÜR	DAFÜR	
5.	Eliminate Supermajority Voting Provisions	DAFÜR	DAFÜR	
6.	Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws	DAFÜR	DAFÜR	
7.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
8.	Shareholder resolution: Disclose Lobbying Contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
9.	Shareholder resolution: Disclose Lobbying Activities and Alignment with Public Policy Statements	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
10.	Shareholder resolution: Report on risks Related to Anticompetitive Pricing Strategies	DAGEGEN	● DAFÜR	Enhanced disclosure on risks related to anticompetitive practices.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Joshua B. Bolten	DAFÜR	DAFÜR	
1.2	Re-elect Mr. William H. Easter	DAFÜR	DAFÜR	
1.3	Elect Mr. Surendralal L. Karsanbhai	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Lori M. Lee	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Elect Mr. Mayank (Mike) M. Ashar	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Gaurdie E. Banister	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Pamela L. Carter	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Susan M. Cunningham	DAFÜR	● ZURÜCK-BEHALTEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1.5	Re-elect Mr. Gregory L. Ebel	DAFÜR	DAFÜR	
1.6	Elect Mr. Jason B. Few	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.7	Re-elect Ms. Teresa S. Madden	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Al Monaco	DAFÜR	DAFÜR	
1.9	Re-elect Dr. Stephen S. Poloz	DAFÜR	DAFÜR	
1.10	Elect Ms. Jane S. Rowe	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Dan C. Tutcher	DAFÜR	DAFÜR	
1.12	Elect Mr. Steven W. Williams	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Shareholder resolution: Strengthen the Company's Net Zero Commitment with a Science-Based Net Zero Target	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Re-elect Ms. Nanci E. Caldwell	DAFÜR	DAFÜR
1.2	Re-elect Ms. Adaire Fox-Martin	DAFÜR	DAFÜR
1.3	Elect Mr. Ron Guerrier	DAFÜR	DAFÜR
1.4	Re-elect Mr. Gary Hromadko	DAFÜR	DAFÜR
1.5	Re-elect Mr. Irving F. Lyons III	DAFÜR	DAFÜR
1.6	Re-elect Mr. Charles Meyers	DAFÜR	DAFÜR
1.7	Re-elect Prof. Christopher Paisley	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non-independent chairman of the audit committee. The independence of this committee is insufficient.</p> <p>Non independent lead director, which is not best practice.</p>
1.8	Re-elect Ms. Sandra Rivera	DAFÜR	DAFÜR
1.9	Re-elect Mr. Peter Van Camp	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
2.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
3.	Re-election of the auditor	DAFÜR	<p>● DAGEGEN</p> <p>The auditor's long tenure raises independence concerns.</p>
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	<p>● DAFÜR</p> <p>The proposed threshold would enhance the right of shareholders to call a special meeting.</p>

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Re-elect Mr. Ronald S. Lauder	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Executive director. The board is not sufficiently independent and the number of executives on the board exceeds market practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1.b	Re-elect Mr. William P. Lauder	DAFÜR	DAFÜR
1.c	Re-elect Mr. Richard D. Parsons	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non independent director (representative of an important shareholder). The board is not sufficiently independent.</p> <p>The director will reach 75 during his next term, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.d	Re-elect Ms. Lynn Forester de Rothschild	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.e	Re-elect Ms. Jennifer Tejada	DAFÜR	DAFÜR
1.f	Re-elect Mr. Richard F. Zannino	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p>
2	Re-election of the auditor	DAFÜR	DAFÜR
3	Advisory vote on executive remuneration	DAFÜR	<ul style="list-style-type: none"> ● DAGEGEN <p>Excessive total remuneration.</p> <p>Excessive variable remuneration.</p>

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Anthony K. Anderson	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.
1b.	Re-elect Ms. Ann C. Berzin	DAFÜR	DAFÜR	
1c.	Elect Mr. W. Paul Bowers	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Marjorie Rodgers Cheshire	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Christopher M. Crane	DAFÜR	DAFÜR	
1f.	Elect Mr. Carlos M. Gutierrez	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Linda P. Jojo	DAFÜR	DAFÜR	
1h.	Re-elect Dr. oec. Paul L. Joskow	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines.
1i.	Re-elect Mr. John F. Young	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Child Labour Audit	ZURÜCK-GEZOGEN	● DAFÜR	ITEM 4 was not submitted to shareholder vote. Ethos initially recommended to vote FOR for the following reason: Enhanced disclosure on human rights.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Marvin R. Ellison	DAFÜR	DAFÜR	
1.b	Elect Mr. Stephen E. Gorman	DAFÜR	● DAGEGEN	Non independent director (representative of a shareholder). The board is not sufficiently independent.
1.c	Re-elect Ms. Susan Patricia Griffith	DAFÜR	DAFÜR	
1.d	Re-elect Ms. Kimberly A. Jabal	DAFÜR	DAFÜR	
1.e	Elect Ms. Amy B. Lane	DAFÜR	● DAGEGEN	Non independent director (representative of a shareholder). The board is not sufficiently independent.
1.f	Re-elect Mr. R. Brad Martin	DAFÜR	DAFÜR	
1.g	Elect Ms. Vice Admiral Nancy A. Norton	DAFÜR	DAFÜR	
1.h	Elect Mr. Frederick P. Perpall	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Joshua C. Ramo	DAFÜR	DAFÜR	
1.j	Re-elect Prof. Susan C. Schwab	DAFÜR	DAFÜR	
1.k	Re-elect Mr. Frederick W. Smith	DAFÜR	DAFÜR	
1.l	Re-elect Mr. David P. Steiner	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice.
1.m	Re-elect Mr. Rajesh Subramaniam	DAFÜR	● DAGEGEN	Executive director (CEO) and the board is not sufficiently independent.
1.n	Elect Mr. V. James Vena	DAFÜR	● DAGEGEN	Non independent director (representative of a shareholder). The board is not sufficiently independent.
1.o	Re-elect Mr. Paul S. Walsh	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 20 years, which exceeds guidelines.
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	The variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	To approve the amendment of the Omnibus Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Alignment between company values and electioneering contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations and lobbying expenses.
7	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
8	Shareholder resolution: Inclusion in the workplace	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues to tackle racial injustice.

No.	Traktanden	Board	Ethos	
9	Shareholder resolution: Climate Lobbying Report	ZURÜCK-GEZOGEN	<ul style="list-style-type: none"> ● DAFÜR 	<p>ITEM 9 was not submitted to shareholder vote, since the proponents had withdrawn the proposal following a productive dialogue with the company. Ethos initially recommended to vote FOR for the following reason:</p> <p>The proposal would enhance disclosure on climate change and how the company plans to address the issue.</p>

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Ellen R. Alemany	DAFÜR	DAFÜR	
1b.	Elect Mr. Vijay D'Silva	DAFÜR	DAFÜR	
1c.	Re-elect Dr. oec. Jeffrey A. Goldstein	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Lisa A. Hook	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Keith W. Hughes	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1f.	Elect Mr. Kenneth T. Lamneck	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Gary L. Lauer	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Gary A. Norcross	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1i.	Re-elect Ms. Louise M. Parent	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Brian T. Shea	DAFÜR	DAFÜR	
1k.	Re-elect Mr. James B. Stallings Jr.	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Jeffrey E. Stiefler	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	To approve the adoption of the 2022 Omnibus Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
4.	To approve the Employee Stock Purchase Plan	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant.
5.	Re-election of the auditor	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Kimberly A. Casiano	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Alexandra Ford English	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board.
1c.	Re-elect Mr. James D. Farley Jr.	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Henry Ford III	DAFÜR	DAFÜR	
1e.	Re-elect Mr. William Clay Ford Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. Representative of an important shareholder who is sufficiently represented on the board.
1f.	Re-elect Mr. William W. Helman IV	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Jon M. Huntsman Jr.	DAFÜR	DAFÜR	
1h.	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	
1i.	Elect Mr. John C. May	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	
1l.	Re-elect Mr. John Lawson Thornton	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1m.	Re-elect Mr. John B. Veihmeyer	DAFÜR	DAFÜR	
1n.	Re-elect Mr. John S. Weinberg	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Approval of the Tax Benefit Preservation Plan	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders.
5.	Shareholder resolution: Give Each Share An Equal Vote	DAGEGEN	● DAFÜR	The proposal to give each share an equal vote is in line with the principle of fair and equal treatment of all shareholders.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Re-elect Mr. Ken Xie	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.2	Re-elect Mr. Michael Xie	DAFÜR	DAFÜR
1.3	Re-elect Mr. Kenneth A. Goldman	DAFÜR	DAFÜR
1.4	Re-elect Mr. Ming Hsieh	DAFÜR	DAFÜR
1.5	Re-elect Dr. Jean Hu	DAFÜR	DAFÜR
1.6	Re-elect Mr. William H. Neukom	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1.7	Re-elect Ms. Judith Sim	DAFÜR	DAFÜR
1.8	Elect Dr. James Stavridis	DAFÜR	DAFÜR
2.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Approve share split	DAFÜR	DAFÜR
5.	Shareholder resolution: Introduce simple majority voting	KEINE EMPFEHLUNG	● DAGEGEN In limited circumstances a qualified majority better protects the interests of the company's shareholders.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. David P. Abney	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Richard C. Adkerson	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.3	Elect Ms. Marcela E. Donadio	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Robert W. Dudley	DAFÜR	DAFÜR	
1.5	Elect Mr. Hugh Grant	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Lydia H. Kennard	DAFÜR	DAFÜR	
1.7	Elect Mr. Ryan M. Lance	DAFÜR	DAFÜR	
1.8	Elect Ms. Sara Grootwassink Lewis	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Dustan E. McCoy	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.10	Re-elect Mr. John J. Stephens	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Frances Fragos Townsend	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. James S. Crown	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1b.	Re-elect Mr. Rudy F. deLeon	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Cecil D. Haney	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Mark M. Malcolm	DAFÜR	DAFÜR	
1e.	Re-elect Mr. James N. Mattis	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Phebe N. Novakovic	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1g.	Re-elect Mr. C. Howard Nye	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Catherine B. Reynolds	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Laura J. Schumacher	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Concerns over the director's time commitments.
1j.	Re-elect Mr. Robert K. Steel	DAFÜR	DAFÜR	
1k.	Re-elect Mr. John G. Stratton	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1l.	Re-elect Mr. Sir Peter A. Wall	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
5.	Shareholder resolution: Human Rights Report	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Elect Mr. Stephen F. Angel	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Sébastien Bazin	DAFÜR	DAFÜR	
1c.	Re-elect Dr. Ashton Carter	DAFÜR	DAFÜR	
1d.	Re-elect Mr. H. Lawrence Culp Jr.	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1e.	Re-elect Mr. Francisco D'Souza	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Edward P. Garden	DAFÜR	DAFÜR	
1g.	Elect Ms. Isabella Goren	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Thomas W. Horton	DAFÜR	DAFÜR	
1i.	Re-elect Prof. Risa Lavizzo-Mourey	DAFÜR	● DAGEGEN	Chairman of the governance committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1j.	Re-elect Ms. Catherine Lesjak	DAFÜR	DAFÜR	
1k.	Elect Mr. Tomislav Mihaljevic	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Paula Rosput Reynolds	DAFÜR	DAFÜR	
1m.	Re-elect Ms. Leslie F. Seidman	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Election of the auditor	DAFÜR	DAFÜR	
4.	Approve the 2022 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5.	Shareholder resolution: Cessation of Stock Option and Bonus Programs	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Ratification of Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
7.	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Mary T. Barra	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Elect Mr. Aneel Bhusri	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Joseph Jimenez	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Judith A. Miscik	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Patricia F. Russo	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1h.	Re-elect Mr. Thomas M. Schoewe	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Carol M. Stephenson	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Mark A. Tatum	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Devin N. Wenig	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Margaret C. Whitman	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Use of Child Labour in Connection with Electric Vehicles	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Jacqueline K. Barton	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Jefferey A. Bluestone	DAFÜR	DAFÜR	
1c.	Re-elect Dr. med. Sandra J. Horning	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Kelly A. Kramer	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Kevin E. Lofton	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Harish Manwani	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1g.	Re-elect Mr. Daniel O'Day	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1h.	Re-elect Mr. Javier J. Rodriguez	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Anthony Welters	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	To approve the 2022 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees.
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
8.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
9.	Shareholder resolution: Report on Board Oversight of Risks Related to Anticompetitive Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on risks related to anticompetitive practices.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Michele Burns	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Drew Gilpin Faust	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines.
1c.	Re-elect Mr. Mark Flaherty	DAFÜR	DAFÜR	
1d.	Elect Ms. Kimberley Harris	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Ellen J. Kullman	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1f.	Re-elect Mr. Lakshmi N. Mittal	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1g.	Re-elect Mr. Adebayo O. Ogunlesi	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. Concerns over the director's time commitments.
1h.	Re-elect Mr. Peter Oppenheimer	DAFÜR	DAFÜR	
1i.	Re-elect Mr. David M. Solomon	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1j.	Re-elect Dr. Jan Tighe	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Jessica Uhl	DAFÜR	DAFÜR	
1l.	Re-elect Mr. David A. Viniar	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Mark O. Winkelman	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Charitable giving reporting	DAGEGEN	DAGEGEN	
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Adopt a policy to ensure lending and underwriting do not contribute to new fossil fuel development	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
a	Re-elect Mr. Thomas F. Frist III	DAFÜR	DAFÜR	
b	Re-elect Mr. Samuel N. Hazen	DAFÜR	DAFÜR	
d	Re-elect Ms. Meg G. Crofton	DAFÜR	DAFÜR	
c	Re-elect Mr. Robert J. Dennis	DAFÜR	DAFÜR	
e	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR	
f	Re-elect Mr. William R. Frist	DAFÜR	DAFÜR	
g	Re-elect Mr. Charles O. Holliday, Jr	DAFÜR	DAFÜR	
h	Elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
i	Re-elect Mr. Michael W. Michelson	DAFÜR	DAFÜR	
j	Re-elect Dr. med. Wayne J. Riley	DAFÜR	DAFÜR	
k	Elect Ms. Andrea B. Smith	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
5	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Gerard J. Arpey	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Ari Bousbib	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Jeffery H. Boyd	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Gregory D. Brenneman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Mr. J. Frank Brown	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Albert P. Carey	DAFÜR	DAFÜR	
1g.	Elect Mr. Edward P. Decker	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Manuel Kadre	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1k.	Re-elect Ms. Stephanie C. Linnartz	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Craig A. Menear	DAFÜR	DAFÜR	
1m.	Elect Ms. Paula Santilli	DAFÜR	DAFÜR	
1n.	Elect Ms. Caryn Seidman-Becker	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration and only 50% of the LTI award depends on forward looking performance objectives tested over a 3-year period.
4.	To approve the adoption of the Omnibus Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
8.	Shareholder resolution: Report on Steps to Improve Gender and Racial Equity on the Board	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
9.	Shareholder resolution: Report on Efforts to Eliminate Deforestation in Supply Chain	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues.
10.	Shareholder resolution: Racial Equity Audit Report	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
A.	Re-elect Mr. Darius Adamczyk	DAFÜR	● DAGEGEN	Combined chairman and CEO.
B.	Re-elect Mr. Duncan B. Angove	DAFÜR	DAFÜR	
C.	Re-elect Mr. William S. Ayer	DAFÜR	DAFÜR	
D.	Re-elect Mr. Kevin Burke	DAFÜR	DAFÜR	
E.	Re-elect Mr. D. Scott Davis	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
F.	Re-elect Ms. Deborah Flint	DAFÜR	DAFÜR	
G.	Elect Ms. Rose Lee	DAFÜR	DAFÜR	
H.	Re-elect Ms. Grace D. Lieblein	DAFÜR	DAFÜR	
I.	Re-elect Mr. George Paz	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
J.	Re-elect Ms. Robin L. Washington	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Climate Lobbying Report	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
6.	Shareholder resolution: Environmental and Social Due Diligence	DAGEGEN	● DAFÜR	The proposal aims at preventing environmental risks.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
a	Re-elect Dr. med. Raquel C. Bono	DAFÜR	DAFÜR	
b	Re-elect Mr. Bruce D. Broussard	DAFÜR	DAFÜR	
c	Re-elect Mr. Frank A. D'Amelio	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
d	Elect Dr. med. David T. Feinberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. Non independent director (business connections with the company). The board is not sufficiently independent.
e	Re-elect Dr. med. Wayne A.I. Frederick	DAFÜR	DAFÜR	
f	Re-elect Mr. John W. Garratt	DAFÜR	DAFÜR	
g	Re-elect Mr. Kurt J. Hilzinger	DAFÜR	DAFÜR	
h	Re-elect Mr. David A. Jones, Jr	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
i	Re-elect Ms. Karen W. Katz	DAFÜR	DAFÜR	
j	Re-elect Ms. Marcy S. Klevorn	DAFÜR	DAFÜR	
k	Re-elect Mr. William J. McDonald	DAFÜR	DAFÜR	
l	Re-elect Mr. Jorge S. Mesquita	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
m	Re-elect Mr. James J. O'Brien	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
2	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas Buberl	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1b.	Re-elect Mr. David N. Farr	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Alex Gorsky	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Re-elect Prof. Michelle J. Howard	DAFÜR	DAFÜR	
1e.	Re-elect Dr. Arvind Krishna	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f.	Re-elect Mr. Andrew N. Liveris	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The representation of women on the board is insufficient. Concerns over the director's time commitments.
1g.	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Martha E. Pollack	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Joseph R. Swedish	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Peter R. Voser	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Frederick H. Waddell	DAFÜR	DAFÜR	
1l.	Elect Mr. Alfred W. Zollar	DAFÜR	DAFÜR	
2.	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold (10%) would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Report on Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Jonathan W. Ayers	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1b.	Re-elect Dr. oec. Stuart M. Essig	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Jonathan J. Mazelsky	DAFÜR	DAFÜR	
1d.	Re-elect Ms. M. Anne Szostak	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Daniel J. Brutto	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Susan Crown	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Mr. Darrell L. Ford	DAFÜR	DAFÜR	
1d.	Re-elect Mr. James W. Griffith	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Jay L. Henderson	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Richard H. Lenny	DAFÜR	DAFÜR	
1g.	Re-elect Mr. E. Scott Santi	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1h.	Re-elect Mr. David B. Smith Jr.	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Pamela B. Strobel	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Anré D. Williams	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1A.	Re-elect Dr. Frances Arnold	DAFÜR	DAFÜR	
1B.	Re-elect Mr. Francis A. deSouza	DAFÜR	DAFÜR	
1C.	Re-elect Ms. Caroline D. Dorsa	DAFÜR	DAFÜR	
1D.	Re-elect Dr. Robert S. Epstein	DAFÜR	DAFÜR	
1E.	Re-elect Dr. Scott Gottlieb	DAFÜR	DAFÜR	
1F.	Re-elect Dr. Gary S. Guthart	DAFÜR	DAFÜR	
1G.	Re-elect Mr. Philip W. Schiller	DAFÜR	DAFÜR	
1H.	Re-elect Ms. Susan E. Siegel	DAFÜR	DAFÜR	
1I.	Re-elect Mr. John W. Thompson	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5.	Provide Right to Call Special Shareholder Meetings	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Patrick P. Gelsinger	DAFÜR	DAFÜR	
1b.	Re-elect Mr. James J. Goetz	DAFÜR	DAFÜR	
1c.	Elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Alyssa H. Henry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Dr. Omar Ishrak	DAFÜR	DAFÜR	
1f.	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	
1g.	Re-elect Dr. Tsu-Jae King Liu	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Gregory D. Smith	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Dion J. Weisler	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Frank D. Yeary	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Concerns over the excessive sign-on bonus granted to the new CEO.
4.	To approve the amendment of the 2006 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. The non-executive directors receive options.
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6.	Shareholder resolution: Report Assessing whether corporate written policies / unwritten norms reinforce racism in company culture	DAGEGEN	● DAFÜR	The proposal would help the company to prevent discrimination.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Sharon Y. Bowen	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Shantella E. Cooper	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Duriya M. Farooqui	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Lord William Jefferson Hague	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Mark F. Mulhern	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Thomas E. Noonan	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Caroline L. Silver	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Jeffrey C. Sprecher	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1i.	Re-elect Ms. Judith A. Sprieser	DAFÜR	DAFÜR	
1j.	Elect Ms. Martha A. Tirinnanzi	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	To approve the 2022 Omnibus Employee Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. No individual caps are disclosed.
4.	To approve the 2022 Omnibus Non-Employee Director Incentive Plan	DAFÜR	● DAGEGEN	Excessive total remuneration.
5.	Eliminate Supermajority Vote Requirement	DAFÜR	● DAGEGEN	The amendment has a negative impact on the long-term interests of the majority of the company's stakeholders.
6.	Provide Right to Call Special Shareholder Meetings	DAFÜR	DAFÜR	
7.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
8.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Eve Burton	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Scott D. Cook	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Richard L. Dalzell	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Sasan Goodarzi	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Deborah Liu	DAFÜR	DAFÜR	
1.f	Re-elect Ms. Tekedra Mawakana	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Suzanne Nora Johnson	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Dennis D. Powell	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Brad D. Smith	DAFÜR	DAFÜR	
1.j	Re-elect Mr. Thomas Szkutak	DAFÜR	DAFÜR	
1.k	Re-elect Mr. Raul Vazquez	DAFÜR	DAFÜR	
1.l	Re-elect Mr. Jeff Weiner	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>Performance targets are not sufficiently challenging.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	To approve the Amended and Restated 2005 Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. Craig H. Barratt	DAFÜR	DAFÜR
1b.	Re-elect Mr. Joseph C. Beery	DAFÜR	DAFÜR
1c.	Re-elect Dr. Gary S. Guthart	DAFÜR	DAFÜR
1d.	Re-elect Ms. Amal M. Johnson	DAFÜR	DAFÜR
1e.	Re-elect Dr. Don R. Kania	DAFÜR	DAFÜR
1f.	Re-elect Dr. Amy L. Ladd	DAFÜR	DAFÜR
1g.	Re-elect Mr. Keith R. Leonard Jr.	DAFÜR	DAFÜR
1h.	Re-elect Dr. Alan J. Levy	DAFÜR	<p>● DAGEGEN The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1i.	Re-elect Ms. Jami Dover Nachtsheim	DAFÜR	DAFÜR
1j.	Re-elect Dr. med. Monica P. Reed	DAFÜR	DAFÜR
1k.	Re-elect Mr. Mark J. Rubash	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
3.	Re-election of the auditor	DAFÜR	DAFÜR
4.	To approve the adoption of the Amended and Restated 2010 Incentive Award Plan	DAFÜR	<p>● DAGEGEN The potential variable remuneration exceeds our guidelines.</p>

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. John P. Connaughton	DAFÜR	DAFÜR	
1.2	Re-elect Mr. John G. Danhaki	DAFÜR	DAFÜR	
1.3	Re-elect Mr. James A. Fasano	DAFÜR	DAFÜR	
1.4	Elect Ms. Leslie Wims Morris	DAFÜR	DAFÜR	
2	Approve the declassification of the board	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Introduce majority voting for the board of directors	DAGEGEN	● DAFÜR	Majority elections increase directors' accountability to shareholders.
5	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Elect Mr. Darius Adamczyk	DAFÜR	DAFÜR	
1b.	Re-elect Prof. Dr. Mary C. Beckerle	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1c.	Re-elect Mr. D. Scott Davis	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Ian E.L. Davis	DAFÜR	DAFÜR	
1e.	Re-elect Prof. Dr. Jennifer A. Doudna	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1f.	Elect Mr. Joaquin Duato	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1g.	Re-elect Mr. Alex Gorsky	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Ms. Marillyn A. Hewson	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Hubert Joly	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1j.	Re-elect Dr. Mark B. McClellan	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1k.	Re-elect Ms. Anne M. Mulcahy	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1l.	Re-elect Dr. A. Eugene Washington	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1m.	Re-elect Mr. Mark A. Weinberger	DAFÜR	DAFÜR	
1n.	Re-elect Dr. med. Nadja Y. West	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Approve the 2022 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. Potential excessive awards. No individual caps are disclosed. Some important elements of best practice are missing from the structure of the executive remuneration.
4.	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5.	Shareholder resolution: Adopt a Mandatory Arbitration Bylaw	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	
6.	Shareholder resolution: Civil Rights, Equity, Diversity & Inclusion Audit	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Report on Racial Justice	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
8.	Shareholder resolution: Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	DAGEGEN	● DAFÜR	The proposal aims at improving the company's responsible business practices especially with regard to ensuring a safe and affordable COVID-19 vaccine.
9.	Shareholder resolution: Report on Public Health Costs of Limited Sharing of Vaccine Technology	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.
10.	Shareholder resolution: Discontinue Global Sales of Baby Powder Containing Talc	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
11.	Shareholder resolution: Charitable Donations Disclosure	DAGEGEN	DAGEGEN	
12.	Shareholder resolution: Report on Lobbying Activities Alignment with Positions on Universal Health Coverage	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
13.	Shareholder resolution: Adopt a Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
14.	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Jean Blackwell	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Pierre Cohade	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Michael E. Daniels	DAFÜR	● DAGEGEN	Chairman of the remuneration committee and we have concerns regarding the lack of independence on this committee.
1.4	Re-elect Mr. W. Roy Dunbar	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Gretchen R. Haggerty	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Simone Menne	DAFÜR	DAFÜR	
1.7	Re-elect Mr. George R. Oliver	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.8	Re-elect Mr. Jürgen Tinggren	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Mark Vergnano	DAFÜR	DAFÜR	
1.10	Re-elect Mr. R. David Yost	DAFÜR	DAFÜR	
1.11	Re-elect Mr. John D. Young	DAFÜR	DAFÜR	
2.1	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
2.2	Authorise the directors to fix the remuneration of the auditors	DAFÜR	DAFÜR	
3	Authorise market purchases of company shares	DAFÜR	DAFÜR	
4	Determine the price range the company can re-allot treasury shares	DAFÜR	DAFÜR	
5	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
6	Authorisation for directors to allot shares	DAFÜR	DAFÜR	
7	Authorisation for directors to allot shares without pre-emptive rights	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
Elections of directors				
1a.	Re-elect Ms. Linda B. Bammann	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Stephen B. Burke	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1c.	Re-elect Mr. Todd A. Combs	DAFÜR	DAFÜR	
1d.	Re-elect Mr. James S. Crown	DAFÜR	DAFÜR	
1e.	Re-elect Mr. James Dimon	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f.	Re-elect Mr. Timothy P. Flynn	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Mellody Hobson	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Michael A. Neal	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Phebe N. Novakovic	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Virginia M. Rometty	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Fossil fuel financing	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
7.	Shareholder resolution: Board diversity	DAGEGEN	DAGEGEN	
8.	Shareholder resolution: Conversion to public benefit corporation	DAGEGEN	DAGEGEN	
9.	Shareholder resolution: Report on setting absolute contraction targets	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Elect Ms. Sylvia M. Burwell	DAFÜR	DAFÜR	
1.2	Re-elect Mr. John W. Culver	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Mr. Robert W. Decherd	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1.4	Re-elect Mr. Michael D. Hsu	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.5	Re-elect Dr. Mae C. Jemison	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.6	Re-elect Mr. S. Todd Maclin	DAFÜR	DAFÜR	
1.7	Elect Ms. Deirdre Mahlan	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Sherilyn S. McCoy	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Christa S. Quarles	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.10	Elect Mr. Jaime A. Ramirez	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Dunia A. Shive	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Mark T. Smucker	DAFÜR	DAFÜR	
1.13	Re-elect Mr. Michael D. White	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Sohail U. Ahmed	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Timothy M. Archer	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Eric K. Brandt	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Michael R. Cannon	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Bethany J. Mayer	DAFÜR	DAFÜR	
1.6	Elect Ms. Jyoti K. Mehra	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Abhi Y. Talwalkar	DAFÜR	DAFÜR	
1.8	Re-elect Dr. Lih-Shyng (Rick) Tsai	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Leslie F. Varon	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
Elections to the Board of Directors				
1a.	Re-elect Mr. Stephen F. Angel	DAFÜR	● DAGEGEN	Non independent newly appointed chairman, which is not best practice.
1b.	Elect Mr. Sanjiv Lamba	DAFÜR	DAFÜR	
1c.	Re-elect Prof. DDr. Ann-Kristin Achleitner	DAFÜR	● DAGEGEN	Non independent director sitting on the remuneration committee, which is not best practice.
1d.	Re-elect Dr. Thomas Enders	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Edward G. Galante	DAFÜR	● DAGEGEN	Non independent director sitting on the remuneration committee, which is not best practice.
1f.	Elect Mr. Joe Kaeser	DAFÜR	DAFÜR	
1g.	Re-elect Dr. Victoria E. Ossadnik	DAFÜR	DAFÜR	
1h.	Re-elect Prof. Dr. Martin H. Richenhagen	DAFÜR	DAFÜR	
1i.	Elect Mr. Alberto Weisser	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Robert L. Wood	DAFÜR	● DAGEGEN	Non independent director sitting on the remuneration committee, which is not best practice.
2a.	Re-appoint PricewaterhouseCoopers as auditor (advisory vote)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
2b.	Auditor's remuneration	DAFÜR	DAFÜR	
3	Advisory vote on the named executive officers' compensation under US law	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. Concerns over the pension which exceeds guidelines.
4	Advisory vote on Directors' Remuneration policy under Irish law	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
5	Determination of the Price Range for the Share Repurchase Programme	DAFÜR	DAFÜR	
6	Shareholder Proposal regarding eliminating supermajority shareholder votes	DAGEGEN	● DAFÜR	Article 255 relates to business transactions with interested persons (poison pill defensive tactic used to prevent hostile takeovers), therefore a simple majority vote is in the interests of shareholders.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Mr. Ralph (Raul) Alvarez	DAFÜR	DAFÜR	
1.2	Re-elect Mr. David H. Batchelder	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Sandra B. Cochran	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Laurie Z. Douglas	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Richard W. Dreiling	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.6	Re-elect Mr. Marvin R. Ellison	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1.7	Re-elect Mr. Daniel J. Heinrich	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Brian C. Rogers	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Bertram L. Scott	DAFÜR	DAFÜR	
1.10	Elect Ms. Colleen Taylor	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.11	Re-elect Ms. Mary Beth West	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	To approve the amendment to the 2006 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan.
5.	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
6.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.
7.	Shareholder resolution: Report on Risks of State Policies Restricting Reproductive Health Care	DAGEGEN	● DAFÜR	Reproductive rights is a very important matter for employees and the company 's medical insurance and employee assistance and wellness programs does not directly address this issue.
8.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	
9.	Shareholder resolution: Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	DAGEGEN	● DAFÜR	The report will improve the status and workplace rights of employees in the supply chain.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Kathryn Henry	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Jon McNeill	DAFÜR	DAFÜR	
1c.	Elect Ms. Alison Loehnis	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4.	Shareholder Resolution: Report on the slaughter methods used to procure down	DAGEGEN	● DAFÜR	The resolution aims at identifying whether or not the slaughter methods used are aligned with the company's values.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Anthony G. Capuano	DAFÜR	DAFÜR	
1b.	Elect Ms. Isabella D. Goren	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Deborah Marriot Harrison	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Federick A. Henderson	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Eric Hippeau	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Debra L. Lee	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Aylwin B. Lewis	DAFÜR	DAFÜR	
1h.	Re-elect Mr. David S. Marriott	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Margaret M. McCarthy	DAFÜR	DAFÜR	
1j.	Re-elect Mr. George Muñoz	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1k.	Re-elect Mr. Horacio D. Rozanski	DAFÜR	DAFÜR	
1l.	Re-elect Prof. Susan C. Schwab	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
5.	Shareholder resolution: Report on the Economic and Social Costs and Risks Created by the Company's Compensation and Workforce Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
6.	Shareholder resolution: Independent chairman	ZURÜCK-GEZOGEN	● DAGEGEN	Item 6 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason: The company's board is sufficiently independent (58.3%), Ethos therefore accepts the new chairman of the board under ITEM 1h.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Anthony K. Anderson	DAFÜR	DAFÜR
1b.	Elect Dr. Hafize Gaye Erkan	DAFÜR	DAFÜR
1c.	Re-elect Dr. Óscar Fajul Martin	DAFÜR	● DAGEGEN The director has been sitting on the board for over 20 years, which exceeds guidelines.
1d.	Re-elect Mr. Daniel S. Glaser	DAFÜR	DAFÜR
1e.	Re-elect Mr. H. Edward Hanway	DAFÜR	DAFÜR
1f.	Re-elect Ms. Deborah C. Hopkins	DAFÜR	DAFÜR
1g.	Re-elect Ms. Tamara Ingram	DAFÜR	DAFÜR
1h.	Re-elect Ms. Jane H. Lute	DAFÜR	DAFÜR
1i.	Re-elect Mr. Stephen A. Mills	DAFÜR	DAFÜR
1j.	Re-elect Mr. Bruce P. Nolop	DAFÜR	DAFÜR
1k.	Re-elect Mr. Morton O. Schapiro	DAFÜR	● DAGEGEN The director has been sitting on the board for over 20 years, which exceeds guidelines.
1l.	Re-elect Mr. Lloyd M. Yates	DAFÜR	DAFÜR
1m.	Re-elect Mr. R. David Yost	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Elect Ms. Sara Andrews	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1.b	Re-elect Mr. W. Tudor Brown	DAFÜR	DAFÜR
1.c	Re-elect Mr. Brad W. Buss	DAFÜR	DAFÜR
1.d	Re-elect Dr. Edward H. Frank	DAFÜR	DAFÜR
1.e	Re-elect Mr. Richard S. Hill	DAFÜR	DAFÜR
1.f	Re-elect Ms. Marachel L. Knight	DAFÜR	DAFÜR
1.g	Re-elect Mr. Matthew J. Murphy	DAFÜR	DAFÜR
1.h	Re-elect Mr. Michael G. Strachan	DAFÜR	DAFÜR
1.i	Re-elect Mr. Robert E. Switz	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1.j	Re-elect Dr. Ford Tamer	DAFÜR	DAFÜR
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. Performance targets are not sufficiently challenging.
3	To approve amendment to the Employee Stock Purchase Plan	DAFÜR	DAFÜR
4	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Merit E. Janow	DAFÜR	DAFÜR	
1b.	Elect Mr. Candido Bracher	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Richard K. Davis	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Julius M. Genachowski	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. Choon Phong Goh	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Oki Matsumoto	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Michael Miebach	DAFÜR	DAFÜR	
1h.	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Rima Qureshi	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Gabrielle Sulzberger	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Jackson P. Tai	DAFÜR	DAFÜR	
1l.	Elect Mr. Harit Talwar	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Lance Uggla	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Amend articles of association: Call Special Shareholder Meetings	DAFÜR	DAFÜR	
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6.	Shareholder resolution: Board Approval For Certain Political Contributions	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Disclosure On Charitable Donation Disclosure	DAGEGEN	DAGEGEN	
8.	Shareholder resolution: Report on "Ghost Guns"	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
	WHITE PROXY CARD (ITEMS proposed by McDonald's)			
1.	Elections of directors			
1.1	Re-elect Mr. Lloyd H. Dean	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Catherine Engelbert	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Margaret H. Georgiadis	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Enrique Hernandez, Jr.	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.6	Re-elect Mr. Christopher Kempczinski	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Richard H. Lenny	DAFÜR	DAFÜR	
1.8	Re-elect Mr. John Mulligan	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Sheila A. Penrose	DAFÜR	● ZURÜCK-BEHALTEN	The director is over 75 years old, which exceeds guidelines.
1.10	Re-elect Mr. John W. Rogers Jr.	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.11	Re-elect Mr. Paul S. Walsh	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.12	Re-elect Mr. Miles D. White	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
5.	Shareholder resolution: Report on Reducing Plastics Use	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues.
6.	Shareholder resolution: Report on Antibiotics and Public Health Costs	DAGEGEN	● DAFÜR	The report would help determine the company's priorities and how it deals with antimicrobial resistance in its supply chain.
7.	Shareholder resolution: Disclosure Regarding Confinement in the Company's U.S. Pork Supply Chain	ZURÜCK-GEZOGEN	● DAFÜR	The shareholder resolution was withdrawn by the proponent. Ethos initially recommended to vote FOR for the following reason: The report will allow the company to evaluate more precisely how long it will take to reduce the suffering of its animals by phasing out the gestation crates completely without further delays.
8.	Shareholder resolution: Third-Party Civil Rights Audit	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
9.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
10.	Shareholder resolution: Report on Global Public Policy and Political Influence outside of the United States	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
	Shareholder resolution: nomination of Ms. Leslie Samuelrich to the board of directors	NICHT ABSTIMME N	NICHT ABSTIMME N	
	Shareholder resolution: nomination of Ms. Maisie Lucia Ganzler to the board of directors	NICHT ABSTIMME N	NICHT ABSTIMME N	

No.	Traktanden	Board	Ethos	
Elections to the Board of Directors				
1a	Re-elect Mr. Richard H. Anderson	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The audit committee and the remuneration committee should only include independent directors.
1b	Re-elect Mr. Craig Arnold	DAFÜR	DAFÜR	
1c	Re-elect Mr. Scott C. Donnelly	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The audit committee should only include independent directors.
1d	Elect Ms. Lidia L. Fonseca	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e	Re-elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	
1f	Re-elect Mr. Randall J. Hogan	DAFÜR	DAFÜR	
1g	Re-elect Mr. Kevin E. Lofton	DAFÜR	DAFÜR	
1h	Re-elect Mr. Geoffrey S. Martha	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1i	Re-elect Dr. Elizabeth G. Nabel	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1j	Re-elect Ms. Denise M. O'Leary	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. Non independent director (board membership exceeding time limit for independence). The audit committee should only include independent directors.
1k	Re-elect Mr. Kendall J. Powell	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The remuneration committee should only include independent directors.
2	To ratify, in a non-binding vote, the re-appointment of PricewaterhouseCoopers as auditor and Auditor's remuneration (binding vote)	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on named executive officer compensation (a "Say-on-Pay" vote)	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.
4	Directors' authority to allot shares under Irish Law	DAFÜR	DAFÜR	
5	Disapplication of pre-emption rights on the issue of shares under Irish Law	DAFÜR	DAFÜR	
6	Purchase of own shares	DAFÜR	● DAGEGEN	The repurchase price is too high.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Elect Mr. Richard Sanders	DAFÜR	DAFÜR
1.2	Re-elect Mr. Emiliano Calemzuk	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non-independent chairman of the remuneration and nomination committees. The independence of these committees is insufficient.</p> <p>Non independent lead director, which is not best practice.</p>
1.3	Re-elect Mr. Marcos Galperin	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Combined chairman and CEO.</p>
1.4	Elect Ms. Andrea Mayumi Petroni Merhy	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Concerns over the director's time commitments.</p>
2.	Advisory vote on executive remuneration	DAFÜR	<ul style="list-style-type: none"> ● DAGEGEN <p>Excessive variable remuneration.</p>
3.	Election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Elect Mr. Douglas M. Baker, Jr.	DAFÜR	DAFÜR	
1.b	Re-elect Ms. Mary Ellen Coe	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	
1.d	Elect Mr. Robert M. Davis	DAFÜR	DAFÜR	
1.e	Re-elect Mr. Kenneth C. Frazier	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Thomas H. Glocer	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.g	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	
1.h	Re-elect Mr. Stephen L. Mayo	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Paul B. Rothman	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Patricia F. Russo	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.k	Re-elect Prof. Dr. Christine E. Seidman	DAFÜR	DAFÜR	
1.l	Re-elect Mr. Inge G. Thulin	DAFÜR	DAFÜR	
1.m	Re-elect Ms. Kathy J. Warden	DAFÜR	DAFÜR	
1.n	Re-elect Mr. Peter C. Wendell	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
5	Shareholder resolution: Access to COVID-19 Products	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
6	Shareholder resolution: Disclose Lobbying Contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Peggy Alford	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Concerns over the director's time commitments.
1.2	Re-elect Mr. Marc L. Andreessen	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.3	Re-elect Mr. Andrew W. Houston	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.4	Re-elect Ms. Nancy Killefer	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Robert M. Kimmitt	DAFÜR	● ZURÜCK-BEHALTEN	Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines.
1.6	Re-elect Ms. Sheryl K. Sandberg	DAFÜR	● ZURÜCK-BEHALTEN	Executive director. The board is not sufficiently independent.
1.7	Re-elect Ms. Tracey T. Travis	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. Concerns over the director's time commitments.
1.8	Elect Mr. Tony Xu	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.9	Re-elect Mr. Mark Zuckerberg	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. An important part of the variable remuneration is based on continued employment only.
4.	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	DAGEGEN	● DAFÜR	Dual share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6.	Shareholder resolution: Proposal Regarding Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.
7.	Shareholder resolution: Report on External Costs of Misinformation	DAGEGEN	● DAFÜR	The resolution is in line with the long-term interests of the majority of the company's stakeholders.
8.	Shareholder resolution: Report on Community Standards Enforcement	DAGEGEN	● DAFÜR	We support the publication of a report analysing why the company's platforms continue to be a risk for society and investors.

No.	Traktanden	Board	Ethos	
9.	Shareholder resolution: Report and Advisory Vote on the Metaverse	DAGEGEN	● DAFÜR	The report would disclose the potential human rights harm caused by the media platforms the company manages.
10.	Shareholder resolution: Human Rights Impact Assessment	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
11.	Shareholder resolution: Child Sexual Exploitation Online	DAGEGEN	● DAFÜR	We support the proposal that addresses the risks children are exposed to on Facebook applications.
12.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	
13.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
14.	Shareholder resolution: Assessment of Audit & Risk Oversight Committee	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.
15.	Shareholder resolution: Charitable Contributions	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Matthew W. Chapman	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.2	Re-elect Ms. Esther L. Johnson	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Karlton D. Jonhson	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Wade F. Meyercord	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.5	Re-elect Mr. Ganesh Moorthy	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Karen M. Rapp	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.7	Re-elect Mr. Steve Sanghi	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent. The director has been sitting on the board for over 20 years, which exceeds guidelines.
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Richard M. Beyer	DAFÜR	DAFÜR	
1.b	Re-elect Ms. Lynn A. Dugle	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Steven J. Gomo	DAFÜR	DAFÜR	
1.d	Elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Mary P. McCarthy	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Sanjay Mehrotra	DAFÜR	DAFÜR	
1.g	Re-elect Mr. Robert E. Switz	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.h	Re-elect Ms. MaryAnn Wright	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Reid G. Hoffman	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Satya Nadella	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.5	Re-elect Ms. Sandra E. Peterson	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Penny S. Pritzker	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Charles W. Scharf	DAFÜR	DAFÜR	
1.9	Re-elect Mr. John W. Stanton	DAFÜR	DAFÜR	
1.10	Re-elect Mr. John W. Thompson	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Emma N. Walmsley	DAFÜR	DAFÜR	
1.12	Re-elect Ms. Padmasree Warrior	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Diversity and inclusion cost/benefit analysis	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
5	Shareholder resolution: Report on hiring of persons with arrest or incarceration records	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.
6	Shareholder resolution: Report on investment of retirement funds in companies contributing to climate change	DAGEGEN	● DAFÜR	Enhanced disclosure on the environmental impact of the employee retirement funds.
7	Shareholder resolution: Report on government use of microsoft technology	DAGEGEN	● DAFÜR	Enhanced disclosure on civil and human rights.
8	Shareholder resolution: Report on development of products for military	DAGEGEN	● DAFÜR	Enhanced disclosure on reputational risks linked to the use of company products for military purposes.
9	Shareholder resolution: Report on tax transparency	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Dr. biochem. Noubar B. Afeyan	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Stéphane Bancel	DAFÜR	DAFÜR	
1.3	Re-elect Dr. med. Francois Nader	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Election of the auditor	DAFÜR	● DAGEGEN	<p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>
4	Shareholder Resolution: Report on the Feasibility of Transferring Intellectual Property	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Lewis W.K. Booth	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Charles E. Bunch	DAFÜR	DAFÜR	
1c.	Elect Ms. Ertharin Cousin	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Lois D. Juliber	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Jorge S. Mesquita	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Jane Hamilton Nielsen	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Christiana S. Shi	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Patrick T. Siewert	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Michael A. Todman	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Dirk Van de Put	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Racial Equity Audit	DAGEGEN	● DAFÜR	We support corporate policies to prevent discrimination.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Jorge A. Bermudez	DAFÜR	DAFÜR
1b.	Re-elect Ms. Therese Esperdy	DAFÜR	DAFÜR
1c.	Re-elect Mr. Robert Fauber	DAFÜR	DAFÜR
1d.	Re-elect Mr. Vincent A. Forlenza	DAFÜR	DAFÜR
1e.	Re-elect Ms. Kathryn M. Hill	DAFÜR	DAFÜR
1f.	Re-elect Mr. Lloyd W. Howell Jr.	DAFÜR	DAFÜR
1g.	Re-elect Mr. Raymond W. McDaniel Jr.	DAFÜR	DAFÜR
1h.	Re-elect Ms. Leslie F. Seidman	DAFÜR	DAFÜR
1i.	Elect Mr. Zig Serafin	DAFÜR	DAFÜR
1j.	Re-elect Mr. Bruce Van Saun	DAFÜR	DAFÜR
2.	Election of the auditor	DAFÜR	DAFÜR
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Gregory Q. Brown	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. Kenneth D. Denman	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Egon P. Durban	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Clayton M. Jones	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Judy C. Lewent	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Gregory K. Mondre	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Joseph M. Tucci	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	To approve and amend the Omnibus Incentive Plan of 2015	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Henry A. Fernandez	DAFÜR	● DAGEGEN Combined chairman and CEO.
1b.	Re-elect Mr. Robert G. Ashe	DAFÜR	DAFÜR
1c.	Re-elect Mr. Wayne Edmunds	DAFÜR	DAFÜR
1d.	Re-elect Ms. Catherine R. Kinney	DAFÜR	DAFÜR
1e.	Re-elect Mr. Jacques P. Perold	DAFÜR	DAFÜR
1f.	Re-elect Mr. Sandy Campbell Rattray	DAFÜR	DAFÜR
1g.	Re-elect Ms. Linda H. Riefler	DAFÜR	DAFÜR
1h.	Re-elect Mr. Marcus L. Smith	DAFÜR	DAFÜR
1i.	Elect Mr. Rajat Taneja	DAFÜR	DAFÜR
1j.	Re-elect Ms. Paula Volent	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3.	Election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Timothy M. Haley	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1b.	Re-elect Ms. Leslie Kilgore	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (former executive). The board is not sufficiently independent.
1c.	Re-elect Mr. Strive T. Masiyiwa	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1d.	Re-elect Ms. Ann Mather	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
2.	Declassify the Board of Directors	DAFÜR	DAFÜR	
3.	Eliminate supermajority voting provisions	DAFÜR	DAFÜR	
4.	Provide Right to Call Special Shareholder Meetings	DAFÜR	DAFÜR	
5.	Re-election of the auditor	DAFÜR	DAFÜR	
6.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
7.	Shareholder resolution: Adopt simple majority voting	DAGEGEN	● DAFÜR	The introduction of simple majority voting is in the interests of shareholders.
8.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
01	Re-elect Mr. Patrick G. Awuah	DAFÜR	DAFÜR
02	Re-elect Mr. Gregory H. Boyce	DAFÜR	DAFÜR
03	Re-elect Mr. Bruce R. Brook	DAFÜR	DAFÜR
04	Re-elect Ms. Maura Clark	DAFÜR	DAFÜR
05	Elect Dr. Emma FitzGerald	DAFÜR	DAFÜR
06	Elect Ms. Mary Laschinger	DAFÜR	DAFÜR
07	Re-elect Mr. José Manuel Madero	DAFÜR	DAFÜR
08	Re-elect Dr. oec. René Médori	DAFÜR	DAFÜR
09	Re-elect Ms. Jane Nelson	DAFÜR	DAFÜR
10	Re-elect Mr. Tom Palmer	DAFÜR	DAFÜR
11	Re-elect Mr. Julio M. Quintana	DAFÜR	DAFÜR
12	Re-elect Ms. Susan N. Story	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p> <p>Performance targets are not sufficiently challenging.</p>
3.	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Sherry S. Barrat	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1b.	Re-elect Mr. James L. Camaren	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Dr. Kenneth B. Dunn	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Naren K. Gursahaney	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Kirk S. Hachigian	DAFÜR	DAFÜR	
1f.	Elect Mr. John W. Ketchum	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Amy B. Lane	DAFÜR	DAFÜR	
1h.	Re-elect Mr. David L. Porges	DAFÜR	DAFÜR	
1i.	Re-elect Mr. James L. Robo	DAFÜR	● DAGEGEN	Executive Chairman and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1j.	Re-elect Mr. Rudy E. Schupp	DAFÜR	DAFÜR	
1k.	Re-elect Mr. John L. Skolds	DAFÜR	DAFÜR	
1l.	Elect Mr. John Arthur Stall	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Darryl L. Wilson	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Shareholder resolution: Board Matrix	DAGEGEN	DAGEGEN	
5.	Shareholder resolution: Publish Quantitative Workforce data	ZURÜCK-GEZOGEN	● DAFÜR	ITEM 5 was not submitted to shareholder vote. Ethos initially recommended to FOR for the following reason: Enhanced disclosure on gender equality and ethnic diversity.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Alan B. Graf Jr.	DAFÜR	● ZURÜCK-BEHALTEN	<p>Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.b	Re-elect Prof. Dr. Peter B. Henry	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Michelle A. Peluso	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
5	Shareholder resolution: Policy on China sourcing	DAGEGEN	● DAFÜR	The proposal aims at protecting human rights.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas D. Bell Jr.	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Mitchell E. Daniels	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Marcela E. Donadio	DAFÜR	DAFÜR	
1d.	Re-elect Mr. John C. Huffard Jr.	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Christopher T. Jones	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Thomas C. Kelleher	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Steven F. Leer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Mr. Michael D. Lockhart	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Amy E. Miles	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Claude Mongeau	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Jennifer F. Scanlon	DAFÜR	DAFÜR	
1l.	Elect Mr. Alan H. Shaw	DAFÜR	DAFÜR	
1m.	Re-elect Mr. James A. Squires	DAFÜR	DAFÜR	
1n.	Re-elect Mr. John R. Thompson	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Robert K. Burgess	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Tench Coxe	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Dr. John O. Dabiri	DAFÜR	DAFÜR	
1d.	Re-elect Dr. Persis S. Drell	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Jen-Hsun Huang	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Dawn Hudson	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Harvey C. Jones	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Mr. Michael G. McCaffery	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Stephen C. Neal	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Mark L. Perry	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1k.	Re-elect Mr. A. Brooke Seawell	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1l.	Re-elect Dr. Aarti Shah	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Mark A. Stevens	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4.	Authorisation to increase the number of shares of the company's common stock	DAFÜR	● DAGEGEN	The increase in the authorised capital is excessive.
5.	To approve the amendment to the 2007 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.

No.	Traktanden	Board	Ethos	
1	Adoption of the 2021 Annual Accounts	DAFÜR	DAFÜR	
2	Discharge the members of the Company's Board of Directors	DAFÜR	DAFÜR	
3	Composition of the Board of Directors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.a	Re-appointment of Mr. Kurt Sievers as executive Director	DAFÜR	DAFÜR	
3.b	Re-appointment of Sir Peter Bonfield as non-executive Director	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
3.c	Re-appointment of Ms. Annette Clayton as non-executive Director	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
3.d	Re-appointment of Mr. Anthony Foxx as non-executive Director	DAFÜR	DAFÜR	
3.e	Appointment of Mr. Chunyuan Gu as non-executive Director	DAFÜR	DAFÜR	
3.f	Re-appointment of Ms. Lena Olving as non-executive Director	DAFÜR	DAFÜR	
3.g	Re-appointment of Ms. Julie Southern as non-executive Director	DAFÜR	DAFÜR	
3.h	Re-appointment of Ms. Jasmin Staiblin as non-executive Director	DAFÜR	DAFÜR	
3.i	Re-appointment of Mr. Gregory Summe as non-executive Director	DAFÜR	DAFÜR	
3.j	Re-appointment of Mr. Karl-Henrik Sundström as non-executive Director	DAFÜR	DAFÜR	
4	Authorization to issue ordinary shares and grant rights to acquire ordinary shares	DAFÜR	DAFÜR	
5	Authorization to restrict or exclude pre-emption rights accruing in connection with an issue of shares or grant of rights	DAFÜR	DAFÜR	
6	Authorization to repurchase ordinary shares	DAFÜR	● DAGEGEN	The number of treasury shares that may be held by the company exceeds guidelines.
7	Authorization to cancel ordinary shares held or to be acquired by the Company	DAFÜR	● DAGEGEN	The number of treasury shares that may be held by the company exceeds guidelines.
8	Advisory vote on of the Named Executive Officers' compensation	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Elect Ms. Awo Ablo	DAFÜR	DAFÜR
1.2	Re-elect Mr. Jeffrey S. Berg	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.3	Re-elect Dr. Michael J. Boskin	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non-independent chairman of the audit committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.4	Re-elect Ms. Safra A. Catz	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Executive director. The board is not sufficiently independent.</p>
1.5	Re-elect Mr. Bruce R. Chizen	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non independent lead director, which is not best practice.</p> <p>Chairman of the nomination committee. The composition of the board is unsatisfactory.</p>
1.6	Re-elect Mr. George H. Conrades	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>The director is over 75 years old, which exceeds guidelines.</p>
1.7	Re-elect Mr. Lawrence J. Ellison	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Chairman of the board and the composition of the board is very unsatisfactory.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.8	Re-elect Ms. Rona A. Fairhead	DAFÜR	DAFÜR
1.9	Re-elect Mr. Jeffrey O. Henley	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Executive director. The board is not sufficiently independent.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.10	Re-elect Ms. Renée J. James	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Concerns over the director's time commitments.</p>
1.11	Re-elect Mr. Charles W. Moorman IV	DAFÜR	DAFÜR
1.12	Re-elect Mr. Leon E. Panetta	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>The director is over 75 years old, which exceeds guidelines.</p>
1.13	Re-elect Mr. William G. Parrett	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>The director is over 75 years old, which exceeds guidelines.</p>
1.14	Re-elect Ms. Naomi O. Seligman	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>The director is over 75 years old, which exceeds guidelines.</p>

No.	Traktanden	Board	Ethos
1.15	Re-elect Dr. Vishal Sikka	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN <p>Non independent director (consultancy agreement). The board is not sufficiently independent.</p>
2	Advisory vote on executive remuneration	DAFÜR	<ul style="list-style-type: none"> ● DAGEGEN <p>Excessive total remuneration.</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
3	Re-election of the auditor	DAFÜR	<ul style="list-style-type: none"> ● DAGEGEN <p>The auditor's long tenure raises independence concerns.</p>

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. David E. O'Reilly	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Larry O'Reilly	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1c.	Re-elect Mr. Greg Henslee	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Jay D. Burchfield	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Mr. Thomas T. Hendrickson	DAFÜR	DAFÜR	
1f.	Re-elect Mr. John R. Murphy	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1g.	Re-elect Ms. Dana M. Perlman	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Maria A. Sastre	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Andrea M. Weiss	DAFÜR	DAFÜR	
1j.	Elect Mr. Fred Whitfield	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	The structure of the executive remuneration is not in line with Ethos' guidelines.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Elect Dr. Helene D. Gayle	DAFÜR	DAFÜR	
1.b	Re-elect Mr. James J. Goetz	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. Performance targets are not sufficiently challenging.
4	To approve the amendment and restatement of the Long Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Jonathan Christodoro	DAFÜR	DAFÜR	
1c.	Re-elect Mr. John J. Donahoe	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Re-elect Mr. David W. Dorman	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Belinda J. Johnson	DAFÜR	DAFÜR	
1f.	Elect Mr. Enrique Lores	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Gail J. McGovern	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1h.	Re-elect Ms. Deborah M. Messemer	DAFÜR	DAFÜR	
1i.	Re-elect Mr. David M. Moffett	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Ann M. Sarnoff	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Frank D. Yeary	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Segun Agbaje	DAFÜR	DAFÜR	
1b.	Re-elect Dr. Shona L. Brown	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1c.	Re-elect Mr. Cesar Conde	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1d.	Re-elect Mr. Ian M. Cook	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1e.	Elect Ms. Edith W. Cooper	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Dina Dublon	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Michelle Gass	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Ramon L. Laguarta	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1i.	Re-elect Mr. Sir Dave Lewis	DAFÜR	DAFÜR	
1j.	Re-elect Dr. David C. Page	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Robert C. Pohlad	DAFÜR	DAFÜR	
1l.	Re-elect Dr. med. Daniel L. Vasella	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1m.	Re-elect Mr. Darren Walker	DAFÜR	DAFÜR	
1n.	Re-elect Mr. Alberto Weisser	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
5.	Shareholder resolution: Report on Global Public Policy and Political Influence outside of the United States	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
6.	Shareholder resolution: Report on Public Health Costs	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Ronald E. Blaylock	DAFÜR	DAFÜR	
1.2	Re-elect Dr. Albert Bourla	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.3	Re-elect Dr. Susan D. Desmond-Hellmann	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Joseph J. Echevarria	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1.5	Re-elect Dr. Scott Gottlieb	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.6	Re-elect Prof. Dr. Helen H. Hobbs	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.7	Re-elect Dr. Susan Hockfield	DAFÜR	DAFÜR	
1.8	Re-elect Dr. Dan R. Littman	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.9	Re-elect Mr. Shantanu Narayen	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Suzanne Nora Johnson	DAFÜR	DAFÜR	
1.11	Re-elect Mr. James Quincey	DAFÜR	DAFÜR	
1.12	Re-elect Mr. James C. Smith	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.
5.	Shareholder resolution: Political Contributions Congruency Report	DAGEGEN	DAGEGEN	
6.	Shareholder resolution: Report on Transfer of Intellectual Property to Potential COVID-19 Manufacturers	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
7.	Shareholder resolution: Report on Risks Related to Anticompetitive Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on risks related to anticompetitive practices.
8.	Shareholder resolution: Report on Public Health Costs of Protecting Vaccine Technology	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos
	New item 3. To approve the 2022 Performance Incentive Plan. Ethos recommends to OPPOSE.		
1.	Elections of directors		
1a.	Re-elect Mr. Brant Bonin Bough	DAFÜR	DAFÜR
1b.	Re-elect Mr. Andre Calantzopoulos	DAFÜR	DAFÜR
1c.	Re-elect Mr. Michel Combes	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1d.	Re-elect Dr. Juan José Daboub	DAFÜR	DAFÜR
1e.	Re-elect Mr. Werner Geissler	DAFÜR	DAFÜR
1f.	Re-elect Ms. Lisa A. Hook	DAFÜR	DAFÜR
1g.	Re-elect Mr. Jun Makihara	DAFÜR	DAFÜR
1h.	Re-elect Ms. Kalpana Morparia	DAFÜR	DAFÜR
1i.	Re-elect Mr. Lucio A. Noto	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1j.	Re-elect Mr. Jacek Olczak	DAFÜR	DAFÜR
1k.	Re-elect Dr. Frederik Paulsen	DAFÜR	DAFÜR
1l.	Re-elect Mr. Robert B. Polet	DAFÜR	DAFÜR
1m.	Elect Ms. Dessi Temperley	DAFÜR	DAFÜR
1n.	Re-elect Mr. Shlomo Yanai	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3	To approve the 2022 Performance Incentive Plan	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.
4.	Re-election of the auditor	DAFÜR	DAFÜR
5	Shareholder resolution: Phase out all production of health-hazardous and addictive products by 2025	DAGEGEN	● DAFÜR We support corporate policies that encourage social responsibility.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Joseph Alvarado	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Debra A. Cafaro	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Marjorie Rodgers Cheshire	DAFÜR	DAFÜR	
1d.	Re-elect Mr. William S. Demchak	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1e.	Re-elect Mr. Andrew T. Feldstein	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Richard J. Harshman	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Daniel R. Hesse	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Linda R. Medler	DAFÜR	DAFÜR	
1i.	Elect Mr. Robert A. Niblock	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Martin Pfinsgraff	DAFÜR	DAFÜR	
1k.	Elect Mr. Bryan S. Salesky	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Toni Townes-Whitley	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Michael J. Ward	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Risks Associated with Nuclear Weapons Financing	DAGEGEN	● DAFÜR	Enhanced disclosure on potential exposure to risks of nuclear weapons financing.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Re-elect Mr. B. Marc Allen	DAFÜR	DAFÜR
1.b	Re-elect Ms. Angela F. Braly	DAFÜR	DAFÜR
1.c	Re-elect Ms. Amy L. Chang	DAFÜR	DAFÜR
1.d	Re-elect Mr. Joseph Jimenez	DAFÜR	DAFÜR
1.e	Re-elect Mr. Christopher Kempczinski	DAFÜR	DAFÜR
1.f	Re-elect Ms. Debra L. Lee	DAFÜR	DAFÜR
1.g	Re-elect Mr. Terry J. Lundgren	DAFÜR	DAFÜR
1.h	Re-elect Ms. Christine M. McCarthy	DAFÜR	DAFÜR
1.i	Re-elect Mr. Jon R. Moeller	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.j	Elect Mr. Rajesh Subramaniam	DAFÜR	DAFÜR
1.k	Re-elect Ms. Patricia A. Woertz	DAFÜR	DAFÜR
2	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Philip Bleser	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Stuart B. Burgdoerfer	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Charles A. Davis	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1e.	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Lawton Fitt	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1g.	Re-elect Ms. Susan Patricia Griffith	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Devin C. Johnson	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Jeffrey D. Kelly	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Barbara R. Snyder	DAFÜR	DAFÜR	
1k.	Re-elect Dr. Jan E. Tighe	DAFÜR	DAFÜR	
1l.	Re-elect Ms. Kahina Van Dyke	DAFÜR	DAFÜR	
2.	To approve the amended and restated 2017 Directors Equity Incentive Plan	DAFÜR	● DAGEGEN	The non-executive directors receive options.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Hamid R. Moghadam	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Ms. Cristina G. Bitá	DAFÜR	DAFÜR	
1c.	Re-elect Mr. George L. Fotiades	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1d.	Re-elect Ms. Lydia H. Kennard	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Irving F. Lyons III	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1f.	Re-elect Ms. Avid Modjtabai	DAFÜR	DAFÜR	
1g.	Re-elect Mr. David P. O'Connor	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Olivier Piani	DAFÜR	DAFÜR	
1i.	Re-elect Dr. Jeffrey L. Skelton	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1j.	Re-elect Mr. Carl B. Webb	DAFÜR	DAFÜR	
1k.	Re-elect Mr. William D. Zollars	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos
1	Issue shares in connection with the merger of Duke Realty	DAFÜR	DAFÜR
2	To approve the adjournment proposal	DAFÜR	<p>● DAGEGEN</p> <p>When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.</p>

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Ronald L. Havner, Jr.	DAFÜR	<p>● DAGEGEN Concerns over the director's time commitments.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1b.	Re-elect Ms. Tamara Hughes Gustavson	DAFÜR	DAFÜR
1c.	Re-elect Ms. Leslie S. Heisz	DAFÜR	DAFÜR
1d.	Re-elect Ms. Michelle Millstone-Shroff	DAFÜR	DAFÜR
1e.	Re-elect Mr. Shankh S. Mitra	DAFÜR	DAFÜR
1f.	Re-elect Mr. David J. Neithercut	DAFÜR	DAFÜR
1g.	Re-elect Ms. Rebecca L. Owen	DAFÜR	DAFÜR
1h.	Re-elect Ms. Kristy M. Pipes	DAFÜR	DAFÜR
1i.	Re-elect Mr. Avedick B. Poladian	DAFÜR	DAFÜR
1j.	Re-elect Mr. John Reyes	DAFÜR	DAFÜR
1k.	Re-elect Mr. Joseph D. Russell	DAFÜR	DAFÜR
1l.	Re-elect Mr. Tariq M. Shaukat	DAFÜR	DAFÜR
1m.	Re-elect Mr. Ronald P. Spogli	DAFÜR	DAFÜR
1n.	Re-elect Mr. Paul S. Williams	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN Excessive variable remuneration.</p>
3.	Election of the auditor	DAFÜR	<p>● DAGEGEN The auditor's long tenure raises independence concerns.</p>
4.	Eliminate Supermajority Voting Requirements to Amend the Declaration of Trust	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Sylvia Acevedo	DAFÜR	DAFÜR	
1.2	Elect Mr. Cristiano Amon	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Mark Fields	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Jeffrey W. Henderson	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Gregory Johnson	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Ann M. Livermore	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Mark D McLaughlin	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Jamie S. Miller	DAFÜR	DAFÜR	
1.9	Re-elect Dr. Irene B. Rosenfeld	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Neil Smit	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Jean-Pascal Tricoire	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Anthony J. Vinciquerra	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
2	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1a.	Re-elect Ms. Tracy A. Atkinson	DAFÜR	DAFÜR
1b.	Elect Mr. Bernard A. Harris Jr.	DAFÜR	DAFÜR
1c.	Re-elect Mr. Gregory J. Hayes	DAFÜR	● DAGEGEN Combined chairman and CEO.
1d.	Re-elect Mr. George R. Oliver	DAFÜR	DAFÜR
1e.	Re-elect Mr. Robert K. Ortberg	DAFÜR	DAFÜR
1f.	Re-elect Dr. Margaret L. O'Sullivan	DAFÜR	DAFÜR
1g.	Re-elect Mr. Dinesh C. Paliwal	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1h.	Re-elect Prof. Ellen M. Pawlikowski	DAFÜR	DAFÜR
1i.	Re-elect Ms. Denise L. Ramos	DAFÜR	DAFÜR
1j.	Re-elect Mr. Fredric G. Reynolds	DAFÜR	DAFÜR
1k.	Re-elect Mr. Brian C. Rogers	DAFÜR	DAFÜR
1l.	Re-elect Mr. James A. Winnefeld Jr.	DAFÜR	DAFÜR
1m.	Re-elect Mr. Robert O. Work	DAFÜR	● DAGEGEN Chairman of the sustainability committee and the company does not have a convincing climate strategy.
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
4	Approve an Amendment to the Restated Certificate of Incorporation to Reduce the Voting Threshold Required to Repeal Article Ninth	DAFÜR	● DAGEGEN An affirmative vote of two-thirds of the majority of the outstanding capital (>50%) would better protect the strategic future of a company.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Shellye L. Archambeau	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Amy Woods Brinkley	DAFÜR	DAFÜR	
1.3	Elect Ms. Irene M. Esteves	DAFÜR	DAFÜR	
1.4	Re-elect Mr. L. Neil Hunn	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Robert D. Johnson	DAFÜR	DAFÜR	
1.6	Elect Mr. Thomas P. Joyce Jr.	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Laura G. Thatcher	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Richard F. Wallman	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Christopher Wright	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Andrew A. Chisholm	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Jacynthe Côté	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Toos N. Daruvala	DAFÜR	DAFÜR	
1.4	Re-elect Mr. David F. Denison	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Cynthia Devine	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.6	Elect Ms. Roberta L. Jamieson	DAFÜR	DAFÜR	
1.7	Re-elect Mr. David I. McKay	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Kathleen P. Taylor	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.9	Re-elect Ms. Maryann Turcke	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Bridget A. van Kralingen	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Thierry Vandal	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Frank Vettese	DAFÜR	DAFÜR	
1.13	Re-elect Mr. Jeffery Yabuki	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Update Sustainable Finance precluding fossil fuel activity and projects with opposition from Indigenous Peoples	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
5	Shareholder resolution: Assess and Mitigate the Human Rights and Reputational Risks Involved in the Financialization of Housing	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
6	Shareholder resolution: Avoid Bank Participation in Pollution-Intensive Asset Privatisations	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
7	Shareholder resolution: Amend Articles of Incorporation to become a Social Purpose Corporation	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's environmental and social responsibility.
8	Shareholder resolution: Advisory Vote on Environmental Policy	DAGEGEN	● DAFÜR	The proposal would demonstrate to shareholders how the company plans to address climate change.
9	Shareholder resolution: Adopt French as the Official Language of the Bank	DAGEGEN	DAGEGEN	
10	Shareholder resolution: Reporting Circular Economy Loans	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
11	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Re-elect Mr. Marco Alverà	DAFÜR	DAFÜR
1.2	Elect Mr. Jacques Esculier	DAFÜR	DAFÜR
1.3	Elect Ms. Gay Huey Evans	DAFÜR	DAFÜR
1.4	Re-elect Mr. William D. Green	DAFÜR	DAFÜR
1.5	Re-elect Ms. Stephanie C. Hill	DAFÜR	DAFÜR
1.6	Re-elect Ms. Rebecca Jacoby	DAFÜR	DAFÜR
1.7	Elect Mr. Robert P. Kelly	DAFÜR	DAFÜR
1.8	Re-elect Mr. Ian Paul Livingston	DAFÜR	DAFÜR
1.9	Elect Ms. Deborah D. McWhinney	DAFÜR	DAFÜR
1.10	Re-elect Ms. Maria R. Morris	DAFÜR	DAFÜR
1.11	Re-elect Mr. Douglas L. Peterson	DAFÜR	DAFÜR
1.12	Re-elect Mr. Edward B. Rust Jr.	DAFÜR	● DAGEGEN The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.13	Re-elect Mr. Richard E. Thornburgh	DAFÜR	DAFÜR
1.14	Elect Dr. Gregory Washington	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Marc Benioff	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Elect Mr. Bret Taylor	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1c.	Elect Ms. Laura Alber	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Craig Conway	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Parker Harris	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Alan G. Hassenfeld	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Neelie Kroes	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1h.	Elect Mr. Oscar Munoz	DAFÜR	● DAGEGEN	Non independent director (family connections). The board is not sufficiently independent.
1i.	Re-elect Mr. Sanford Robertson	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines.
1j.	Re-elect Mr. John V. Roos	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Robin L. Washington	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Maynard G. Webb	DAFÜR	DAFÜR	
1m.	Re-elect Ms. Susan Wojcicki	DAFÜR	DAFÜR	
2.	To approve the amendment of the 2013 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
3.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
6.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
7.	Shareholder resolution: Racial Equity Audit	DAGEGEN	● DAFÜR	We support corporate policies to prevent discrimination.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Nora A. Aufreiter	DAFÜR	DAFÜR	
1.2	Re-elect Dr. oec. Guillermo E. Babatz	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Scott B. Bonham	DAFÜR	DAFÜR	
1.4	Elect Mr. Daniel (Don) H. Callahan	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Lynn K. Patterson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Michael D. Penner	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Brian J. Porter	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Una M Power	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Aaron W. Regent	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.
1.10	Re-elect Mr. Calin Rovinescu	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Susan L. Segal	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Scott L Thomson	DAFÜR	DAFÜR	
1.13	Re-elect Ms. Benita M. Warmbold	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	● ZURÜCK-BEHALTEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Amend Stock Option Plan Re: Number of Issuable Shares	DAFÜR	● DAGEGEN	Potential excessive awards.
5	Amend Stock Option Plan Re: Amending Provisions of the Plan	DAFÜR	DAFÜR	
6	Shareholder resolution: Amend Articles of Incorporation to become a Social Purpose Corporation	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's environmental and social responsibility.
7	Shareholder resolution: Annual Advisory Vote on Environmental and Climate Change Action Plan	DAGEGEN	● DAFÜR	A say on climate would improve the company's transparency and accountability on climate change.
8	Shareholder resolution: Set Up a Climate Change and Environment Committee	DAGEGEN	● DAFÜR	The proposal strengthens the monitoring of environmental and climate change risks by the board.
9	Shareholder resolution: Adopt French as the Official Language of the Bank	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Ms. Susan L. Bostrom	DAFÜR	DAFÜR
1b.	Re-elect Ms. Teresa Briggs	DAFÜR	DAFÜR
1c.	Re-elect Mr. Jonathan C. Chadwick	DAFÜR	DAFÜR
1d.	Re-elect Mr. Paul E. Chamberlain	DAFÜR	DAFÜR
1e.	Re-elect Mr. Lawrence J. Jackson Jr.	DAFÜR	DAFÜR
1f.	Re-elect Mr. Frederic B. Luddy	DAFÜR	DAFÜR
1g.	Re-elect Mr. Jeffrey A. Miller	DAFÜR	DAFÜR
1h.	Elect Mr. Joseph (Larry) Quinlan	DAFÜR	DAFÜR
1i.	Elect Dr. Sukumar Rathnam	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive total remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Kerrii B. Anderson	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Arthur F. Anton	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Jeff M. Fettig	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Richard J. Kramer	DAFÜR	DAFÜR	
1e.	Re-elect Mr. John G. Morikis	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f.	Re-elect Ms. Christine A. Poon	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Aaron M. Powell	DAFÜR	DAFÜR	
1h.	Elect Ms. Marta R. Stewart	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Michael H. Thaman	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Matthew Thornton III	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Steven H. Wunning	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1A.	Re-elect Mr. Tobias Lütke	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1B.	Re-elect Mr. Robert G. Ashe	DAFÜR	DAFÜR	
1C.	Re-elect Ms. Gail F. Goodman	DAFÜR	DAFÜR	
1D.	Re-elect Ms. Colleen Johnston	DAFÜR	DAFÜR	
1E.	Re-elect Mr. Jeremy Levine	DAFÜR	DAFÜR	
1F.	Re-elect Mr. John Phillips	DAFÜR	DAFÜR	
1G.	Elect Ms. Fidji Simo	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	DAFÜR	
3.	Approval of the Arrangement	DAFÜR	● DAGEGEN	Multiple share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity.
4.	Approve share split	DAFÜR	DAFÜR	
5.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Glyn F. Aeppel	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Larry C. Glasscock	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1c.	Re-elect Dr. Karen N. Horn	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines.
1d.	Re-elect Mr. Allan B. Hubbard	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1e.	Re-elect Mr. Reuben S. Leibowitz	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1f.	Re-elect Mr. Gary M. Rodkin	DAFÜR	DAFÜR	
1g.	Elect Ms. Peggy Fang Roe	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Stefan M. Selig	DAFÜR	DAFÜR	
1i.	Re-elect Dr. Daniel C. Smith	DAFÜR	DAFÜR	
1j.	Re-elect Mr. J. Albert Smith Jr.	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
1k.	Re-elect Ms. Marta R. Stewart	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.a	Re-elect Ms. Kelly A. Kramer	DAFÜR	DAFÜR
1.b	Re-elect Mr. Frank Sloatman	DAFÜR	<ul style="list-style-type: none"> ● ZURÜCK-BEHALTEN Combined chairman and CEO.
1.c	Re-elect Mr. Michael L. Speiser	DAFÜR	DAFÜR
2	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR
3	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Richard E. Allison	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Andrew Campion	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Mary N. Dillon	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Isabel Ge Mahe	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Mellody Hobson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Kevin R. Johnson	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Jorgen Vig Knudstorp	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Satya Nadella	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Joshua C. Ramo	DAFÜR	DAFÜR	
1.10	Re-elect Ms. Clara Shih	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Javier G. Teruel	DAFÜR	DAFÜR	
2	To approve the adoption of the Omnibus Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Report on the prevention of harassment and discrimination in the workplace	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a)	Re-elect Ms. Mary K. Brainerd	DAFÜR	DAFÜR	
1b)	Re-elect Dr. Giovanni Caforio	DAFÜR	DAFÜR	
1c)	Re-elect Prof. Dr. oec. Srikant M. Datar	DAFÜR	DAFÜR	
1d)	Re-elect Mr. Allan C. Golston	DAFÜR	DAFÜR	
1e)	Re-elect Mr. Kevin A. Lobo	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f)	Re-elect Ms. Sherilyn S. McCoy	DAFÜR	DAFÜR	
1g)	Re-elect Mr. Andrew K. Silvernail	DAFÜR	DAFÜR	
1h)	Re-elect Ms. Lisa M. Skeete Tatum	DAFÜR	DAFÜR	
1i)	Re-elect Ms. Ronda E. Stryker	DAFÜR	DAFÜR	
1j)	Re-elect Mr. Rajeev Suri	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Dr. Aart J. de Geus	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.2	Re-elect Ms. Janice D. Chaffin	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Bruce R. Chizen	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.4	Re-elect Ms. Mercedes Johnson	DAFÜR	DAFÜR	
1.5	Re-elect Prof. Dr. Chrysostomos L. Max Nikias	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Jeannine P. Sargent	DAFÜR	DAFÜR	
1.7	Re-elect Mr. John G. Schwarz	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.8	Re-elect Mr. Roy Vallee	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
2	To approve the 2006 Employee Equity Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
3	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
5	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
6	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	● DAFÜR	Concerns over the high special meeting consent threshold of 20%.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Elect Mr. David P. Abney	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Douglas M. Baker Jr.	DAFÜR	DAFÜR	
1c.	Re-elect Mr. George S. Barrett	DAFÜR	DAFÜR	
1d.	Elect Ms. Gail K. Boudreaux	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Brian C. Cornell	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1f.	Re-elect Mr. Robert L. Edwards	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Donald (Don) R. Knauss	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Christine A. Leahy	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.

No.	Traktanden	Board	Ethos	
1	Wahlen in den Verwaltungsrat			
1.a	Wiederwahl von Herrn Terrence R. Curtin	DAFÜR	● DAGEGEN	Er ist gleichzeitig dauerhaftes Mitglied der Geschäftsleitung (CEO).
1.b	Wiederwahl von Herrn Carol A. Davidson	DAFÜR	DAFÜR	
1.c	Wiederwahl von Frau Lynn A. Dugle	DAFÜR	DAFÜR	
1.d	Wiederwahl von Herrn Dr. William A. Jeffrey	DAFÜR	DAFÜR	
1.e	Neuwahl von Frau Syaru Shirley Lin	DAFÜR	DAFÜR	
1.f	Wiederwahl von Herrn Thomas J. Lynch	DAFÜR	DAFÜR	
1.g	Wiederwahl von Herrn Heath A. Mitts	DAFÜR	● DAGEGEN	Er ist gleichzeitig dauerhaftes Mitglied der Geschäftsleitung (CFO).
1.h	Wiederwahl von Herrn Yong Nam	DAFÜR	DAFÜR	
1.i	Wiederwahl von Herrn Abhijit Y. Talwalkar	DAFÜR	● DAGEGEN	Er übt zu viele Verwaltungsratsmandate aus.
1.j	Wiederwahl von Herrn Mark C. Trudeau	DAFÜR	DAFÜR	
1.k	Wiederwahl von Frau Dawn C. Willoughby	DAFÜR	DAFÜR	
1.l	Wiederwahl von Frau Laura H. Wright	DAFÜR	DAFÜR	
2	Wiederwahl von Herrn Thomas J. Lynch als Verwaltungsratspräsident	DAFÜR	DAFÜR	
3	Wahlen in den Vergütungsausschuss			
3.a	Wiederwahl von Herrn Abhijit Y. Talwalkar als Mitglied des Vergütungsausschusses	DAFÜR	● DAGEGEN	Herr Talwalkar wurde von Ethos nicht in den Verwaltungsrat gewählt. Deshalb kann Ethos Herr Talwalkar auch nicht als Mitglied des Ausschusses bestätigen.
3.b	Wiederwahl von Herrn Mark C. Trudeau als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	
3.c	Wiederwahl von Frau Dawn C. Willoughby als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	
4	Wiederwahl von Herrn Dr. René Schwarzenbach als unabhängigen Stimmrechtsvertreter	DAFÜR	DAFÜR	
5	Genehmigung des Jahresberichts, der Jahresrechnung und der Konzernrechnung			

No.	Traktanden	Board	Ethos	
5.1	Genehmigung des Jahresberichts 2020/21 (ausgenommen der Vergütungsbericht und die Jahres- und Konzernrechnung)	DAFÜR	DAFÜR	
5.2	Genehmigung der Jahresrechnung 2020/21	DAFÜR	DAFÜR	
5.3	Genehmigung der Konzernrechnung 2020/21	DAFÜR	DAFÜR	
6	Entlastung der Mitglieder des Verwaltungsrats und der Geschäftsleitung	DAFÜR	DAFÜR	
7.1	Wiederwahl von Deloitte & Touche LLP als Revisionsstelle	DAFÜR	DAFÜR	
7.2	Wiederwahl von Deloitte AG als Schweizer Prüfer	DAFÜR	DAFÜR	
7.3	Wiederwahl von PricewaterhouseCoopers AG als spezieller Prüfer	DAFÜR	DAFÜR	
8	Konsultativabstimmung über die Vergütung der Geschäftsleitung	DAFÜR	● DAGEGEN	<p>Der Zusammenhang zwischen Vergütung und Performance ist nicht gegeben.</p> <p>Der Vergütungsbericht genügt den Richtlinien von Ethos nicht.</p>
9	Verbindliche prospektive Abstimmung über die gesamte Vergütung der Geschäftsleitung	DAFÜR	● DAGEGEN	<p>Die gelieferten Informationen sind ungenügend.</p> <p>Mit dem maximalen Gesamtbetrag könnten erheblich höhere Vergütungen gezahlt werden, als dies bei vergleichbaren Unternehmen der Fall ist.</p> <p>Die Struktur der Vergütung genügt den Richtlinien von Ethos nicht.</p> <p>Der Vergütungsausschuss oder der Verwaltungsrat verfügt über einen zu grossen Ermessensspielraum bei den Zuteilungen.</p>
10	Verbindliche prospektive Abstimmung über die gesamte Vergütung des Verwaltungsrats	DAFÜR	DAFÜR	
11	Verwendung des Bilanzgewinns	DAFÜR	DAFÜR	
12	Genehmigung der Ausschüttung einer Dividende aus der Kapitaleinlagereserve	DAFÜR	DAFÜR	
13	Genehmigung eines Aktienrückkaufprogramms	DAFÜR	DAFÜR	
14	Erneuerung des genehmigten Kapitals	DAFÜR	● DAGEGEN	<p>Die Ermächtigung zur Kapitalerhöhung für allgemeine Finanzierungszwecke ohne Bezugsrecht übersteigt 15 Prozent des bereits ausgegebenen Kapitals.</p>

No.	Traktanden	Board	Ethos
15	Kapitalherabsetzung durch Vernichtung von zurückgekauften Aktien	DAFÜR	DAFÜR
16	Genehmigung der Verschiebung der Generalversammlung	DAFÜR	<p>● DAGEGEN</p> <p>Falls das Quorum erreicht wird, sollte der Wahlausgang als repräsentativ für die Meinung der Aktionäre gelten. Es besteht keine Notwendigkeit die Versammlung zu verschieben.</p>

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Ira Ehrenpreis	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.
1.2	Re-elect Ms. Kathleen Wilson-Thompson	DAFÜR	DAFÜR	
2.	Reduce the directors' terms of office from 3 to 2 years	DAFÜR	DAFÜR	
3.	Eliminate applicable supermajority voting requirements	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders.
4.	Increase the authorised share capital by 4 billion shares reflecting share split	DAFÜR	DAFÜR	
5.	Re-election of the auditor	DAFÜR	DAFÜR	
6.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.
7.	Shareholder resolution: Report on anti-harassment and discrimination efforts	DAGEGEN	● DAFÜR	Enhanced disclosure on harassment and discrimination.
8.	Shareholder resolution: Board diversity	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
9.	Shareholder resolution: Report employee arbitration	DAGEGEN	● DAFÜR	Enhanced disclosure on harassment and discrimination.
10	Shareholder resolution: Disclose how lobbying activities align with the Paris Agreement	DAGEGEN	● DAFÜR	Enhanced disclosure on climate issues.
11.	Shareholder resolution: Adoption of a freedom of association and collective bargaining policy	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
12.	Shareholder resolution: Additional reporting on child labour	DAGEGEN	● DAFÜR	Enhanced disclosure on potential violation of child workers' human and labour rights.
13.	Shareholder resolution: Additional reporting on water risk	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Mark A. Blinn	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Todd M. Bluedorn	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Janet F. Clark	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Carrie S. Cox	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Martin S. Craighead	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Jean M. Hobby	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Michael D. Hsu	DAFÜR	DAFÜR	
1h.	Elect Mr. Haviv Ilan	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Ronald D. Kirk	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Pamela H. Patsley	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Robert E. Sanchez	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Richard K. Templeton	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Marc N. Casper	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1b.	Re-elect Mr. Nelson J. Chai	DAFÜR	DAFÜR	
1c.	Elect Ms. Ruby R. Chandy	DAFÜR	DAFÜR	
1d.	Re-elect Dr. C. Martin Harris	DAFÜR	DAFÜR	
1e.	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1f.	Re-elect Ms. R. Alexandra Keith	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Jim P. Manzi	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Mr. James C. Mullen	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1i.	Re-elect Mr. Lars Rebien Sørensen	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1j.	Re-elect Dr. Debora L. Spar	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Scott M. Sperling	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1l.	Re-elect Mr. Dion J. Weisler	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. José B. Alvarez	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Alan M. Bennett	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1c.	Re-elect Ms. Rosemary T. Berkery	DAFÜR	DAFÜR	
1d.	Re-elect Mr. David T. Ching	DAFÜR	DAFÜR	
1e.	Re-elect Ms. C. Kim Goodwin	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Ernie Herrman	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1g.	Re-elect Mr. Michael F. Hines	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1h.	Re-elect Ms. Amy B. Lane	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Carol Meyrowitz	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent.
1j.	Re-elect Ms. Jackwyn L. Nemerov	DAFÜR	DAFÜR	
1k.	Re-elect Mr. John F. O'Brien	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	To approve the Stock Incentive Plan (2022 Restatement)	DAFÜR	● DAGEGEN	Potential excessive awards.
4.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
5.	Shareholder resolution: Report on effectiveness of social compliance efforts in TJX's supply chain	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights, specifically of child workers in the company's supply chain.
6.	Shareholder resolution: Report on risk to TJX from supplier misclassification of supplier's employees	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights, particularly the misclassification of employees as independent contractors.
7.	Shareholder resolution: Report on risk due to restrictions on reproductive rights	DAGEGEN	● DAFÜR	Reproductive rights is a very important matter for employees and the company 's healthcare cover does not directly address this issue for part-time employees.
8.	Shareholder resolution: Adopt paid sick leave policy for all associates	DAGEGEN	● DAFÜR	Paid sick leave is one of the fundamental workplace rights of an employee.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Re-elect Mr. Marcelo Claure	DAFÜR	DAFÜR
1.2	Re-elect Dr. Srikant M. Datar	DAFÜR	DAFÜR
1.3	Re-elect Ms. Bavan M. Holloway	DAFÜR	DAFÜR
1.4	Re-elect Mr. Timotheus Höttges	DAFÜR	DAFÜR
1.5	Re-elect Mr. Christian P. Illek	DAFÜR	DAFÜR
1.6	Re-elect Dr. Raphael Kübler	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.</p>
1.7	Re-elect Mr. Thorsten Langheim	DAFÜR	DAFÜR
1.8	Re-elect Ms. Dominique Leroy	DAFÜR	DAFÜR
1.9	Elect Ms. Letitia A. Long	DAFÜR	DAFÜR
1.10	Re-elect Mr. G. Michael Sievert	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Executive director. The board is not sufficiently independent.</p>
1.11	Re-elect Ms. Teresa A. Taylor	DAFÜR	DAFÜR
1.12	Re-elect Mr. Omar Tazi	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.</p>
1.13	Re-elect Mr. Kelvin R. Westbrook	DAFÜR	<p>● ZURÜCK-BEHALTEN</p> <p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p> <p>Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.</p>
2.	Election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Elect Ms. Cherie Brant	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Amy W. Brinkley	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Brian C. Ferguson	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Colleen A. Goggins	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Jean-René Halde	DAFÜR	DAFÜR	
1.6	Re-elect Mr. David E. Kepler	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Brian M. Levitt	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Alan N. MacGibbon	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Karen E. Maidment	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Bharat B. Masrani	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Nadir H. Mohamed	DAFÜR	DAFÜR	
1.12	Re-elect Mr. Claude Mongeau	DAFÜR	DAFÜR	
1.13	Re-elect Ms. Jane S. Rowe	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Adopt a policy of not financing new fossil fuel supply	DAGEGEN	● DAFÜR	The resolution asks the bank to finance the transition to a low carbon economy.
5	Shareholder resolution: Amend Articles of Incorporation to become a Social Purpose Corporation	DAGEGEN	● DAFÜR	The proposal aims at promoting the company's environmental and social responsibility.
6	Shareholder resolution: Annual Advisory Vote on Environmental and Climate Change Action Plan	DAGEGEN	● DAFÜR	A say on climate would improve the company's transparency and accountability on climate change.
7	Shareholder resolution: Approve French as an Official Language	DAGEGEN	DAGEGEN	
8	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Kirk E. Arnold	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Ann C. Berzin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Ms. April Miller Boise	DAFÜR	DAFÜR	
1d.	Re-elect Mr. John Bruton	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1e.	Re-elect Dr. Jared L. Cohon	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1f.	Re-elect Mr. Gary D. Forsee	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice.
1g.	Re-elect Ms. Linda P. Hudson	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Myles P. Lee	DAFÜR	DAFÜR	
1i.	Elect Mr. David S. Regnery	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1j.	Re-elect Mr. John P. Surma	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Tony L. White	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Renew the Directors' existing authority to issue shares	DAFÜR	DAFÜR	
5.	Renew Directors' Authority to Issue Shares for Cash	DAFÜR	DAFÜR	
6.	Determine the price range at which the Company can reissue shares	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Ms. Jennifer S. Banner	DAFÜR	● DAGEGEN	Board size is excessive.
1b.	Re-elect Mr. K. David Boyer Jr.	DAFÜR	● DAGEGEN	Board size is excessive.
1c.	Re-elect Ms. Agnes Bundy Scanlan	DAFÜR	DAFÜR	
1d.	Re-elect Ms. Anna R. Cablik	DAFÜR	● DAGEGEN	Board size is excessive.
1e.	Re-elect Mr. Dallas S. Clement	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Paul D. Donahue	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Patrick C. Graney III	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Kelly S. King	DAFÜR	● DAGEGEN	The board size is excessive.
1j.	Re-elect Ms. Easter A. Maynard	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Donna S. Morea	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Charles A. Patton	DAFÜR	DAFÜR	
1m.	Re-elect Dr. Nido R. Qubein	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1n.	Re-elect Mr. David M. Ratcliffe	DAFÜR	DAFÜR	
1o.	Re-elect Mr. William H. Rogers, Jr.	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1p.	Re-elect Mr. Frank P. Scruggs, Jr.	DAFÜR	DAFÜR	
1q.	Re-elect Ms. Christine Sears	DAFÜR	DAFÜR	
1r.	Re-elect Mr. Thomas E. Skains	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1s.	Re-elect Mr. Bruce L. Tanner	DAFÜR	DAFÜR	
1t.	Re-elect Mr. Thomas N. Thompson	DAFÜR	● DAGEGEN	Board size is excessive.
1u.	Re-elect Mr. Steven C. Voorhees	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Approval of the Truist Financial Corporation 2022 Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
5.	Approval of the Truist Financial Corporation 2022 Employee Stock Purchase Plan	DAFÜR	DAFÜR	
6.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a.	Re-elect Mr. Warner L. Baxter	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Dorothy J. Bridges	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Elizabeth L. Buse	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Andrew Cecere	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1e.	Re-elect Ms. Kimberly N. Ellison-Taylor	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Kimberly J. Harris	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Roland A. Hernandez	DAFÜR	DAFÜR	
1h.	Re-elect Ms. Olivia F. Kirtley	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1i.	Re-elect Mr. Richard P. McKenney	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Yusuf I. Mehdi	DAFÜR	DAFÜR	
1k.	Re-elect Mr. John P. Wiehoff	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Scott W. Wine	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Ronald D. Sugar	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Revathi Advaiti	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Ursula M. Burns	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR	
1e.	Re-elect Ms. Amanda Ginsberg	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Dara Khosrowshahi	DAFÜR	DAFÜR	
1g.	Re-elect Ms. Wan Ling Martello	DAFÜR	DAFÜR	
1h.	Re-elect Mr. H.E. Yasir Al-Rumayyan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1i.	Re-elect Mr. John Thain	DAFÜR	DAFÜR	
1j.	Re-elect Mr. David I. Trujillo	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Alexander Wynaendts	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	
4.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. William J. DeLaney	DAFÜR	DAFÜR
1b.	Re-elect Mr. David B. Dillon	DAFÜR	DAFÜR
1c.	Elect Ms. Sheri H. Edison	DAFÜR	DAFÜR
1d.	Elect Ms. Teresa M. Finley	DAFÜR	DAFÜR
1e.	Re-elect Mr. Lance M. Fritz	DAFÜR	● DAGEGEN Combined chairman and CEO.
1f.	Re-elect Ms. Deborah C. Hopkins	DAFÜR	DAFÜR
1g.	Re-elect Ms. Jane H. Lute	DAFÜR	DAFÜR
1h.	Re-elect Mr. Michael R. McCarthy	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.
1i.	Re-elect Mr. Jose H. Villarreal	DAFÜR	DAFÜR
1j.	Re-elect Mr. Christopher J. Williams	DAFÜR	DAFÜR
2.	R-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a)	Re-elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	
1b)	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR	
1c)	Re-elect Ms. Eva C. Boratto	DAFÜR	DAFÜR	
1d)	Re-elect Mr. Michael J. Burns	DAFÜR	DAFÜR	
1e)	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	
1f)	Re-elect Ms. Angela Hwang	DAFÜR	DAFÜR	
1g)	Re-elect Ms. Kate E. Johnson	DAFÜR	DAFÜR	
1h)	Re-elect Mr. William R. Johnson	DAFÜR	DAFÜR	
1i)	Re-elect Ms. Ann M. Livermore	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1j)	Re-elect Mr. Franck J. Moison	DAFÜR	DAFÜR	
1k)	Re-elect Ms. Christiana Smith Shi	DAFÜR	DAFÜR	
1l)	Re-elect Mr. Russell Stokes	DAFÜR	DAFÜR	
1m)	Re-elect Mr. Kevin M. Warsh	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Disclose lobbying activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
5.	Shareholder resolution: Report on the Alignment of Lobbying Activities with the Paris Climate Agreement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
6.	Shareholder resolution: Reduce the Voting Power of Class A Stock from 10 Votes Per Share to One Vote Per Share	DAGEGEN	● DAFÜR	The proposal to give each share an equal vote is in line with the principle of fair and equal treatment of all shareholders.
7.	Shareholder resolution: Adoption of Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
8.	Shareholder resolution: Report on Balancing Climate Measures and Financial Returns	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
9.	Shareholder resolution: Annual Report on Diversity and Inclusion	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Timothy P. Flynn	DAFÜR	DAFÜR	
1b.	Elect Mr. Paul R. Garcia	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Stephen J. Hemsley	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1d.	Re-elect Ms. Michele J. Hooper	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR	
1f.	Re-elect Dr. Valerie C. Montgomery Rice	DAFÜR	DAFÜR	
1g.	Re-elect Dr. John H. Noseworthy	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Andrew Witty	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
5.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Shellye L. Archambeau	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Roxanne S. Austin	DAFÜR	DAFÜR	
1.3	Re-elect Mr. Mark T. Bertolini	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR	
1.5	Elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Clarence Otis Jr.	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice.
1.7	Re-elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Rodney E. Slater	DAFÜR	DAFÜR	
1.9	Elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Hans Vestberg	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.11	Re-elect Mr. Gregory G. Weaver	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Report on charitable contributions	DAGEGEN	DAGEGEN	
5.	Shareholder resolution: Clawback Policy Amendment	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
6.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
7.	Shareholder resolution: Report on Operations in Communist China	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Dr. Sangeeta N. Bhatia	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Lloyd A. Carney	DAFÜR	DAFÜR	
1.3	Re-elect Dr. Alan Garber	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Terrence C. Kearney	DAFÜR	DAFÜR	
1.5	Re-elect Dr. med. Reshma Kewalramani	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Yuchun Lee	DAFÜR	DAFÜR	
1.7	Re-elect Dr. Jeffrey M. Leiden	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Margaret G. McGlynn	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Diana McKenzie	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Bruce I. Sachs	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.11	Elect Mr. Suketu Upadhyay	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.</p> <p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
4.	To approve an amendment to the 2013 Stock and Option Plan	DAFÜR	● DAGEGEN	<p>The potential variable remuneration exceeds our guidelines.</p> <p>The non-executive directors receive options.</p>

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Cesar Conde	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1b.	Re-elect Mr. Timothy P. Flynn	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Sarah J. Friar	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1d.	Re-elect Ms. Carla Harris	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1e.	Re-elect Mr. Thomas W. Horton	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Marissa A. Mayer	DAFÜR	DAFÜR	
1g.	Re-elect Mr. C. Douglas McMillon	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1h.	Re-elect Mr. Gregory B. Penner	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Randall L. Stephenson	DAFÜR	DAFÜR	
1j.	Re-elect Mr. S. Robson Walton	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Steuart L. Walton	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
4.	Shareholder resolution: Report on Animal Welfare Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on animal welfare risks in the company's food supply chain.
5.	Shareholder resolution: Create a Pandemic Workforce Advisory Council	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility.
6.	Shareholder resolution: Report on Risks of State Policies Restricting Reproductive Health Care	DAGEGEN	● DAFÜR	Reproductive rights is a very important matter for employees and the company 's healthcare coverage plans and company-paid benefits do not directly address this issue.
7.	Shareholder resolution: Alignment of Racial Justice Goals and Starting Wages	DAGEGEN	● DAFÜR	Enhanced disclosure on racial justice commitments.
8.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	
9.	Shareholder resolution: Charitable Contributions	DAGEGEN	DAGEGEN	
10.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Susan E. Arnold	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Mary T. Barra	DAFÜR	DAFÜR	
1.3	Re-elect Ms. Safra A. Catz	DAFÜR	DAFÜR	
1.4	Elect Ms. Amy L. Chang	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Robert A. Chapek	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Francis deSouza	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Michael Froman	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Maria Elena Lagomasino	DAFÜR	DAFÜR	
1.9	Elect Mr. Calvin McDonald	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Mark G. Parker	DAFÜR	DAFÜR	
1.11	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	
2	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Shareholder resolution: Disclose lobbying policies and activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6	Shareholder resolution: Evaluate Human Rights Impacts	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
7	Shareholder resolution: Pay Gaps across Race and Gender	DAGEGEN	● DAFÜR	We support corporate policies to prevent discrimination.
8	Shareholder resolution: Workplace non-discrimination audit and report	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a)	Re-elect Mr. Steven D. Black	DAFÜR	DAFÜR	
1b)	Re-elect Mr. Mark A. Chancy	DAFÜR	DAFÜR	
1c)	Re-elect Dr. Celeste A. Clark	DAFÜR	DAFÜR	
1d)	Re-elect Mr. Theodore Jr. F. Craver	DAFÜR	DAFÜR	
1e)	Elect Mr. Richard K. Davis	DAFÜR	DAFÜR	
1f)	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	
1g)	Elect Ms. Cecelia G. Morken	DAFÜR	DAFÜR	
1h)	Re-elect Ms. Maria R. Morris	DAFÜR	DAFÜR	
1i)	Elect Dr. iur. Felicia F. Norwood	DAFÜR	DAFÜR	
1j)	Re-elect Mr. Richard B. Payne Jr.	DAFÜR	DAFÜR	
1k)	Re-elect Mr. Juan A. Pujadas	DAFÜR	DAFÜR	
1l)	Re-elect Mr. Ronald L. Sargent	DAFÜR	DAFÜR	
1m)	Re-elect Mr. Charles W. Scharf	DAFÜR	DAFÜR	
1n)	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Approve the 2022 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Management Pay Clawback Authorisation	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Report on Incentive-Based Compensation and Risks of Material Losses	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
7	Shareholder resolution: Gender and Racial Diversity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
8	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
9	Shareholder resolution: Climate Change Policy	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
10	Shareholder resolution: Conduct a Racial Equity Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity.
11	Shareholder resolution: Charitable Donations Disclosure	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos
1	Elections of directors		
1.1	Re-elect Ms. Lynne M. Doughtie	DAFÜR	DAFÜR
1.2	Re-elect Mr. Carl M. Eschenbach	DAFÜR	● ZURÜCK-BEHALTEN Concerns over the director's time commitments.
1.3	Re-elect Mr. Michael M. McNamara	DAFÜR	DAFÜR
1.4	Re-elect Mr. Jerry Yang	DAFÜR	DAFÜR
2	Re-election of the auditor	DAFÜR	DAFÜR
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. The variable remuneration is based on continued employment only.
4	To approve the amendment of the Equity Incentive Plan	DAFÜR	● DAGEGEN Potential excessive awards.
5	To approve the amendment of the Employee Stock Purchase Plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Dr. iur. Paul M. Bisaro	DAFÜR	DAFÜR
1b.	Re-elect Mr. Frank A. D'Amelio	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1c.	Re-elect Mr. Michael B. McCallister	DAFÜR	DAFÜR
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	To approve the 2013 Equity and Incentive Plan	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines. The non-executive directors receive options.
4.	Re-election of the auditor	DAFÜR	DAFÜR
5.	Eliminate Supermajority Vote Requirement	DAFÜR	DAFÜR
6.	Declassify the board	DAFÜR	DAFÜR

Disclaimer

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