

2024

## RP - Fonds institutionnel

### Rapport d'exercice des droits de vote (sociétés non-suissees)

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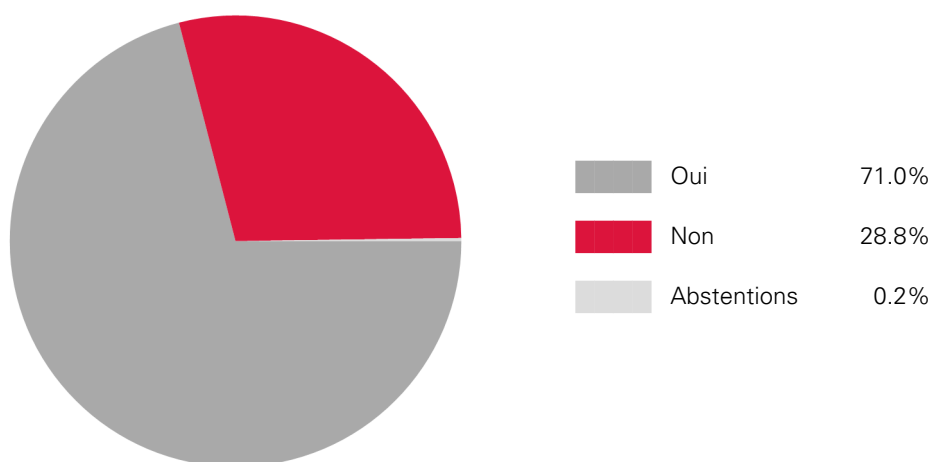
#### Contacts

Vincent Kaufmann, Directeur  
Fanny Ebener, Co-Head Proxy Voting  
Romain Perruchoud, Co-Head Proxy Voting  
Mohamed Amine Hathroubi, Senior ESG Analyst  
Emilie Fournier, ESG Analyst  
Ethos - Case Postale 1051 - 1211 Genève 26  
T +41 (0)58 201 89 89 - [www.ethosfund.ch](http://www.ethosfund.ch)

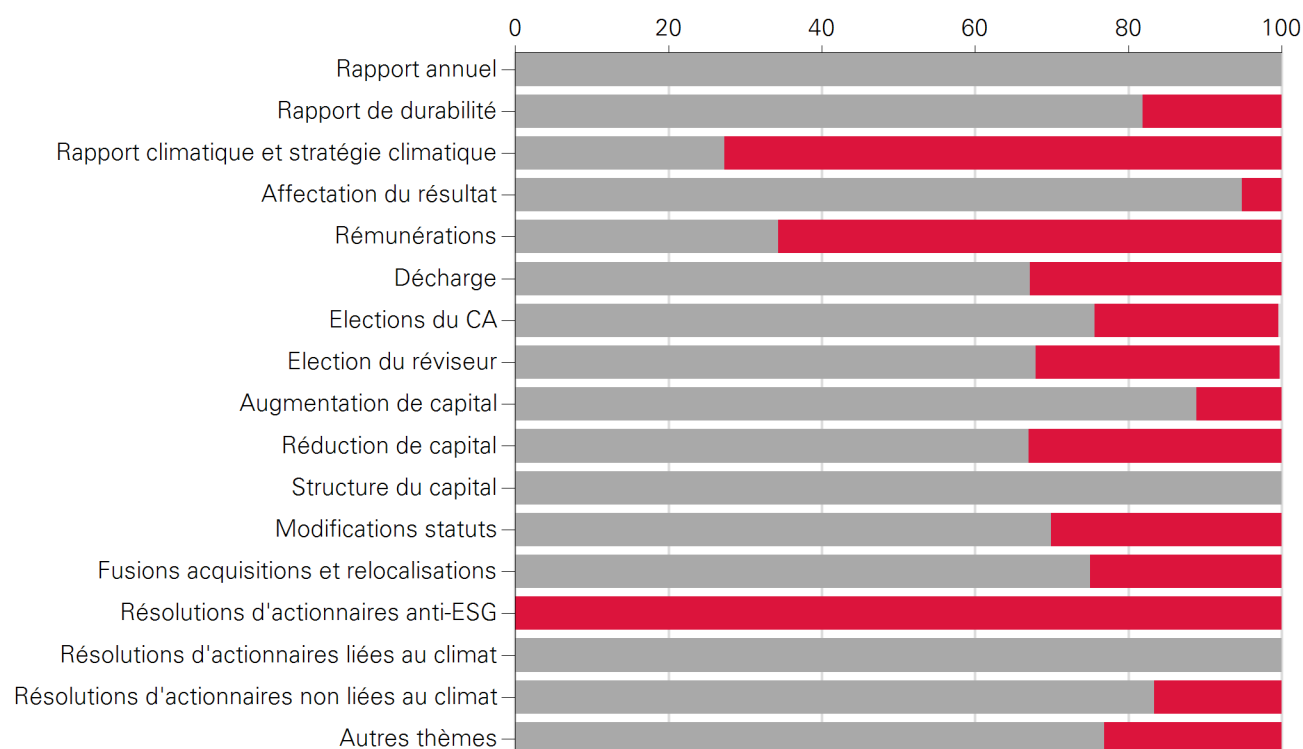
## 1 Résumé des analyses effectuées

Type d'assemblées générales	Nombre d'assemblées	Nombre de résolutions			
		Total	Oui	Non	Abstentions
Assemblées générales ordinaires	390	6618	4672	1930	16
Assemblées générales extraordinaires	7	12	9	3	0
Assemblées générales ordinaires et extraordinaires	29	713	530	183	0
<b>Total</b>	<b>426</b>	<b>7343</b>	<b>5211</b>	<b>2116</b>	<b>16</b>

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



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



	■ Résolutions approuvées		■ Résolutions refusées		■ Abstentions		Total Résolutions
Rapport annuel	174	100.0%	0	0.0%	0	0.0%	174
Rapport de durabilité	9	81.8%	2	18.2%	0	0.0%	11
Rapport climatique et stratégie climatique	3	27.3%	8	72.7%	0	0.0%	11
Affectation du résultat	183	94.8%	10	5.2%	0	0.0%	193
Rémunérations	286	34.3%	547	65.7%	0	0.0%	833
Décharge	366	67.2%	179	32.8%	0	0.0%	545
Elections du CA	2765	75.6%	877	24.0%	15	0.4%	3657
Election du réviseur	294	67.9%	138	31.9%	1	0.2%	433
Augmentation de capital	321	88.9%	40	11.1%	0	0.0%	361
Réduction de capital	142	67.0%	70	33.0%	0	0.0%	212
Structure du capital	8	100.0%	0	0.0%	0	0.0%	8
Modifications statuts	86	69.9%	37	30.1%	0	0.0%	123
Fusions acquisitions et relocalisations	3	75.0%	1	25.0%	0	0.0%	4
Résolutions d'actionnaires anti-ESG	0	0.0%	78	100.0%	0	0.0%	78
Résolutions d'actionnaires liées au climat	60	100.0%	0	0.0%	0	0.0%	60
Résolutions d'actionnaires non liées au climat	245	83.3%	49	16.7%	0	0.0%	294
Autres thèmes	266	76.9%	80	23.1%	0	0.0%	346

## 2 Résumé des recommandations de vote

### Type d'assemblées générales (Type)

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

### Vote

✓	Pour
◐	Partiellement pour
✗	Contre
✕	Abstention

Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Structure du capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires anti-ESG	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
3i	27.06.2024	AGO	✓			✓	✗		◐	✓	✓	✓							◐
3M Company	14.05.2024	AGO					✗		✓	✗								✓	
Abbott Laboratories	26.04.2024	AGO					✗		◐	✓									
Abbvie	03.05.2024	AGO					✗		◐	✓				✓				✓	
Accenture	31.01.2024	AGO					◐		◐	✗	✓								
Adidas	16.05.2024	AGO				✓	✗	✓	◐	✓									
Adobe	17.04.2024	AGO					✗		◐	✗								✓	
Advanced Micro Devices	08.05.2024	AGO					✗		◐	✗								✓	
Advantest	28.06.2024	AGO					◐		✓										✓
Adyen	16.05.2024	AGO	✓				✓	✓	✓	✓	✓	✗							
	23.10.2024	AGE																	✓
AENA	18.04.2024	AGO	✓	✓	✗	✓	✓	✓	✗				✓						✓
AIA Group	24.05.2024	AGO	✓			✓			◐	✓	✓	✗							
Air Liquide	30.04.2024	MIX	✓			✓	◐		✓	✓	✓	◐		◐					✓
Air Products and Chemicals	23.01.2024	AGO					✗		◐	✓									
Airbnb	05.06.2024	AGO					✗		◐	✓				✗				✓	
Airbus Group	10.04.2024	AGO	✓			✓	✗	✓	◐	✓	✓	✓							
Ajinomoto	25.06.2024	AGO				✓			◐										
Allianz	08.05.2024	AGO				✓	✗	✓	✓	✓		✗							
Alphabet	07.06.2024	AGO							◐	✗						✗	✓	✓	

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Altria	16.05.2024	AGO					✗		🟡	✗								✔️	
Amadeus IT	06.06.2024	AGO	✔️	✔️		✔️	🟡	✔️	✔️										✔️
Amazon.com	22.05.2024	AGO					✗		🟡	✗						✗	✔️	✔️	
American Express Company	06.05.2024	AGO					✗		🟡	✔️						✗	✔️	✔️	
American Tower	22.05.2024	AGO					✗		🟡	✗								✔️	
Amgen	31.05.2024	AGO					✗		🟡	✗									
Amphenol	16.05.2024	AGO					🟡		🟡	✗				✗				✔️	
Analog Devices	13.03.2024	AGO					✗		🟡	✗								✗	
Anheuser-Busch Inbev	24.04.2024	AGO	✔️				✗	✔️	🟡	✔️									✔️
ANZ Group Holdings	19.12.2024	AGO					✗		✔️								✔️	✔️	
Aon	21.06.2024	AGO					✗		🟡	🟡	🟡								
Apple	28.02.2024	AGO					✗		🟡	✔️						✗		✔️	
Applied Materials	07.03.2024	AGO					✗		🟡	✗								✔️	
Argenx	07.05.2024	AGO	✔️			✔️	✗	✔️	🟡	✔️	✔️			✗					
Arista Networks	07.06.2024	AGO					✗		🟡	✔️									
Aristocrat Leisure	22.02.2024	AGO					🟡		✔️										
Asahi Group Holdings	26.03.2024	AGO				✔️	✗		✔️										✔️
Ashtead Group	04.09.2024	AGO	✔️			✔️	✗		🟡	✔️	✔️	✗							✗
ASM International	13.05.2024	AGO	✔️			✔️	✔️	✔️	✔️	✔️	✔️	✔️		✔️					
ASML	24.04.2024	AGO	✔️			✔️	✗	✔️	✔️		✔️	✔️							
Assa Abloy	24.04.2024	AGO	✔️			✔️	🟡	✗	🟡	✔️		✔️							✔️
Assicurazioni Generali	24.04.2024	MIX	✔️			✔️	🟡					✔️		✔️					
Associated British Foods	06.12.2024	AGO	✔️			✔️	✗		✔️	✔️	✔️	✔️							🟡
Astellas Pharma	20.06.2024	AGO							✔️										
AstraZeneca	11.04.2024	AGO	✔️			✔️	✗		🟡	✔️	✔️	✔️							✗
AT&T	16.05.2024	AGO					✗		✔️	✗						✗		🟡	
Atlas Copco	24.04.2024	AGO	✔️			✔️	🟡	✗	🟡	✔️		🟡							✔️
Autodesk	16.07.2024	AGO					✗		🟡	✗				✔️				✔️	
Automatic Data Processing	06.11.2024	AGO					✗		🟡	✗									
AXA	23.04.2024	MIX	✔️			✔️	🟡		🟡	✔️	✔️	✔️							✔️

Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Structure du capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires anti-ESG	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Bae Systems	09.05.2024	AGO	✓			✓	✗		○	✓	✓	✓							○
Banco Santander	22.03.2024	AGO	✓	✓		✓	○	✓	○	✓	✓	✗							✓
Bank of America	24.04.2024	AGO					✗		○	✗							✓	○	
Bank of Montréal	16.04.2024	AGO					✗		○	✗						✗	✓	○	
Bank of Nova Scotia	09.04.2024	AGO					✗		○	✗						✗	✓	✓	
Barclays	09.05.2024	AGO	✓				✗		○	✓	✓	✗		✓					✗
BASF	25.04.2024	AGO				✗	○	○	○	✓	✓								
Bayer	26.04.2024	AGO	✓				✗	○	✓	✓		✓						✗	✓
BBVA	15.03.2024	AGO	✓	✓		✓	✗	✓	○			✓							✓
	05.07.2024	AGE									✗								✓
BE Semiconductor Industries	25.04.2024	AGO	✓			✓	○	✓			✓	✓							
Becton Dickinson	23.01.2024	AGO					✗		○	✗									
Beiersdorf	18.04.2024	AGO				✓	✗	✓	○	✓				✓					
Berkshire Hathaway	04.05.2024	AGO							○							✗	✓	✓	
BHP Group Ltd	30.10.2024	AGO			✗		✗		✓										
BlackRock	15.05.2024	AGO					✗		○	✗						✗	✓	✓	
BMW	15.05.2024	AGO				✓	✗	○	✓	✓									
BNP Paribas	14.05.2024	MIX	✓			✓	○		○	✓	✓	✗							✓
Boeing	17.05.2024	AGO					✗		○	✗						✗	✓	✓	
Booking Holdings	04.06.2024	AGO					✗		✓	✗								✓	
Boston Scientific	02.05.2024	AGO					✗		○	✗				✓					
BP	25.04.2024	AGO	✓				✗		○	✓	✓	✓							✗
Bridgestone	26.03.2024	AGO				✓			○										
Bristol-Myers Squibb	07.05.2024	AGO					✗		○	✓				✗				○	
British American Tobacco	24.04.2024	AGO	✓				✗		○	✓	✓	✓							○
Broadcom	22.04.2024	AGO					✗		○	✓									
Brookfield Corp	07.06.2024	AGO					✗		○	✗									
Cadence Design Systems	02.05.2024	AGO					○		○	✓				○				✓	
CaixaBank	22.03.2024	AGO	✓	✓		✓	○	✓	✓	✓	○	○							✓

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Canadian National Railway	26.04.2024	AGO			✗		✗		✓	✗				✓				✓	
Canadian Natural Resources	02.05.2024	AGO					✗		🟡	✗			✓						
Canadian Pacific Kansas City	24.04.2024	AGO			✗		✗		✓	✓								✓	
Canon	28.03.2024	AGO				✓	✓		🟡										✓
Capgemini	16.05.2024	MIX	✓			✓	🟡		✓	✓	🟡	🟡							✓
Capital One Financial	02.05.2024	AGO					✗		🟡	✗	✓					✗	✓	✓	
Carlsberg	11.03.2024	AGO	✓			✓	🟡		🟡	✓		✓							✓
Caterpillar	12.06.2024	AGO					✗		🟡	✗						✗		✓	
Cellnex Telecom	26.04.2024	AGO	✓	✓		✓	✗	✓	✓	✓	✓								✓
Central Japan Railway	21.06.2024	AGO				✓			🟡										✓
Charles Schwab Corp.	23.05.2024	AGO					✗		🟡	✗						✗		✓	
Chevron	29.05.2024	AGO					✗		🟡	✗						✗		✓	
Chipotle Mexican Grill	06.06.2024	AGO					✗		🟡	✗			✓	✗				✓	
Chubb	16.05.2024	AGO	✓	✗		✓	🟡	✓	🟡	🟡	✗	✓					✓	✓	✓
Chugai Pharmaceutical	28.03.2024	AGO				✓	✗		🟡					✓					✓
Cigna	24.04.2024	AGO					✗		🟡	✗						✗		✓	
Cintas	29.10.2024	AGO					✗		🟡	✗							✓	✓	
Citigroup	30.04.2024	AGO					✗		🟡	✗						✗		🟡	
CME Group	09.05.2024	AGO					✗		🟡	✗									
Coca-Cola	01.05.2024	AGO					🟡		🟡	✗						✗		✓	
Coca-Cola Europacific Partners	22.05.2024	AGO	✓				✗		🟡	✓	✓	✗							✗
Coles	12.11.2024	AGO					✓		✓					✓				✓	
Colgate-Palmolive	10.05.2024	AGO					✗		🟡	✗								✓	
Coloplast	05.12.2024	AGO	✓			✓	🟡		🟡	✓									✓
Comcast	10.06.2024	AGO					✗		🟡	✗								✓	
Commonwealth Bank of Australia	16.10.2024	AGO					✗		✓										
Compass Group	08.02.2024	AGO	✓			✓	✗		🟡	✓	✓	✓							🟡
Constellation Software	13.05.2024	AGO					✓		🟡	✗									
Costco Wholesale	18.01.2024	AGO					✗		🟡	✗						✗			

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Crédit Agricole	22.05.2024	MIX	✓			✓	✓		○	✓	○	✗							✓
CRH	25.04.2024	AGO					✗		✓	✓	✓	✓							
CrowdStrike Holdings	18.06.2024	AGO					✗		✓	✓									
Crown Castle International	22.05.2024	AGO					✗		✓	✓								○	
CSL	29.10.2024	AGO					○		✓					✓					
CSX Corp	08.05.2024	AGO					✗		○	✗								✓	
CVS Health	16.05.2024	AGO					✗		○	✓						✗		✓	
Dai-ichi Life Holdings	24.06.2024	AGO				✓			○										✓
Daiichi Sankyo	17.06.2024	AGO				✓			○										
Daikin Industries	27.06.2024	AGO				✓	✗		○										✓
Daimler Truck Holding	15.05.2024	AGO				✓	✗	✓		✗		✓							
Daiwa House Industry	27.06.2024	AGO				✓	✗		○										✓
Danaher	07.05.2024	AGO					✗		○	✗								✓	
Danone	25.04.2024	MIX	✓			✓	○		✓	✓	✓	✓		✓					✓
Dassault Systèmes	22.05.2024	MIX	✓			✓	○		○	✓	✓	✓							✓
DBS Group Holdings	28.03.2024	AGO	✓			✓	✗		○	✓	○	✓							
Deere & Co.	28.02.2024	AGO					✗		○	✗						✗		✓	
Denso Corp.	20.06.2024	AGO					✓		○										✓
Deutsche Bank	16.05.2024	AGO				✓	✗	✓		✗		✓							
Deutsche Börse	14.05.2024	AGO				✓	○	✓	✓	✓	✗	✓							
Deutsche Post	03.05.2024	AGO				✓	✓	✓	✓	✓									
Deutsche Telekom	10.04.2024	AGO				✓	○	✓	✓	✓	✓								
Diageo	26.09.2024	AGO	✓			✓	✗		✓	✓	✓	✗							○
Disco Corp	21.06.2024	AGO				✓			○										
DNB	29.04.2024	AGO	✓				✓		✓	✗		✓						✗	○
DSM Firmenich	07.05.2024	AGO	✓	✓		✓	○	✓	✓	✓									✓
DSV	14.03.2024	AGO	✓			✓	○		○	✓		✗		✓				✓	
E.ON	16.05.2024	AGO				✗	✗	✓		✓	✓	✗		✓					
Eaton	24.04.2024	AGO					✗		○	✗	✓	✗							
Ecolab	02.05.2024	AGO					✗		○	✗								✓	
Edenred	07.05.2024	MIX	✓			✓	○		✓	✓	✓	○							✓



Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Structure du capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires anti-ESG	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Elevance Health	15.05.2024	AGO					✗		🟡	✗								✔️	
Eli Lilly	06.05.2024	AGO					✗		🟡	✗				✔️				✔️	
Emerson Electric	06.02.2024	AGO					✗		✔️	✗				✔️				✗	
Enbridge	08.05.2024	AGO					✗		🟡	✗							✔️		
Enel	23.05.2024	AGO	✔️			✗	🟡					✔️							
ENGIE	30.04.2024	MIX	✔️			✔️	✔️		✔️	✔️	🟡	🟡							✔️
Epiroc	14.05.2024	AGO	✔️			✔️	✔️	✗	✔️	✔️		✔️							✔️
EQT AB	27.05.2024	AGO	✔️			✔️	🟡	✗	🟡	🟡	✔️	✔️							✔️
Equinix	23.05.2024	AGO					🟡		🟡	✗									
Equinor	14.05.2024	AGO	✔️			✔️	✔️			✔️		✔️					✔️	🟡	🟡
Ericsson	03.04.2024	AGO	✔️			✔️	🟡	✗	🟡	✔️									✔️
EssilorLuxottica	30.04.2024	MIX	✔️			✔️	🟡		🟡	✔️	✔️	✔️							🟡
Essity	21.03.2024	AGO	✔️			✔️	✔️	✗	🟡	✔️	✔️	✔️							✔️
Evolution	26.04.2024	AGO	✔️			✔️	✗	✗	🟡	✔️	✔️	✔️							✔️
Experian	17.07.2024	AGO	✔️				✗		🟡	✔️	✔️	✗							
Exxon Mobil	29.05.2024	AGO					✗		🟡	✗						✗		✔️	
Fanuc	27.06.2024	AGO				✔️			✔️										
FedEx Corporation	23.09.2024	AGO					✗		🟡	✗				✔️			✔️	✔️	
Ferrari	17.04.2024	AGO	✔️			✔️	🟡	✔️	🟡	✔️	✔️	✔️							
Ferrovial	11.04.2024	AGO	✔️		✗		✗	✔️		✔️	✔️	✔️							
Fiserv	15.05.2024	AGO					✗		🟡	✗									
Flutter Entertainment	01.05.2024	AGO					✗		🟡	✔️	✔️	✗		✔️					✗
Fortescue	06.11.2024	AGO					✔️		🟡										✔️
Freeport McMoRan	11.06.2024	AGO					✗		🟡	✗				✗					
Fujifilm Holdings	27.06.2024	AGO				✔️	🟡	✔️	✔️										✔️
Fujitsu	24.06.2024	AGO					🟡		✔️										✔️
GE Aerospace	07.05.2024	AGO					✗		🟡	✔️						✗		✔️	
General Dynamics	01.05.2024	AGO					✗		🟡	✗								✔️	
General Motors	04.06.2024	AGO					✗		🟡	✔️						✗		✔️	
Genmab	13.03.2024	AGO	✔️			✗	🟡		🟡	✔️	✔️	✗		✔️					✔️
Gilead Sciences	08.05.2024	AGO					✗		🟡	✗				✗		✗		🟡	

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Goldman Sachs Group	24.04.2024	AGO					✗		🟡	✗						✗	✓	🟡	
Goodman Group	14.11.2024	AGO					✗		🟡	✓									
GSK	08.05.2024	AGO	✓				✗		✓	✓	✓	✓							🟡
Haleon	08.05.2024	AGO	✓			✓	✗		✓	✓	✓	🟡							🟡
Halma	25.07.2024	AGO	✓			✓	✗		🟡	✓	✓	✗							🟡
Hannover Re	06.05.2024	AGO				✓	✓	✓	🟡	✓									
HCA Healthcare	25.04.2024	AGO					✗		🟡	✗								✓	
Heidelberg Materials	16.05.2024	AGO				✓	✗	✓	🟡	✓				✓					
Heineken Holding NV	25.04.2024	AGO	✓				✓	✓	✗	✓	✓	✓							
Heineken NV	25.04.2024	AGO	✓			✓	🟡	✓	✓	✓	✓	✓							✓
Hennes & Mauritz	03.05.2024	AGO	✓			✓	✓	✗	🟡	✓		✓						🟡	✓
Hermes International	30.04.2024	MIX	✓			✓	🟡	✓	🟡	✓		🟡							✓
Hexagon	29.04.2024	AGO	✓			✓	🟡	✗	🟡	✓	✓	✓							🟡
Hitachi Ltd	21.06.2024	AGO							🟡										
Home Depot	16.05.2024	AGO					✗		🟡	✗						✗		✓	
Honda Motor	19.06.2024	AGO							🟡										
Honeywell International	14.05.2024	AGO					✗		🟡	✓								✓	
Hong Kong Exchange & Clearing	24.04.2024	AGO	✓						✓	✓	✓	✓							
Hoya	27.06.2024	AGO							🟡										
HSBC	03.05.2024	AGO	✓				✗		🟡	✓	✓	✓						✗	✗
Humana Inc.	18.04.2024	AGO					✗		🟡	✗				✗				✗	
Iberdrola	17.05.2024	AGO	✓	✓		✓	✗	✓	🟡	✓	✓	✓		✓					🟡
IBM	30.04.2024	AGO					✗		🟡	✗						✗	✓	✓	
Illinois Tool Works	03.05.2024	AGO					✗		🟡	✗								✓	
Imperial Brands	31.01.2024	AGO	✓			✓	✗		✓	✓	✓	✓							🟡
Inditex	09.07.2024	AGO	✓	✗		✓	✗	✓	🟡					🟡					🟡
Infineon Technologies	23.02.2024	AGO				✓	✓	✓	✓	✓	✓								
ING Groep	22.04.2024	AGO	✓			✓	✓	✓	✓	✓	🟡	✗							
Intel	07.05.2024	AGO					✗		🟡	✗						✗		✓	
IntercontinentalExchange	17.05.2024	AGO					✗		🟡	✗								✓	

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Intesa Sanpaolo	24.04.2024	MIX	✓		✓	⊗					✓								
Intuit	18.01.2024	AGO				✗		⊗	✗								✓		
Intuitive Surgical	25.04.2024	AGO				⊗		⊗	✓								✓		
Investor AB	07.05.2024	AGO	✓		✓	⊗	✗	⊗	✓		✓								⊗
James Hardie Industries	08.08.2024	AGO	✓			⊗		⊗	✓										
Japan Post Bank	18.06.2024	AGO						⊗											
Japan Post Holding	19.06.2024	AGO						⊗											
Japan Tobacco	22.03.2024	AGO			✓			✓				✓							✓
Johnson & Johnson	25.04.2024	AGO				✗		⊗	✗							✗			
JPMorgan Chase	21.05.2024	AGO				✗		⊗	✗							✗	✓	✓	
Kao	22.03.2024	AGO			✓	⊗		⊗											✓
KBC Group	02.05.2024	AGO	✓			✗	✓	⊗	✓										
KDDI Corp	19.06.2024	AGO			✓			⊗											⊗
Kering	25.04.2024	MIX	✓		✓	⊗		⊗	✓	✓	✗								⊗
Kerry Group	02.05.2024	AGO	✓		✓	✗		⊗	✓	✓	✓								✗
	19.12.2024	AGE									✓			✓					
Keyence	14.06.2024	AGO			✗			⊗											✓
Kingspan Group	26.04.2024	AGO	✓		✗	✗		⊗	✓	✓	✗								✗
Komatsu	19.06.2024	AGO			✓	⊗		⊗											✓
Kone	29.02.2024	AGO	✓		✓	⊗	✓	⊗	✓	✓	✓								
	10.04.2024	AGO	✓		✓	✗	✓	⊗	✓	✓	✓								
Koninklijke Ahold Delhaize	10.04.2024	AGO	✓		✓	✗	✓	⊗	✓	✓	✓								
	10.07.2024	AGE																	✓
Koninklijke Philips	07.05.2024	AGO	✓		✓	⊗	✓	✓		✓	✗								✓
Kubota	22.03.2024	AGO						⊗											✓
Kyocera	25.06.2024	AGO			✓			✓											✓
Lam Research	05.11.2024	AGO				✗		⊗	✗										
Lasertec Corp	26.09.2024	AGO			✓	⊗		✓					✓						✓
Legal & General	23.05.2024	AGO	✓		✓	✗		✓	✓	✓	✗								✗
Legrand	29.05.2024	MIX	✓		✓	⊗		✓	✓	⊗	✓		✓						✓
Linde Plc	30.07.2024	AGO				✗		⊗	⊗	✓									
Lloyds Banking Group	16.05.2024	AGO	✓		✓	✗		✓	✓	✓	⊗								✗

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London Stock Exchange	25.04.2024	AGO	✓			✓	✗		✓	✓	✓	✗							○
L'Oréal	23.04.2024	MIX	✓			✓	○		○	✓	✓	○							✓
Lowe's Companies	31.05.2024	AGO					✗		○	✗									
Lululemon Athletica	06.06.2024	AGO					✗		○	✓								✓	
LVMH	18.04.2024	MIX	✓			✓	○		○	✓	✓	✓							✗
Macquarie Group	25.07.2024	AGO					✗		✓										
Marathon Petroleum	24.04.2024	AGO					✗		✓	✓				○				✓	
Marriott International	10.05.2024	AGO					✗		○	✗								✓	
Marsh & McLennan	16.05.2024	AGO					✗		○	✗								✓	
Marvell Technology	20.06.2024	AGO					✗		○	✓									
Mastercard	18.06.2024	AGO					✗		○	✗						✗		✓	
McDonald's	22.05.2024	AGO					✗		○	✗				✗		✗		○	
McKesson Corp	31.07.2024	AGO					✗		○	✗				✗				○	
Medtronic	17.10.2024	AGO					✗		○	✗	✓	✗							
MercadoLibre	05.06.2024	AGO					✗		○	✓									
Mercedes-Benz Group	08.05.2024	AGO				✓	✗	○	✓	✓									
Merck	28.05.2024	AGO					✗		○	✗						✗		✗	
Merck KGaA	26.04.2024	AGO	✓			✓	○	✓	✓	✓				✓					
Meta Platforms	29.05.2024	AGO					✗		○	✗				✗		✗	✓	✓	
Michelin	17.05.2024	MIX	✓			✓	○		○	✓	○	✓							✓
Microchip Technology	20.08.2024	AGO					✗		○	✗								✓	
Micron Technology	18.01.2024	AGO					✗		○	✗								✓	
Microsoft	10.12.2024	AGO					✗		○	✗						✗	✓	✓	
Mitsubishi Corp.	21.06.2024	AGO				✓	○		○					✓					✓
Mitsubishi Electric	25.06.2024	AGO							○					✓					
Mitsubishi Estate	27.06.2024	AGO				✓			○										
Mitsubishi Heavy Industries	27.06.2024	AGO				✓	✗		○										
Mitsubishi UFJ Financial Group	27.06.2024	AGO				✓			○								✓		
Mitsui & Co	19.06.2024	AGO				✗	✗		○										
Mitsui Fudosan	27.06.2024	AGO				✓	○		✓					✓					○

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Mizuho Financial Group	26.06.2024	AGO							🟡								✅		
Mondelez International	22.05.2024	AGO					❌		🟡	❌						❌	✅	✅	
Moodys	16.04.2024	AGO					❌		🟡	✅				✅			✅	✅	
Morgan Stanley	23.05.2024	AGO					🟡		✅	❌						❌	✅	✅	
Motorola Solutions	14.05.2024	AGO					❌		🟡	✅				❌					
MS&AD Insurance Group Holdings	24.06.2024	AGO				✅			🟡										✅
MTU Aero Engines	08.05.2024	AGO				✅	❌	✅	✅	✅		✅							
Munich Re	25.04.2024	AGO				✅	❌	✅	🟡	❌		✅							
Murata Manufacturing	27.06.2024	AGO				✅			✅					❌					
National Australia Bank	18.12.2024	AGO					🟡		✅								✅	✅	
National Grid	10.07.2024	AGO	✅		✅	❌	❌		✅	✅	✅	❌							❌
NatWest Group	23.04.2024	AGO	✅			✅	❌		✅	✅	✅	✅							🟡
Neste	27.03.2024	AGO	✅			✅	✅	✅	🟡	🟡	✅	✅		✅					
Netflix	06.06.2024	AGO					❌		🟡	✅						❌	✅	✅	
NextEra Energy	23.05.2024	AGO					❌		🟡	❌							✅	✅	
Nidec	18.06.2024	AGO					✅		🟡					❌					
Nike	10.09.2024	AGO					❌		✅	❌						❌	✅		
Nintendo	27.06.2024	AGO				✅	❌		🟡										
Nippon Steel Corp	21.06.2024	AGO				✅	🟡		🟡								✅		
Nippon Yusen	19.06.2024	AGO				✅			✅										
Nokia	03.04.2024	AGO	✅			✅	❌	✅	🟡	✅	✅	✅		🟡					
Nordea Bank	21.03.2024	AGO	✅			✅	🟡	✅	🟡	✅	✅	✅					✅		
Norfolk Southern	09.05.2024	AGO					❌		🟡	❌								✅	
Novo Nordisk	21.03.2024	AGO	✅			✅	🟡		🟡	⚡	✅	✅		✅					
Novonisis	30.04.2024	AGO	✅			✅	🟡		🟡	✅	✅	✅		✅					✅
NTT Corp.	20.06.2024	AGO				✅			🟡									❌	
Nvidia	26.06.2024	AGO					❌		🟡	❌								❌	
NXP Semiconductors	29.05.2024	AGO	✅				❌	✅	✅	✅	✅	❌							
OCBC Bank	30.04.2024	AGO	✅			✅	🟡		✅	✅	🟡	✅							
Olympus	26.06.2024	AGO							🟡										
Oracle	14.11.2024	AGO					❌		🟡	❌							✅		

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Orange	22.05.2024	MIX	✓			✓	✓		○	✓	✓	○						✓	✓
O'Reilly Automotive	16.05.2024	AGO					✓		○	✗								✓	
Oriental Land	27.06.2024	AGO				✓	○		✗										○
Orix	25.06.2024	AGO							○										
Orsted	05.03.2024	AGO	✓			✓	○	✓	○	✓									
Otsuka Holdings	28.03.2024	AGO					✗		○										
Paccar	30.04.2024	AGO					○		○	✗							✓		
Palo Alto Networks	10.12.2024	AGO					✗		✓	✓							✓		
Panasonic	24.06.2024	AGO							○										✓
Parker Hannifin	23.10.2024	AGO					✗		○	✓									
PayPal	22.05.2024	AGO					✗		○	✗						✗		✓	
PepsiCo	01.05.2024	AGO					✗		○	✗						✗		✓	
Pernod Ricard	08.11.2024	MIX	✓			✓	○		○	✓		✗							✓
Pfizer	25.04.2024	AGO					✗		○	✗						✗		✓	
Philip Morris International	08.05.2024	AGO					✗		○	✓									
Phillips 66	15.05.2024	AGO					✗		○	✓								✓	
Pioneer Natural Resources	07.02.2024	AGE					✗								✗				
PNC Financial Services Group	24.04.2024	AGO					○		○	✓								✓	
Procter & Gamble	08.10.2024	AGO					✗		○	✗								✓	
Progressive Corp	10.05.2024	AGO					✗		○	✗						✗			
Prologis	09.05.2024	AGO					✗		○	✗				✗				✗	
Prosus	21.08.2024	AGO	✓			✓	✗	✗	○	✓	✓	✗							
Prudential Plc	23.05.2024	AGO	✓				✗		✓	✓	○	✗							○
Publicis Groupe	29.05.2024	MIX	✓			✓	○		○	✓	○	✓		○					✓
QBE Insurance Group	10.05.2024	AGO					✓		✓										
Qualcomm	05.03.2024	AGO					✗		○	✗				○					
Reckitt Benckiser	02.05.2024	AGO	✓			✓	✗		✓	✓	✓	✗							○
Recruit Holdings	20.06.2024	AGO					✓		○										✓
Regeneron Pharmaceutical	14.06.2024	AGO					✗		○	✗								✗	

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RELX	25.04.2024	AGO	✓			✓	✗		✓	✓	✓	✓							✗
Rentokil Initial	08.05.2024	AGO	✓			✓	🟡		🟡	✓	✓	✓							🟡
Rio Tinto Ltd	02.05.2024	AGO	✓				✗		✓	✓		✗		✓					✓
Rio Tinto Plc	04.04.2024	AGO	✓				✗		✓	✓	✓	✓		✓					🟡
Rolls-Royce Holdings	23.05.2024	AGO	✓				✗		🟡	✓	✓	✗		✓					✓
Roper Technologies	12.06.2024	AGO					✗		🟡	✗								✗	
Royal Bank of Canada	11.04.2024	AGO					✗		🟡	✓						✗	✓	🟡	
RTX	02.05.2024	AGO					✗		🟡	✗							✓	✓	
S&P Global	01.05.2024	AGO					✗		✓	✗									
Safran	23.05.2024	AGO	✓			✓	✓		🟡	✓		✓							✓
Saint Gobain	06.06.2024	MIX	✓			✓	🟡		🟡	✓		✓		✓					✓
Salesforce.com	27.06.2024	AGO					✗		🟡	✗				✗		✗	🟡		
Sampo	25.04.2024	AGO	✓			✓	🟡	✓	✓	✓		✓	✓						
Sandvik	29.04.2024	AGO	✓			✓	🟡	✗	🟡	✓		✓							✓
Sanofi	30.04.2024	MIX	✓			✓	✗		✓	✓	✓	✗							✓
Santos	11.04.2024	AGO					✓		✓										✓
SAP	15.05.2024	AGO				✓	✗	✓	🟡	✓				✓					
Schlumberger	03.04.2024	AGO				✓	✗		🟡	✗									
Schneider Electric	23.05.2024	MIX	✓			✓	🟡		✓	✓	✓	✓							✓
Secom	25.06.2024	AGO				✓	✓		🟡					✓					
ServiceNow	23.05.2024	AGO					✗		🟡	✓								✗	
Seven & I Holdings Co.	28.05.2024	AGO				✓			🟡										
Shell	21.05.2024	AGO	✓		✗		✗		🟡	✓	✓	✗					✓		✗
Sherwin-Williams	17.04.2024	AGO					✗		🟡	✗								✗	
Shin-Etsu Chemical	27.06.2024	AGO				✓	✗		🟡										
Shopify	04.06.2024	AGO					✗		🟡	✓									
Siemens	08.02.2024	AGO				✓	✗	✓		✓	✓								
Siemens Healthineers	18.04.2024	AGO				✓	✗	✓	🟡	✓				🟡					
Singapore Telecommunications	30.07.2024	AGO	✓			✓	🟡		🟡	✓	✗	✓							
Skandinaviska Enskilda Banken	19.03.2024	AGO	✓			✓	🟡	✗	🟡	✓	✓	✓					✓	✗	✓

Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Structure du capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires anti-ESG	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
SMC Corp	27.06.2024	AGO				✓			○					✓					
Snam S.p.A.	07.05.2024	AGO	✓			✗	✓					✓							
Snowflake	02.07.2024	AGO					✗		✓	✓								✓	
Société Générale	22.05.2024	MIX	✓			✓	○		✓	✓	○	✗		✓					✓
Softbank Corp	20.06.2024	AGO							○				✓						✓
SoftBank Group	21.06.2024	AGO				✓			○										
Sony	25.06.2024	AGO							✓										
Spirax Group	15.05.2024	AGO	✓			✓	✓		✓	✓	✓	✗		✓					
SSE	18.07.2024	AGO	✓		✓	✓	✗		○	✓	✓	✗							✗
Standard Chartered	10.05.2024	AGO	✓			✓	✗		○	✓	✓	○		✓					○
	10.05.2024	AGE												✓					
Starbucks	13.03.2024	AGO					✗		○	✗						✗		○	
Stellantis	16.04.2024	AGO	✓			✓	✗	✗	✗		✓	✓	✓						
STMicroelectronics	22.05.2024	AGO	✓			✓	✗	✓	✓	✓	✓	✗		✓					
Stryker	09.05.2024	AGO					✗		○	✗								✓	
Sumitomo Mitsui Financial Group	27.06.2024	AGO				✓			○				✓				✓		
Sun Hung Kai Properties	07.11.2024	AGO	✓			✓	✓		✗	✗	○	✓							
Suzuki Motor	27.06.2024	AGO				✓			○										✓
Svenska Handelsbanken	20.03.2024	AGO	✓			✓	○	✗	○	✓	✓	✓		✓				✗	✓
Swedbank	26.03.2024	AGO	✓			✓	○	✓	✓	✓	✓	✓		✓			✓	✗	✓
Symrise	15.05.2024	AGO				✓	✓	✓		✓	✓			✗					
Synopsys	10.04.2024	AGO					✗		○	✗								✗	
Takeda Pharmaceutical	26.06.2024	AGO				✓	✗		✓										
Target	12.06.2024	AGO					✗		○	✗						✗		✓	
TDK	21.06.2024	AGO				✓	✗		○										
Techtronic Industries	10.05.2024	AGO	✓			✓	✗		○	✓	✓	✓							
Telefonica	12.04.2024	AGO	✓	✓		✓	✗	✓	○	✓		✓						✗	✓
Terumo	26.06.2024	AGO				✓			✓										✓
Tesco	14.06.2024	AGO	✓			✓	✗		✓	✓	✓	✗							○
Tesla	13.06.2024	AGO					✗		✗	✓				✗				○	
Texas Instruments	25.04.2024	AGO					✗		○	✗								✓	



Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Structure du capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires anti-ESG	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Thales	15.05.2024	MIX	✓			✓	⦿		✗	✓	⦿	✓		✓					✓
Thermo Fisher Scientific	22.05.2024	AGO					✗		⦿	✗								✗	
TJX	04.06.2024	AGO					✗		⦿	✗								✓	
T-Mobile US	12.06.2024	AGO							⦿	✓									
Tokio Marine Holdings	24.06.2024	AGO				✓	✗		⦿										✓
Tokyo Electron	18.06.2024	AGO					✗		⦿										✓
Toronto-Dominion Bank	18.04.2024	AGO					✗		⦿	✓				✗		✗	✓	⦿	
TotalEnergies	24.05.2024	MIX	✓		✗	✓	⦿		✗	✓	⦿	✗							✓
Toyota Motor	18.06.2024	AGO							⦿								✓		✓
Trane Technologies	06.06.2024	AGO					✗		⦿	✗	⦿								✓
Transdigm Group	07.03.2024	AGO					✗		⦿	✗									
Transurban Group	22.10.2024	AGO					✓		✓										
Truist Financial Corp	23.04.2024	AGO					✗		⦿	✗						✗		✓	
U.S. Bancorp	16.04.2024	AGO					✗		⦿	✗									
Uber Technologies	06.05.2024	AGO					✗		⦿	✓				✗				✓	
UCB	25.04.2024	AGO	✓				⦿	✓	⦿	✓	✓	✓							✓
Unicharm	27.03.2024	AGO							⦿										
UniCredit	12.04.2024	MIX	✓			✓	⦿		✓		✓	✗							✓
Unilever	01.05.2024	AGO	✓		✓		✗		⦿	✓	✓	✓		✓					⦿
Union Pacific	09.05.2024	AGO					✗		⦿	✗								✓	
United Overseas Bank	18.04.2024	AGO	✓			✓	✗		⦿	✓	⦿	✓							
United Parcel Service	02.05.2024	AGO					✗		⦿	✗						✗		✓	
UnitedHealth	03.06.2024	AGO					✗		⦿	✗								✓	
Universal Music Group	16.05.2024	AGO	✓			✓	✗	⦿	⦿			✓							✓
Verizon Communications	09.05.2024	AGO					✗		⦿	✗						✗		✓	
Vertex Pharmaceuticals	15.05.2024	AGO					✗		⦿	✗								✓	
Vestas Wind Systems	09.04.2024	AGO	✓			✓	⦿		⦿	✓		✓							✓
Vinci	09.04.2024	MIX	✓			✓	⦿		✓	✓	✓	✓							✓
Visa	23.01.2024	AGO					✗		⦿	✓				✓				✓	✗
Vodafone	30.07.2024	AGO	✓			✓	✗		⦿	✓	✓	✗							⦿
Volvo	27.03.2024	AGO	✓			✓	✗	✗	⦿	✓									✓

Société	Date	Type	Rapport annuel	Rapport de durabilité	Rapport climatique et stratégie climatique	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Structure du capital	Modifications statuts	Fusions acquisitions et relocalisations	Résolutions d'actionnaires anti-ESG	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Vonovia	08.05.2024	AGO				✗	🟡	✔️	✔️	✔️									
Walmart	05.06.2024	AGO					✗		🟡	✗						✗	🟡		
Walt Disney	03.04.2024	AGO					✗		🟡	✗						✗	🟡		
Waste Management	14.05.2024	AGO					✗		🟡	✗				✗					
Wells Fargo	30.04.2024	AGO					✗		🟡	✗				🟡		✗	✔️	✔️	
Wesfarmers	31.10.2024	AGO					✔️		✔️									✔️	✔️
Westpac Banking	13.12.2024	AGO					✗		✔️	✔️							✔️	✔️	
Wolters Kluwer	08.05.2024	AGO	✔️			✔️	🟡	✔️	✔️		✔️	✗		✔️					
	28.10.2024	AGE							✔️										
Woodside Energy Group	24.04.2024	AGO			✗		🟡	✔️											
Woolworths	31.10.2024	AGO					✔️		✔️									✔️	✔️
Workday	18.06.2024	AGO					✗		🟡	✔️				✗					
Zoetis	22.05.2024	AGO					✗		🟡	✔️				✗				✔️	

## 3 Résultats des votes

### 3.1 Résultats moyens par thème

Type de résolution	Nombre de résolutions*	Résultats disponibles*	Taux d'approbation moyen*
Rapport annuel	174	161	99.8%
Rapport de durabilité	11	11	99.6%
Rapport climatique et stratégie climatique	11	11	87.5%
Affectation du résultat	193	176	99.4%
Rémunérations	833	781	92.3%
Décharge	545	405	98.1%
Elections du CA	3493	3307	96.3%
Election du réviseur	421	387	97.5%
Augmentation de capital	361	351	95.9%
Réduction de capital	212	194	98.9%
Structure du capital	8	8	98.6%
Modifications statuts	123	121	94.4%
Fusions acquisitions et relocalisations	4	4	99.6%
Résolutions d'actionnaires anti-ESG	78	76	2.3%
Résolutions d'actionnaires liées au climat	60	55	18.5%
Résolutions d'actionnaires non liées au climat	294	282	21.7%
Autres thèmes	346	266	97.8%
<b>Tous les thèmes</b>	<b>7167</b>	<b>6596</b>	<b>91.3%</b>

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

### 3.2 Résolutions du conseil refusées

Société	Date AG	No.	Résolution	Ethos	Résultat
BNP Paribas	14.05.2024	C	Elect Mr. Frédéric Mayrand	POUR	2.2%
BNP Paribas	14.05.2024	B	Elect Mr. Thierry Schwob	POUR	2.2%
BNP Paribas	14.05.2024	A	Elect Ms. Isabelle Coron	POUR	2.2%
Capgemini	16.05.2024	A	Elect Ms. Laurence Metzke	POUR	11.5%
Norfolk Southern	09.05.2024	3	Advisory vote on executive remuneration	CONTRE	27.9%
Norfolk Southern	09.05.2024	1m.	Re-elect Mr. John R. Thompson	POUR	29.4%
Boeing	17.05.2024	1j	Re-elect Mr. John M. Richardson	CONTRE	30.2%
Pioneer Natural Resources	07.02.2024	2	Advisory Vote on Golden Parachutes	CONTRE	31.0%
BE Semiconductor Industries	25.04.2024	6.	Approve remuneration report (advisory vote)	CONTRE	34.1%
Norfolk Southern	09.05.2024	1o.	Elect Dissident Nominee Mr. James Barber Jr.	POUR	35.3%

Paccar	30.04.2024	5	Advisory vote on say on pay frequency	UN AN	35.4%
Norfolk Southern	09.05.2024	1i.	Re-elect Ms. Amy E. Miles	S'ABSTENIR	36.3%
Motorola Solutions	14.05.2024	4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	CONTRE	38.6%
Norfolk Southern	09.05.2024	1n.	Elect Dissident Nominee Ms. Betsy Atkins	S'ABSTENIR	38.6%
Vonovia	08.05.2024	7	Approve Remuneration System for the Management Board members	CONTRE	40.4%
Woodside Energy Group	24.04.2024	6	Advisory vote on climate transition action plan and 2023 progress report	CONTRE	41.6%
3M Company	14.05.2024	3	Advisory vote on executive remuneration	CONTRE	45.0%
Norfolk Southern	09.05.2024	1r.	Elect Dissident Nominee John Kasich	S'ABSTENIR	45.6%
Salesforce.com	27.06.2024	5.	Advisory vote on executive remuneration	CONTRE	45.6%
Norfolk Southern	09.05.2024	1k.	Re-elect Ms. Jennifer F. Scanlon	S'ABSTENIR	46.1%
Norfolk Southern	09.05.2024	1t.	Elect Dissident Nominee Ms. Allison Landry	POUR	49.6%
Motorola Solutions	14.05.2024	1g	Re-elect Mr. Gregory K. Mondre	POUR	50.0%
Motorola Solutions	14.05.2024	1h	Re-elect Mr. Joseph M. Tucci	CONTRE	50.0%
Philip Morris International	08.05.2024	1k.	Re-elect Ms. Dessi Temperley	POUR	50.0%
Philip Morris International	08.05.2024	1l.	Re-elect Mr. Shlomo Yanai	POUR	50.0%
Marathon Petroleum	24.04.2024	7	Eliminate supermajority voting provisions	CONTRE	67.7%
Marathon Petroleum	24.04.2024	6	Declassify the board of directors	POUR	68.0%
Argenx	07.05.2024	5.	Approve remuneration policy (binding vote)	CONTRE	68.9%
Eli Lilly	06.05.2024	5	Eliminate Supermajority Vote Requirement	POUR	77.7%
Eli Lilly	06.05.2024	4	Declassify the board of directors	POUR	77.8%
Ericsson	03.04.2024	16.2	Authorisation to transfer own shares in connection with Long-Term Variable Compensation Program 2024	CONTRE	89.8%
Emerson Electric	06.02.2024	3.	Declassify the board of directors	POUR	98.5%

### 3.3 Résolutions du conseil retirées

Société	Date AG	No.	Résolution	Ethos
Altria	16.05.2024	6	Shareholder resolution: Adopt Director Election Resignation Bylaw	RETIRÉE
ANZ Group Holdings	19.12.2024	4	Grant of restricted and performance rights to the CEO	CONTRE
ANZ Group Holdings	19.12.2024	6	Shareholder resolution: transition plan assessments	POUR
Aristocrat Leisure	22.02.2024	2	Elect Ms. Jennifer Aument	POUR
AXA	23.04.2024	A	Election of Mr. Stefan Bolliger	POUR
AXA	23.04.2024	B	Election of Mr. Olivier Eugène	POUR

AXA	23.04.2024	C	Election of Mr. Benjamin Saunière	POUR
AXA	23.04.2024	D	Election of Mr. Mark Sundrakes	POUR
AXA	23.04.2024	E	Election of Mr. Detlef Thedieck	POUR
Citigroup	30.04.2024	7	Shareholder resolution: Amend Director Election Resignation Bylaw	RETIRÉE
Coles	12.11.2024	7.2	Shareholder resolution: nature-related disclosure	POUR
Coles	12.11.2024	7.3	Shareholder resolution: farmed salmon sourcing	POUR
E.ON	16.05.2024	3	Approve Discharge of Management Board (in globo)	POUR
E.ON	16.05.2024	4	Approve Discharge of Supervisory Board (in globo)	POUR
Fortescue	06.11.2024	9	Conditional spill resolution	POUR
Goldman Sachs Group	24.04.2024	12	Shareholder resolution: Directors to be Elected by Majority Vote	RETIRÉE
Johnson & Johnson	25.04.2024	5	Shareholder resolution: Impact of Extended Patent Exclusivities on Patient Access	RETIRÉE
JPMorgan Chase	21.05.2024	11	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	CONTRE
McDonald's	22.05.2024	7	Shareholder resolution: Worldwide Switch to Cage-Free Eggs	RETIRÉE
National Australia Bank	18.12.2024	5.b	Shareholder resolution: transition plan assessments	POUR
Orange	22.05.2024	7	Re-elect Mr. Thierry Chatelier	POUR
Pfizer	25.04.2024	7	Shareholder resolution: Amend Director Resignation Processes	RETIRÉE
Publicis Groupe	29.05.2024	43	Re-elect Ms. Sophie Dulac	POUR
Publicis Groupe	29.05.2024	44	Re-elect Mr. Thomas H. Glocer	POUR
Publicis Groupe	29.05.2024	45	Re-elect Ms. Marie-Josée Kravis	CONTRE
Publicis Groupe	29.05.2024	46	Re-elect Mr. André Kudelski	POUR
Royal Bank of Canada	11.04.2024	4	Shareholder resolution 1: Disclose clean energy to fossil fuel financing ratios	POUR
Royal Bank of Canada	11.04.2024	5	Shareholder resolution 2: Report on the bank's exposure to oil and gas sector	CONTRE
Starbucks	13.03.2024	1.l	Elect Dissident Nominee Ms. Maria Echaveste	POUR
Starbucks	13.03.2024	1.m	Elect Dissident Nominee Mr. Joshua Gotbaum	S'ABSTENIR
Starbucks	13.03.2024	1.n	Elect Dissident Nominee Ms. Wilma B. Liebman	POUR
Sun Hung Kai Properties	07.11.2024	3.1.f	Re-elect Mr. Tak-yeung Albert Lau	CONTRE
Visa	23.01.2024	5	To approve the adjournment proposal	CONTRE
Westpac Banking	13.12.2024	6.b	Shareholder resolution: approve transition plan assessments	POUR
Woolworths	31.10.2024	5	Approve conditional spill resolution	POUR
Woolworths	31.10.2024	6.b	Shareholder resolution: farmed seafood reporting	POUR
Woolworths	31.10.2024	6.c	Shareholder resolution: farmed salmon sourcing	POUR

### 3.4 Résolutions du conseil les plus contestées

Société	Date AG	No.	Résolution	Ethos	Résultat
Palo Alto Networks	10.12.2024	4	Advisory vote on executive remuneration	CONTRE	50.3%
Uber Technologies	06.05.2024	1j.	Re-elect Mr. David I. Trujillo	POUR	56.3%
MTU Aero Engines	08.05.2024	8	Approve Remuneration System for the Management Board members	CONTRE	56.5%
Argenx	07.05.2024	10.	Amendment of articles 2, 4, 6, 9, 11, 12, 22, 23 and 25 of the articles of association	CONTRE	57.0%
General Motors	04.06.2024	3	Advisory vote on executive remuneration	CONTRE	57.7%
Vonovia	08.05.2024	6	Approve Remuneration Report	POUR	58.3%
BlackRock	15.05.2024	2	Advisory vote on executive remuneration	CONTRE	58.6%
Argenx	07.05.2024	3.	Approve remuneration report (advisory vote)	CONTRE	58.6%
Adidas	16.05.2024	5	Approve Remuneration Report	CONTRE	58.9%
Nike	10.09.2024	1.b	Re-elect Mr. John W. Rogers Jr.	POUR	60.0%

### 3.5 Résolutions d'actionnaires

Société	Date AG	No.	Résolution	Ethos	Résultat
DSV	14.03.2024	8.4.	Shareholder proposal: To continue to develop the reporting on the company's efforts to respect human rights and labour rights in accordance with the United Nations Guiding Principles on Business and Human Rights	POUR	99.8%
ServiceNow	23.05.2024	4	Shareholder resolution: Introduce simple majority voting	CONTRE	96.4%
Roper Technologies	12.06.2024	4	Shareholder resolution: Introduce simple majority voting	CONTRE	94.4%
Analog Devices	13.03.2024	4	Shareholder resolution: Introduce simple majority voting	CONTRE	89.6%
Nvidia	26.06.2024	4	Shareholder resolution: Introduce simple majority voting	CONTRE	88.9%
Snowflake	02.07.2024	4	Shareholder resolution: Declassify the board of directors	POUR	78.0%
Regeneron Pharmaceutical	14.06.2024	4	Shareholder resolution: Introduce simple majority voting	CONTRE	76.5%
Vertex Pharmaceuticals	15.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	POUR	72.3%
Sherwin-Williams	17.04.2024	4	Shareholder resolution: Adopt a simple majority voting	CONTRE	71.5%
Emerson Electric	06.02.2024	6.	Shareholder resolution: Introduce simple majority voting	CONTRE	71.5%
Norfolk Southern	09.05.2024	5	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25 2023	POUR	61.3%
Autodesk	16.07.2024	5	Shareholder resolution: call special shareholder meetings	POUR	59.9%

Tesla	13.06.2024	6	Shareholder resolution: Establish Term Limits for Directors	POUR	54.1%
Tesla	13.06.2024	7	Shareholder resolution: Introduce simple majority voting	CONTRE	53.9%
Humana Inc.	18.04.2024	6	Shareholder resolution: Introduce simple majority voting	CONTRE	51.3%
Bank of Montréal	16.04.2024	4	Shareholder resolution: Hold annual meetings in person with virtual meetings as complements	CONTRE	50.7%
Prologis	09.05.2024	6	Shareholder resolution: Introduce simple majority voting	CONTRE	49.7%
American Tower	22.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	49.2%
Abbvie	03.05.2024	6	Shareholder resolution: Introduce simple majority voting	POUR	48.9%
Cigna	24.04.2024	4	Shareholder resolution: Call Special Shareholder Meetings	POUR	48.8%
Royal Bank of Canada	11.04.2024	7	Shareholder resolution 4: Hold annual meetings in person with virtual meetings as complements	CONTRE	47.1%
Marathon Petroleum	24.04.2024	8	Shareholder resolution: Introduce simple majority voting	POUR	46.8%
Texas Instruments	25.04.2024	5	Shareholder resolution: Call Special Shareholder Meetings	POUR	46.6%
Netflix	06.06.2024	7	Shareholder resolution: Call Special Shareholder Meetings	POUR	45.6%
American Tower	22.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	POUR	45.6%
Verizon Communications	09.05.2024	7	Shareholder resolution: Independent chair	POUR	43.2%
Danaher	07.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	POUR	43.1%
Netflix	06.06.2024	4	Shareholder resolution: Report on Use of Artificial Intelligence	POUR	43.1%
IBM	30.04.2024	6	Shareholder resolution: Allow shareholders to act by written consent	POUR	43.0%
JPMorgan Chase	21.05.2024	5	Shareholder resolution: Independent chair	POUR	42.7%
Truist Financial Corp	23.04.2024	4	Shareholder resolution: Disclose lobbying contributions	POUR	41.2%
JPMorgan Chase	21.05.2024	10	Shareholder resolution: Termination Pay	POUR	40.7%
NextEra Energy	23.05.2024	4	Shareholder resolution: Board Matrix	POUR	40.6%
O'Reilly Automotive	16.05.2024	4	Shareholder resolution: Independent chair	POUR	40.5%
Amphenol	16.05.2024	6	Shareholder resolution: Call Special Shareholder Meeting	POUR	40.3%
Cintas	29.10.2024	7	Shareholder resolution: report on political contributions	POUR	39.5%
Goldman Sachs Group	24.04.2024	5	Shareholder resolution: Report on climate lobbying	POUR	39.4%
Norfolk Southern	09.05.2024	4	Shareholder resolution: Transparency on Lobbying	POUR	38.9%
Bristol-Myers Squibb	07.05.2024	6	Shareholder resolution: Executive Retention of Significant Stock	CONTRE	38.5%

Boeing	17.05.2024	6	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	38.3%
Deere & Co.	28.02.2024	6	Shareholder Resolution: Termination Pay	POUR	38.0%
IBM	30.04.2024	4	Shareholder resolution: Public Report on Lobbying Activities	POUR	37.7%
Moody's	16.04.2024	5	Shareholder resolution: Call Special Shareholder Meetings	POUR	37.6%
Apple	28.02.2024	7	Shareholder resolution: Report on Use of AI	POUR	37.5%
Stryker	09.05.2024	4	Shareholder resolution: Transparency in Political Spending	POUR	37.4%
United Parcel Service	02.05.2024	4	Shareholder resolution: Equal Voting Rights for Each Shareholder	POUR	36.2%
Microsoft	10.12.2024	9	Shareholder resolution: report on AI data sourcing accountability	CONTRE	36.2%
McDonald's	22.05.2024	8	Shareholder resolution: Poultry Welfare Disclosure	POUR	36.0%
Gilead Sciences	08.05.2024	7	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	CONTRE	35.8%
Advanced Micro Devices	08.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	POUR	35.7%
Wells Fargo	30.04.2024	12	Shareholder resolution: Transparency in Lobbying	POUR	35.4%
Pfizer	25.04.2024	5	Shareholder resolution: Independent chair	POUR	34.9%
Merck	28.05.2024	4	Shareholder resolution: Allow shareholders to act by written consent	CONTRE	34.7%
Verizon Communications	09.05.2024	5	Shareholder resolution: Transparency on Lobbying	POUR	34.6%
Illinois Tool Works	03.05.2024	5	Shareholder resolution: Termination Pay	POUR	34.3%
Ecolab	02.05.2024	4	Shareholder resolution: Independent chair	POUR	33.9%
Colgate-Palmolive	10.05.2024	4	Shareholder resolution: Independent chair	POUR	33.8%
Goldman Sachs Group	24.04.2024	4	Shareholder resolution: Independent chair	CONTRE	33.7%
Intuitive Surgical	25.04.2024	6	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	33.1%
Verizon Communications	09.05.2024	6	Shareholder resolution: Amend clawback policy	POUR	32.8%
Synopsys	10.04.2024	5	Shareholder resolution: Independent chairman	CONTRE	32.7%
NextEra Energy	23.05.2024	5	Shareholder resolution: Climate Lobbying Report	POUR	32.5%
Microsoft	10.12.2024	6	Shareholder resolution: report on risks of operating in countries with significant human rights concerns	POUR	32.0%
Amazon.com	22.05.2024	12	Shareholder resolution: Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	POUR	31.8%
IBM	30.04.2024	7	Shareholder resolution: Public Report on Climate Lobbying	POUR	31.8%
Bristol-Myers Squibb	07.05.2024	5	Shareholder resolution: Independent Chair	POUR	31.7%



Tesla	13.06.2024	8	Shareholder resolution: Report on Harassment and Discrimination Prevention Efforts	POUR	31.5%
Mondelez International	22.05.2024	8	Shareholder resolution: Third Party Report on Due Diligence in Conflict Affected and High-Risk Areas	POUR	31.4%
Alphabet	07.06.2024	9	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	POUR	31.3%
Bank of America	24.04.2024	9	Shareholder resolution: Independent chair	POUR	31.3%
Amazon.com	22.05.2024	17	Shareholder resolution: Commission a Third Party Audit on Working Conditions	POUR	31.2%
Morgan Stanley	23.05.2024	6	Shareholder resolution: Transparency on Lobbying	POUR	31.2%
American Express Company	06.05.2024	5	Shareholder resolution: Termination Pay	POUR	31.2%
Caterpillar	12.06.2024	4	Shareholder resolution: Independent chair	POUR	31.2%
Walt Disney	03.04.2024	1.m	Elect Trian Dissident Nominee Mr. Nelson Peltz	S'ABSTENIR	31.1%
Mondelez International	22.05.2024	6	Shareholder resolution: Independent chair	POUR	31.1%
Apple	28.02.2024	6	Shareholder resolution: Racial and Gender Pay Gaps	POUR	31.1%
IBM	30.04.2024	8	Shareholder resolution: Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	POUR	30.8%
RTX	02.05.2024	5	Shareholder resolution: Transparency in Lobbying	POUR	30.7%
Booking Holdings	04.06.2024	4	Shareholder resolution: Amend Clawback Policy	POUR	30.7%
JPMorgan Chase	21.05.2024	7	Shareholder resolution: Report on Respecting Indigenous People's Rights	POUR	30.4%
Boeing	17.05.2024	8	Shareholder resolution: Adoption of value chain emission reduction target	POUR	30.4%
Wells Fargo	30.04.2024	7	Shareholder resolution: Policy on Freedom of Association and Collective Bargaining	POUR	30.2%
Home Depot	16.05.2024	9	Shareholder resolution: Amend Clawback Policy	POUR	30.1%
Procter & Gamble	08.10.2024	4	Shareholder resolution: gender and racial pay equity report	POUR	30.1%
Goldman Sachs Group	24.04.2024	11	Shareholder resolution: Pay Equity Reporting	POUR	30.0%
Walt Disney	03.04.2024	9	Shareholder resolution: Repeal Any Bylaw Provisions Adopted by the Board Subsequent to 30 November 2023	CONTRE	29.7%
Amazon.com	22.05.2024	7	Shareholder resolution: Transparency on Lobbying	POUR	29.7%
Chipotle Mexican Grill	06.06.2024	6	Shareholder resolution: Commission a Third Party Audit on Working Conditions	POUR	29.6%
Amazon.com	22.05.2024	8	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	29.4%
Paccar	30.04.2024	6	Shareholder resolution: Report on climate related policy engagement	POUR	29.3%

IntercontinentalExchange	17.05.2024	4	Shareholder resolution: Independent chair	POUR	29.0%
Target	12.06.2024	4	Shareholder resolution: Independent chair	POUR	29.0%
Vertex Pharmaceuticals	15.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	28.8%
Goldman Sachs Group	24.04.2024	8	Shareholder resolution: Report Disclosure of Clean Energy Supply Financing Ratio	POUR	28.8%
Toronto-Dominion Bank	18.04.2024	7	Shareholder resolution 2: Disclose transition activities	POUR	28.8%
Amazon.com	22.05.2024	11	Shareholder resolution: Report on Efforts to Reduce Plastic Use	POUR	28.6%
Chubb	16.05.2024	15	Résolution d'actionnaires: Rapport sur les émissions de gaz à effet de serre du scope 3	POUR	28.3%
Wells Fargo	30.04.2024	6	Shareholder resolution: Annual Report on Prevention of Workplace Harassment and Discrimination	POUR	28.2%
Nippon Steel Corp	21.06.2024	8	Shareholder resolution: Report on Corporate Climate Lobbying	POUR	27.5%
Bank of America	24.04.2024	6	Shareholder resolution: Report on climate lobbying	POUR	27.5%
Wells Fargo	30.04.2024	10	Shareholder resolution: Annual Climate Lobbying Congruency Report	POUR	27.4%
Enbridge	08.05.2024	5	Shareholder resolution: Disclose the Company's Scope 3 Emissions	POUR	27.3%
Abbvie	03.05.2024	7	Shareholder resolution: Disclose lobbying activities	POUR	26.8%
Nike	10.09.2024	7	Shareholder resolution: environmental targets	POUR	26.7%
Chubb	16.05.2024	16	Résolution d'actionnaires: Rapport sur les écarts de rémunération	POUR	26.6%
Sumitomo Mitsui Financial Group	27.06.2024	4	Shareholder resolution: Shareholder resolution: Director Competencies to Manage Climate-Related Business Risks and Opportunities	POUR	26.6%
Citigroup	30.04.2024	6	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	POUR	26.3%
Meta Platforms	29.05.2024	5	Shareholder resolution: Dual Class Capital Structure	POUR	26.3%
Mitsubishi UFJ Financial Group	27.06.2024	3	Shareholder resolution: Director Competencies to Manage Climate-Related Business Risks and Opportunities	POUR	26.2%
Nike	10.09.2024	4	Shareholder resolution: gender and racial pay equity report	POUR	26.0%
Mizuho Financial Group	26.06.2024	2	Shareholder resolution: Amend Articles to Add Provision on Director Competencies to Manage Climate Related Business Risks and Opportunitie	POUR	26.0%
Bank of America	24.04.2024	7	Shareholder resolution: Disclosure of clean energy financing ratio	POUR	26.0%
Cintas	29.10.2024	6	Shareholder resolution: managing climate risk through science-based targets and transition planning	POUR	26.0%

RTX	02.05.2024	6	Shareholder resolution: Full Value Chain Emissions Reduction Plan	POUR	25.9%
Honeywell International	14.05.2024	4	Shareholder resolution: Independent chair	POUR	25.8%
Mastercard	18.06.2024	4	Shareholder resolution: Transparency on Lobbying	POUR	25.5%
Cintas	29.10.2024	5	Shareholder resolution: disclosure of key diversity and inclusion metrics	POUR	25.5%
Eli Lilly	06.05.2024	6	Shareholder resolution: Report on Lobbying Payments and Policy	POUR	25.5%
Walt Disney	03.04.2024	6	Shareholder resolution: Disclose political contributions	POUR	25.5%
UnitedHealth	03.06.2024	4	Shareholder resolution: Report on Political Contributions Congruency	POUR	24.8%
Abbvie	03.05.2024	8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	POUR	24.7%
Wells Fargo	30.04.2024	11	Shareholder resolution: Annual Report on Congruency of Political Spending and Corporate Values	POUR	24.7%
Boeing	17.05.2024	5	Shareholder resolution: Report on Climate Lobbying	POUR	24.6%
Sumitomo Mitsui Financial Group	27.06.2024	5	Shareholder resolution: Assessment of Clients' Climate Change Transition Plans	POUR	24.5%
American Express Company	06.05.2024	6	Shareholder resolution: Report Climate Lobbying Alignment	POUR	24.4%
McKesson Corp	31.07.2024	5	Shareholder resolution: independent chair	CONTRE	24.3%
Wells Fargo	30.04.2024	8	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	POUR	23.9%
Eli Lilly	06.05.2024	7	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	POUR	23.8%
CVS Health	16.05.2024	5	Shareholder resolution: Third Party Worker Rights Assessment and Report	POUR	23.4%
Amazon.com	22.05.2024	10	Shareholder resolution: Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	POUR	23.4%
Charles Schwab Corp.	23.05.2024	6	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	23.1%
Caterpillar	12.06.2024	5	Shareholder resolution: Transparency on Lobbying	POUR	23.0%
Morgan Stanley	23.05.2024	7	Shareholder resolution: Report on Clean Energy Supply Financing Ratio	POUR	22.9%
Mizuho Financial Group	26.06.2024	3	Shareholder resolution: Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	POUR	22.7%
Nippon Steel Corp	21.06.2024	7	Shareholder resolution: Introduce Executive Compensation System Linked to Greenhouse Gas Emission Reduction Targets	POUR	22.5%
Mondelez International	22.05.2024	7	Shareholder resolution: Eradicate Child Labour from Cocoa Supply Chain	POUR	22.4%
FedEx Corporation	23.09.2024	6	Shareholder resolution: Just Transition report	POUR	22.3%

United Parcel Service	02.05.2024	6	Shareholder resolution: Report on Diversity, Equity and Inclusion	POUR	22.3%
Chevron	29.05.2024	6	Shareholder resolution: Third Party Assessment on Company's Human Rights Policies	POUR	22.2%
Salesforce.com	27.06.2024	6.	Shareholder resolution: Independent chair	CONTRE	21.6%
Applied Materials	07.03.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	21.1%
Nippon Steel Corp	21.06.2024	6	Shareholder resolution: Set and Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	POUR	21.0%
Berkshire Hathaway	04.05.2024	2	Shareholder resolution: Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	POUR	21.0%
Exxon Mobil	29.05.2024	6	Shareholder resolution: Report on Reduced Plastics Demand Impact on Financial Assumptions	POUR	20.8%
Tesla	13.06.2024	9	Shareholder resolution: Adopt a Non-Interference Policy Respecting Freedom of Association	POUR	20.6%
Berkshire Hathaway	04.05.2024	4	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	20.5%
Adobe	17.04.2024	5	Shareholder resolution: Directors to be Elected by Majority Vote	POUR	20.4%
FedEx Corporation	23.09.2024	8	Shareholder resolution: report on climate lobbying alignment	POUR	20.3%
Exxon Mobil	29.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	20.0%
PepsiCo	01.05.2024	10	Shareholder resolution: Racial Equity Report/Audit	POUR	20.0%
Marriott International	10.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	19.9%
Orange	22.05.2024	A	Shareholder resolution: Amendment to resolution 17 to distribute performance shares to all employees or to carry out an annual offer under an all employee share ownership plan with the same regularity as the LTIP	POUR	19.9%
AT&T	16.05.2024	4	Shareholder resolution: Independent chair	CONTRE	19.2%
Texas Instruments	25.04.2024	6	Shareholder resolution: Report on due diligence efforts to identify risks associated with product misuse	POUR	19.2%
Walmart	05.06.2024	9	Shareholder resolution: Commission a Third Party Audit on Workplace Safety and Violence	POUR	19.1%
Toronto-Dominion Bank	18.04.2024	10	Shareholder resolution 5: Advisory vote on environmental policies	POUR	19.1%
Amazon.com	22.05.2024	14	Shareholder resolution: Third Party Study and Report on Risks Associated with Use of Rekognition	POUR	19.1%
TJX	04.06.2024	4	Shareholder resolution: report on effectiveness of social compliance efforts in TJX's supply chain	POUR	19.0%

Mitsubishi UFJ Financial Group	27.06.2024	4	Shareholder resolution: Assessment of Clients' Climate Change Transition Plans	POUR	18.7%
Microsoft	10.12.2024	8	Shareholder resolution: report on risks related to AI-generated misinformation and disinformation	POUR	18.7%
Shell	21.05.2024	23	Shareholder resolution: Aligning Shell's Scope 3 Medium-Term Emissions Reduction Targets with Paris Agreement Goals	POUR	18.6%
Alphabet	07.06.2024	13	Shareholder resolution Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	POUR	18.5%
CVS Health	16.05.2024	6	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	POUR	18.5%
Meta Platforms	29.05.2024	11	Shareholder resolution: Report on Child Safety Impacts and Actual Harm Reduction to Children	POUR	18.5%
PepsiCo	01.05.2024	9	Shareholder resolution: Report on Risks Related to Biodiversity and Nature Loss	POUR	18.4%
Chipotle Mexican Grill	06.06.2024	8	Shareholder resolution: Report on Adoption of Automation	POUR	18.4%
PepsiCo	01.05.2024	7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	POUR	17.9%
Berkshire Hathaway	04.05.2024	3	Shareholder resolution: Greenhouse Gas Reduction Targets	POUR	17.7%
Meta Platforms	29.05.2024	9	Shareholder resolution: Amendment of Corporate Governance Guidelines	POUR	17.7%
Alphabet	07.06.2024	12	Shareholder resolution: Report on Risks Related to AI Generated Misinformation and Disinformation	POUR	17.6%
Verizon Communications	09.05.2024	10	Shareholder resolution: Political expenditures misalignment	POUR	17.4%
McKesson Corp	31.07.2024	6	Shareholder resolution: report on potential risks and costs of restrictive reproductive healthcare legislation	POUR	17.2%
Meta Platforms	29.05.2024	7	Shareholder resolution: Disclosure of Voting Results Based on Class of Shares	POUR	17.1%
Amazon.com	22.05.2024	6	Shareholder resolution: Report on Customer Due Diligence	POUR	16.8%
Meta Platforms	29.05.2024	6	Shareholder resolution: Report on Generative AI Misinformation and Disinformation Risks	POUR	16.7%
Microchip Technology	20.08.2024	5	Shareholder resolution: Report on due diligence efforts to trace end-user misuse of company products	POUR	16.7%
Applied Materials	07.03.2024	4	Shareholder resolution: Disclose lobbying contributions	POUR	16.5%
Chipotle Mexican Grill	06.06.2024	9	Shareholder resolution: Report on Harassment and Discrimination Statistics	POUR	16.5%
Netflix	06.06.2024	6	Shareholder resolution: Amend Director Election Resignation Bylaw	POUR	16.3%
GE Aerospace	07.05.2024	4	Shareholder resolution: Independent chair	POUR	16.2%
Home Depot	16.05.2024	8	Shareholder resolution: Disclose a Biodiversity Impact and Dependency Assessment	POUR	16.1%

Citigroup	30.04.2024	5	Shareholder resolution: Independent chair	CONTRE	15.8%
HCA Healthcare	25.04.2024	6	Shareholder resolution: Report on patient feedback regarding quality of care	POUR	15.4%
Walmart	05.06.2024	5	Shareholder resolution: Racial Equity Report/Audit	POUR	15.4%
Bank of Montréal	16.04.2024	6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	POUR	15.3%
Microsoft	10.12.2024	4	Shareholder resolution: report on risks of weapons development	POUR	15.3%
Amazon.com	22.05.2024	13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	POUR	15.2%
Alphabet	07.06.2024	8	Shareholder resolution: Transparency on Lobbying	POUR	15.2%
McDonald's	22.05.2024	6	Shareholder resolution: Adoption of Antibiotics Policy	POUR	15.2%
Goldman Sachs Group	24.04.2024	6	Shareholder resolution: Report on Efforts Regarding Protected Classes of Employees	POUR	15.1%
Royal Bank of Canada	11.04.2024	10	Shareholder resolution 7: Annual advisory vote on environmental and climate objectives and action plan	POUR	15.1%
PepsiCo	01.05.2024	12	Shareholder resolution: Global Transparency Report	POUR	14.9%
McDonald's	22.05.2024	11	Shareholder resolution: Annual Report on Global Political Influence	CONTRE	14.9%
Chevron	29.05.2024	7	Shareholder resolution: Publish a Tax Transparency Report	POUR	14.9%
Booking Holdings	04.06.2024	5	Shareholder resolution: Report on Reproductive Rights and Data	POUR	14.8%
Verizon Communications	09.05.2024	9	Shareholder resolution: Lead-sheathed cable report	POUR	14.6%
Comcast	10.06.2024	4	Shareholder resolution: Report on political misalignment of political expenditures with company values	POUR	14.6%
Meta Platforms	29.05.2024	10	Shareholder resolution: Human Rights Impact Assessment on AI Systems Driving Targeted Advertising	POUR	14.5%
Target	12.06.2024	7	Shareholder resolution: Political contributions congruency analysis	POUR	14.4%
Pfizer	25.04.2024	6	Shareholder resolution: Political Contributions Congruency Report	POUR	14.2%
Alphabet	07.06.2024	14	Shareholder resolution: Adopt Targets Evaluating YouTube Child Safety Policies	POUR	14.1%
Mastercard	18.06.2024	5	Shareholder resolution: Amend Director Election Resignation Bylaw	POUR	14.0%
Danaher	07.05.2024	5	Shareholder resolution: Report on Effectiveness of the company's diversity, equity and inclusion efforts	POUR	14.0%
Zoetis	22.05.2024	5	Shareholder resolution: Director Resignation Policy	POUR	13.9%
Adobe	17.04.2024	6	Shareholder resolution: Report on Hiring of Persons with Arrest or Incarceration Records	POUR	13.9%

General Motors	04.06.2024	7	Shareholder resolution: Report on Sustainability Risk in the Company's Supply Chain	POUR	13.6%
Canadian Pacific Kansas City	24.04.2024	5	Shareholder resolution: Adopt a Paid Sick Leave Policy	POUR	13.4%
Bank of America	24.04.2024	8	Shareholder resolution: Allow shareholders to act by written consent	CONTRE	13.4%
Intuit	18.01.2024	6	Shareholder resolution: Report on climate risk in retirement plan options	POUR	13.2%
Toronto-Dominion Bank	18.04.2024	6	Shareholder resolution 1: Consider CEO pay ratio in executive remuneration	POUR	13.2%
Nike	10.09.2024	5	Shareholder resolution: supply chain management report	POUR	13.2%
BlackRock	15.05.2024	6	Shareholder resolution: Independent chair	POUR	13.1%
Bank of Nova Scotia	09.04.2024	6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	POUR	12.9%
Target	12.06.2024	6	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	POUR	12.6%
General Motors	04.06.2024	4	Shareholder resolution: Report on the Use of Child Labour in Connection with Electric Vehicles	CONTRE	12.6%
Walmart	05.06.2024	4	Shareholder resolution: Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	POUR	12.5%
General Motors	04.06.2024	6	Shareholder resolution: Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	POUR	12.5%
Nike	10.09.2024	6	Shareholder resolution: worker-driven social responsibility	POUR	12.3%
Toronto-Dominion Bank	18.04.2024	9	Shareholder resolution 4: Non-confidential information relating to the bank's country-by country reporting	POUR	12.2%
Palo Alto Networks	10.12.2024	6	Shareholder resolution: report on climate risk in retirement plan options	POUR	12.0%
Home Depot	16.05.2024	5	Shareholder resolution: Political Contributions Congruency Analysis	POUR	11.9%
Walt Disney	03.04.2024	1.n	Elect Trian Dissident Nominee Mr. Jay A. Rasulo	S'ABSTENIR	11.7%
Phillips 66	15.05.2024	4	Shareholder resolution: Report on Impacts of a Significant Reduction in Virgin Plastic Demand	POUR	11.6%
Walmart	05.06.2024	6	Shareholder resolution: Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	POUR	11.5%
PepsiCo	01.05.2024	8	Shareholder resolution: Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	POUR	11.5%
Royal Bank of Canada	11.04.2024	6	Shareholder resolution 3: Disclose the CEO pay ratio on an annual basis	POUR	11.4%
Crown Castle International	22.05.2024	4	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	POUR	11.3%



Royal Bank of Canada	11.04.2024	9	Shareholder resolution 6: Reporting circular economy loans	POUR	11.1%
Marriott International	10.05.2024	4	Shareholder resolution: Third-Party Civil Right Audit	POUR	11.0%
Bank of Montréal	16.04.2024	5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	POUR	10.9%
Bank of Montréal	16.04.2024	8	Shareholder resolution: Consider CEO pay ratio in executive remuneration	POUR	10.9%
Royal Bank of Canada	11.04.2024	8	Shareholder resolution 5: Non-confidential information relating to the bank's country-by country reporting	POUR	10.7%
Coca-Cola	01.05.2024	7	Shareholder resolution: Requesting a Report on Non-Sugar Sweeteners	POUR	10.7%
Crown Castle International	22.05.2024	1.m	Elect Dissident Nominee Charles Campbell Green III	S'ABSTENIR	10.5%
Capital One Financial	02.05.2024	7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	POUR	10.2%
Tesla	13.06.2024	11	Shareholder resolution: Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	POUR	10.2%
Capital One Financial	02.05.2024	5	Shareholder resolution: Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	POUR	10.1%
Goldman Sachs Group	24.04.2024	7	Shareholder resolution: Environmental Justice Impact Assessment	POUR	10.0%
Eli Lilly	06.05.2024	9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	POUR	10.0%
PNC Financial Services Group	24.04.2024	5	Shareholder resolution: Report on risk management and implementation of PNC's Human Rights Statement	POUR	9.9%
Canadian National Railway	26.04.2024	7	Shareholder resolution: Adopt a Paid Sick Leave Policy	POUR	9.9%
Chipotle Mexican Grill	06.06.2024	7	Shareholder resolution: Adopt Policy to Not Interfere with Freedom of Association Rights	POUR	9.9%
Bank of Nova Scotia	09.04.2024	5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	POUR	9.9%
Microsoft	10.12.2024	7	Shareholder resolution: report on risks of using artificial intelligence and machine learning tools for oil and gas development and production	POUR	9.7%
Amazon.com	22.05.2024	16	Shareholder resolution: Establish a Board Committee on Artificial Intelligence	POUR	9.7%
AT&T	16.05.2024	5	Shareholder resolution: Improve Clawback Policy	POUR	9.7%
Altria	16.05.2024	4	Shareholder resolution: Report on Congruence of Political and Lobbying Expenditures with the Company's Vision	POUR	9.5%
Target	12.06.2024	5	Shareholder resolution: Report on Animal Pain Management Procedures	POUR	9.3%
Coca-Cola	01.05.2024	8	Shareholder resolution: Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	POUR	9.3%



Toyota Motor	18.06.2024	4	Shareholder resolution: Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	POUR	9.3%
Eli Lilly	06.05.2024	8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	POUR	8.9%
Crown Castle International	22.05.2024	1.n	Elect Dissident Nominee Theodore B. Miller, Jr.	S'ABSTENIR	8.8%
HCA Healthcare	25.04.2024	7	Shareholder resolution: Report on maternal health outcomes	POUR	8.5%
Altria	16.05.2024	5	Shareholder resolution: Benefits of Extended Producer Responsibility Laws for Spent Tobacco Filters	POUR	8.5%
Marsh & McLennan	16.05.2024	4	Shareholder resolution: Allow shareholders to act by written consent	POUR	8.3%
Goldman Sachs Group	24.04.2024	9	Shareholder resolution: Proxy Voting Review	POUR	8.3%
Meta Platforms	29.05.2024	14	Shareholder resolution: Report on Framework to Assess Company Lobbying Alignment with Climate Goals	POUR	8.2%
HCA Healthcare	25.04.2024	5	Shareholder resolution: Report on risk mitigation regarding state restrictions for emergency abortions	POUR	8.2%
Uber Technologies	06.05.2024	5	Shareholder resolution: Prepare an Independent Third-Party Audit on Driver Health and Safety	POUR	8.1%
BlackRock	15.05.2024	7	Shareholder resolution: Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	POUR	8.1%
Walt Disney	03.04.2024	5	Shareholder resolution: Termination Pay	POUR	8.0%
United Parcel Service	02.05.2024	5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	CONTRE	7.9%
JPMorgan Chase	21.05.2024	8	Shareholder resolution: Review Proxy Voting Record and Policies Related to Climate Change and Diversity	POUR	7.8%
Citigroup	30.04.2024	10	Shareholder resolution: Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	POUR	7.8%
Tesla	13.06.2024	12	Shareholder resolution: Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	POUR	7.7%
CSX Corp	08.05.2024	4	Shareholder resolution: Establish a Railroad Safety Committee	POUR	7.6%
Chevron	29.05.2024	5	Shareholder resolution: Report on Reduced Plastics Demand Impact on Financial Assumptions	POUR	7.5%
Lululemon Athletica	06.06.2024	4	Shareholder resolution: Report on Risks from Company's Use of Animal-Derived Materials	POUR	7.5%
Micron Technology	18.01.2024	5	Shareholder resolution: Termination Pay	POUR	7.5%
Exxon Mobil	29.05.2024	7	Shareholder resolution: Report on Social Impact from Plant Closure on Energy Transition	POUR	7.5%

Alphabet	07.06.2024	11	Shareholder resolution: Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	POUR	7.4%
Union Pacific	09.05.2024	5	Shareholder resolution: Amend the Stafey and Service Quality Committee's Charter	POUR	7.3%
JPMorgan Chase	21.05.2024	9	Shareholder resolution: Third Party Report on Due Diligence in Conflict Affected and High-Risk Areas	POUR	7.3%
Intel	07.05.2024	6	Shareholder resolution: Termination Pay	POUR	7.3%
Visa	23.01.2024	6	Shareholder resolution: Termination Pay	POUR	7.1%
ANZ Group Holdings	19.12.2024	5	Shareholder resolution: amendment to the Constitution regarding shareholder rights	POUR	7.1%
Bank of America	24.04.2024	10	Shareholder resolution: Improve executive remuneration program and policy	POUR	7.1%
Thermo Fisher Scientific	22.05.2024	4	Shareholder resolution: Introduce simple majority voting	CONTRE	6.7%
Amazon.com	22.05.2024	4	Shareholder resolution: Establish a Public Policy Committee	POUR	6.6%
PepsiCo	01.05.2024	5	Shareholder resolution: Termination Pay	POUR	6.6%
Westpac Banking	13.12.2024	6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	POUR	6.6%
Cadence Design Systems	02.05.2024	7	Shareholder resolution: Termination Pay	POUR	6.5%
Coles	12.11.2024	7.1	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	POUR	6.5%
Equinor	14.05.2024	15.	Shareholder proposal: To update the company strategy and capital expenditure plan according to the commitment to the goals of the Paris Agreement	POUR	6.5%
Alphabet	07.06.2024	10	Shareholder resolution: Report on Reproductive Healthcare Misinformation Risks	POUR	6.4%
Verizon Communications	09.05.2024	4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	POUR	6.4%
Union Pacific	09.05.2024	4	Shareholder resolution: Termination Pay	POUR	6.3%
CVS Health	16.05.2024	7	Shareholder resolution: Termination Pay	POUR	6.0%
Gilead Sciences	08.05.2024	5	Shareholder resolution: Employee representation on board of directors	POUR	5.9%
IBM	30.04.2024	5	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	CONTRE	5.6%
Netflix	06.06.2024	8	Shareholder resolution: Amend Code of Ethics and Report on Board Compliance with the Amended Code	POUR	5.6%
RTX	02.05.2024	7	Shareholder resolution: Human Rights Impact Report	POUR	5.5%
Meta Platforms	29.05.2024	8	Shareholder resolution: Report on Human Rights Risks in Non-US Markets	POUR	5.5%

NTT Corp.	20.06.2024	3	Shareholder resolution: Elect Mr. Tomoki Maeda to the Board of Directors	CONTRE	5.4%
Starbucks	13.03.2024	4	Shareholder resolution: Report on plant-based milk pricing	CONTRE	5.3%
Oracle	14.11.2024	4	Shareholder resolution: report on climate risks to retirement plan beneficiaries	POUR	5.3%
Boeing	17.05.2024	7	Shareholder resolution: Report on Risks Related to Diversity, Equity and Inclusion Efforts	CONTRE	5.2%
Elevance Health	15.05.2024	4	Shareholder resolution: Third Party Groups to Report Their Political Expenditures	POUR	5.1%
Salesforce.com	27.06.2024	7.	Shareholder resolution: Termination Pay	POUR	5.1%
Boeing	17.05.2024	4	Shareholder resolution: Publish Third Party Review of China Business and ESG Commitments	CONTRE	4.9%
3M Company	14.05.2024	4	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	POUR	4.8%
Verizon Communications	09.05.2024	8	Shareholder resolution: Civil liberties in digital services	CONTRE	4.6%
Walmart	05.06.2024	7	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	POUR	4.4%
Walt Disney	03.04.2024	8	Shareholder resolution: Charitable Contributions	CONTRE	4.3%
Charles Schwab Corp.	23.05.2024	4	Shareholder resolution: Consider CEO pay ratio in executive remuneration	POUR	4.3%
National Australia Bank	18.12.2024	5.a	Shareholder resolution: amendment to the Constitution regarding shareholder rights	POUR	4.2%
HSBC	03.05.2024	17	Shareholder proposal: Midland Clawback Campaign	CONTRE	4.2%
Airbnb	05.06.2024	5	Shareholder resolution: Disclose political contributions	POUR	4.0%
Johnson & Johnson	25.04.2024	4	Shareholder resolution: Gender Transitioning Compensation and Benefits	CONTRE	3.9%
Nordea Bank	21.03.2024	24.	Shareholder proposal: To stop financing fossil companies that expand extraction and lack robust fossil phase-out plans in line with 1.5 degrees and to amend article 4 of the articles of association	POUR	3.9%
Pfizer	25.04.2024	8	Shareholder resolution: Publish a Report on Corporate Contributions	CONTRE	3.8%
Tesla	13.06.2024	10	Shareholder resolution: Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	POUR	3.8%
Alphabet	07.06.2024	7	Shareholder resolution: Report on Climate Risk in Retirement Plan Options	POUR	3.7%
Berkshire Hathaway	04.05.2024	5	Shareholder resolution: Establish a Railroad Safety Committee	POUR	3.6%
General Dynamics	01.05.2024	4	Shareholder resolution: Termination Pay	POUR	3.6%
Equinor	14.05.2024	14.	Shareholder proposal: To nominate candidates for future board appointments with good competency on the energy transition and sustainability	POUR	3.2%

Bank of America	24.04.2024	5	Shareholder resolution: Report on risks of politicized de-banking	POUR	3.2%
Enbridge	08.05.2024	4	Shareholder resolution: Report on Governance Systems in Light of Climate and Environmental Misrepresentations	POUR	3.2%
Woolworths	31.10.2024	6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	POUR	3.2%
Crown Castle International	22.05.2024	1.o	Elect Dissident Nominee Tripp H. Rice	S'ABSTENIR	3.1%
Meta Platforms	29.05.2024	13	Shareholder resolution: Report on Political Advertising and Election Cycle Enhanced Actions	POUR	3.0%
Swedbank	26.03.2024	24.	Shareholder proposal: To stop financing fossil companies that expand extraction and lack robust fossil phase-out plans in line with 1.5 degrees	POUR	3.0%
PayPal	22.05.2024	6	Shareholder resolution: Stockholder Approval of Director Remuneration	POUR	3.0%
Walt Disney	03.04.2024	10	Shareholder resolution: Advisory Vote on Board Size and Related Vacancies	POUR	2.8%
Wells Fargo	30.04.2024	13	Shareholder resolution: Report on Risks of Politicized De-Banking	CONTRE	2.8%
PepsiCo	01.05.2024	11	Shareholder resolution: Report on Risks Created by the Company's Diversity, Equity and Inclusion (DEI) Efforts	CONTRE	2.8%
Wells Fargo	30.04.2024	9	Shareholder resolution: Audit of Climate Transition Policies	CONTRE	2.6%
CVS Health	16.05.2024	8	Shareholder resolution: Adopt Policy to Require Director Allocation of Hours Disclosure	CONTRE	2.5%
Walt Disney	03.04.2024	7	Shareholder resolution: Gender Transitioning Compensation and Benefits	CONTRE	2.4%
AT&T	16.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	CONTRE	2.4%
Target	12.06.2024	8	Shareholder resolution: Report on Charitable Contributions	CONTRE	2.2%
Truist Financial Corp	23.04.2024	5	Shareholder resolution: A Report on Board Oversight of Risks Related to Discrimination	CONTRE	2.2%
PayPal	22.05.2024	5	Shareholder resolution: Report on Respecting Workforce Civil Liberties	CONTRE	2.1%
Walt Disney	03.04.2024	1.p	Elect Blackwells Dissident Nominee Ms. Jessica Schell	POUR	2.1%
Merck	28.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	CONTRE	2.0%
Toronto-Dominion Bank	18.04.2024	8	Shareholder resolution 3: Incentive remuneration for all employees against ESG objectives	POUR	2.0%
Walt Disney	03.04.2024	1.o	Elect Blackwells Dissident Nominee Mr. Craig Hatkoff	S'ABSTENIR	2.0%
Walt Disney	03.04.2024	1.q	Elect Blackwells Dissident Nominee Ms. Leah Solivan	POUR	2.0%
Costco Wholesale	18.01.2024	4	Shareholder resolution: Fiduciary carbon-emission relevance report	CONTRE	1.9%

Home Depot	16.05.2024	7	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	CONTRE	1.9%
McDonald's	22.05.2024	10	Shareholder resolution: Publish a Report on Corporate Contributions	CONTRE	1.9%
Home Depot	16.05.2024	6	Shareholder resolution: Report on Corporate Contributions	CONTRE	1.9%
PepsiCo	01.05.2024	6	Shareholder resolution: Report on Gender-Based Compensation Gaps and Associated Risks	CONTRE	1.9%
Bayer	26.04.2024		Counterproposal made by a shareholder: vote out the chairman of the meeting	CONTRE	1.8%
Apple	28.02.2024	5	Shareholder resolution: Report on Ensuring Respect for Civil Liberties	CONTRE	1.8%
Gilead Sciences	08.05.2024	6	Shareholder resolution: Report on Risks of Supporting Abortion	CONTRE	1.8%
Citigroup	30.04.2024	9	Shareholder resolution: Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	CONTRE	1.7%
Exxon Mobil	29.05.2024	4	Shareholder resolution: Revisit Executive Pay Incentives for GHG Emission Reductions	CONTRE	1.7%
FedEx Corporation	23.09.2024	7	Shareholder resolution: advisory vote on amendment to the bylaws	POUR	1.7%
Apple	28.02.2024	8	Shareholder resolution: Congruency Report on Privacy and Human Rights	CONTRE	1.6%
Starbucks	13.03.2024	6	Shareholder resolution: Report on human rights policies	CONTRE	1.6%
Cigna	24.04.2024	5	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	CONTRE	1.6%
Morgan Stanley	23.05.2024	5	Shareholder resolution: Report on Risks of Politicized De-Banking	CONTRE	1.6%
Coca-Cola	01.05.2024	6	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	CONTRE	1.6%
McDonald's	22.05.2024	9	Shareholder resolution: Congruency Analysis on Human Rights	CONTRE	1.6%
Caterpillar	12.06.2024	6	Shareholder resolution: Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	CONTRE	1.5%
Chevron	29.05.2024	4	Shareholder resolution: Report on Voluntary Carbon-Reduction Risks	CONTRE	1.5%
Deere & Co.	28.02.2024	4	Shareholder Resolution: Report on GHG Reduction Policies and Their Impact on Revenue Generation	CONTRE	1.5%
Home Depot	16.05.2024	4	Shareholder resolution: Disclosure of Director Donations	CONTRE	1.4%
Merck	28.05.2024	5	Shareholder resolution: Government Censorship Transparency Report	CONTRE	1.4%
Berkshire Hathaway	04.05.2024	7	Shareholder resolution: Report on Risks Related to Operations in China	CONTRE	1.4%
Progressive Corp	10.05.2024	5	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	CONTRE	1.4%

Apple	28.02.2024	4	Shareholder resolution: EEO Policy Risk Report	CONTRE	1.3%
Intel	07.05.2024	4	Shareholder resolution: Establish a Corporate Financial Sustainability Board Committee	CONTRE	1.2%
Starbucks	13.03.2024	5	Shareholder resolution: Report on Direct and Systemic Discrimination	CONTRE	1.2%
GE Aerospace	07.05.2024	5	Shareholder resolution: Report Analyzing Risks Arising from Voluntary Carbon Reduction Commitments	CONTRE	1.2%
Toronto-Dominion Bank	18.04.2024	11	Shareholder resolution 6: Report on impact of oil and gas divestment	CONTRE	1.2%
Mastercard	18.06.2024	8	Shareholder resolution: Report on gender-based compensation and benefit gaps	CONTRE	1.2%
Citigroup	30.04.2024	8	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	CONTRE	1.2%
Mastercard	18.06.2024	6	Shareholder resolution: Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	CONTRE	1.1%
Deere & Co.	28.02.2024	5	Shareholder Resolution: Civil Rights and Non-Discrimination Audit Proposal	CONTRE	1.0%
JPMorgan Chase	21.05.2024	6	Shareholder resolution: Report on Humanitarian risks due to climate change policies	CONTRE	1.0%
Amazon.com	22.05.2024	15	Shareholder resolution: Disclosure of Director Donations	CONTRE	1.0%
Swedbank	26.03.2024	23	Shareholder proposal: To correct the software in its central computers	CONTRE	1.0%
Capital One Financial	02.05.2024	6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	CONTRE	0.9%
Alphabet	07.06.2024	5	Shareholder resolution: Report on Electromagnetic Radiation and Wireless Technologies Risk	POUR	0.8%
Intel	07.05.2024	5	Shareholder resolution: Report of Opposing State Abortion Regulation	CONTRE	0.8%
Salesforce.com	27.06.2024	8	Shareholder resolution: Report on Viewpoint Discrimination	CONTRE	0.8%
American Express Company	06.05.2024	7	Shareholder resolution: Report on Company's Policy on Merchant Category Codes	CONTRE	0.8%
Mastercard	18.06.2024	7	Shareholder resolution: Report on Congruency of Political Spending with its Human Rights Statements	CONTRE	0.8%
Berkshire Hathaway	04.05.2024	6	Shareholder resolution: Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	CONTRE	0.8%
Goldman Sachs Group	24.04.2024	10	Shareholder resolution: Report on Financial Statement Assumptions Regarding Climate Change	CONTRE	0.8%
Amazon.com	22.05.2024	9	Shareholder resolution: Report on Viewpoint Restriction	CONTRE	0.8%
Toronto-Dominion Bank	18.04.2024	12	Shareholder resolution 7: Annex to annual report on all out-of-court settlements	CONTRE	0.8%

General Motors	04.06.2024	5	Shareholder resolution: Eliminate EV Targets from Incentive Compensation Programs	CONTRE	0.8%
Toronto-Dominion Bank	18.04.2024	14	Shareholder resolution 9: Provide all employees with the same amount of social benefits	CONTRE	0.8%
DNB	29.04.2024	14.	Shareholder proposal: To eliminate equity investment programmes for employees, abstain from financing wind power projects and purchase of electric vehicle, approve monthly payout of accrued interest and approve Bitcoin exchange to cash	CONTRE	0.8%
Crown Castle International	22.05.2024	1.p	Elect Dissident Nominee David P. Wheeler	S'ABSTENIR	0.7%
Bank of Nova Scotia	09.04.2024	4	Shareholder resolution: Report on the bank's exposure to oil and gas sector	CONTRE	0.7%
BlackRock	15.05.2024	5	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	CONTRE	0.7%
Equinor	14.05.2024	12.	Shareholder proposal: To make arrangements to become a leading renewable energy producer, halt plans for electrification of Melkøya, etc....	POUR	0.7%
Bank of Montréal	16.04.2024	7	Shareholder resolution: Report on the bank's exposure to oil and gas sector	CONTRE	0.7%
Mondelez International	22.05.2024	5	Shareholder resolution: Audit Committee Subcommittee Study on Company Affiliations	CONTRE	0.6%
Nike	10.09.2024	8	Shareholder resolution: divisive partnerships congruency report	CONTRE	0.6%
Charles Schwab Corp.	23.05.2024	5	Shareholder resolution: Report on Respecting Workforce Civil Liberties Supporting Statement	CONTRE	0.6%
Alphabet	07.06.2024	3	Shareholder resolution: Amend Bylaw regarding Stockholder Approval of Director Compensation	POUR	0.6%
Equinor	14.05.2024	11.	Shareholder proposal: That Equinor acquaints themselves with the suffering and death caused by global warming, and let this influence their future strategy, and strengthen and implement its Energy Transition Plan	POUR	0.6%
Amazon.com	22.05.2024	5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	CONTRE	0.6%
Microsoft	10.12.2024	5	Shareholder resolution: assess and report on investing in bitcoin	CONTRE	0.5%
Toronto-Dominion Bank	18.04.2024	13	Shareholder resolution 8: Establish a committee of 5 persons to consider all out-of-court settlements	CONTRE	0.5%
Walmart	05.06.2024	8	Shareholder resolution: Report on a Civil Rights and Non-Discrimination Audit	CONTRE	0.5%
Netflix	06.06.2024	5	Shareholder resolution: Establish Committee on Corporate Financial Sustainability	CONTRE	0.4%

Walmart	05.06.2024	10	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	CONTRE	0.4%
Meta Platforms	29.05.2024	12	Shareholder resolution: Report and Advisory Vote on Minimum Age for Social Media	CONTRE	0.3%
Alphabet	07.06.2024	6	Shareholder resolution: Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	CONTRE	0.3%
Alphabet	07.06.2024	4	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	CONTRE	0.2%
Equinor	14.05.2024	13.	Shareholder proposal: To work dismantling the corporate assembly, strengthen the board, change the articles of association, and that the renewable energy business become an autonomous entity	POUR	0.2%
Equinor	14.05.2024	9.	Shareholder proposal: To gradually divest from all international operations	CONTRE	0.2%
Equinor	14.05.2024	10.	Shareholder proposal: That the board of directors of Equinor resigns and makes room for a new board of directors with better sustainability expertise and higher ambitions	POUR	0.1%
Equinor	14.05.2024	8.	Shareholder proposal: To eliminate management bonuses, pensions and severance pay for former executives, use clothing containing hemp, etc...	CONTRE	0.1%
Telefonica	12.04.2024		Unannounced proposal made by a shareholder during the AGM: COO	CONTRE	0.0%
Walmart	05.06.2024		Shareholder resolution not on the agenda: limitations on political contributions	CONTRE	0.0%



## 4 Analyses par société

3i 27.06.2024 **AGO**

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE Excessive variable remuneration.	✓ 96.3%
3	Final dividend	POUR	POUR	✓ 100.0%
Elections to the board of directors				
4	Re-elect Mr. Simon Borrowes	POUR	POUR	✓ 99.9%
5	Re-elect Mr. Stephen Daintith	POUR	POUR	✓ 98.4%
6	Re-elect Ms. Jasi Halai	POUR	● CONTRE Executive director. The number of executives on the board exceeds market practice.	✓ 99.8%
7	Re-elect Mr. James Hatchley	POUR	POUR	✓ 99.5%
8	Re-elect Mr. David Hutchison	POUR	● CONTRE Non independent chair of the board which is not best UK market practice.	✓ 91.9%
9	Re-elect Ms. Lesley Knox OBE	POUR	POUR	✓ 98.4%
10	Re-elect Ms. Coline McConville	POUR	POUR	✓ 96.7%
11	Re-elect Mr. Peter McKellar	POUR	POUR	✓ 96.1%
12	Re-elect Ms. Alexandra Schaapveld	POUR	POUR	✓ 98.4%
13	Re-appoint KPMG as auditors	POUR	POUR	✓ 98.8%
14	Auditor's remuneration	POUR	POUR	✓ 99.9%
15	Political donations	POUR	POUR	✓ 98.4%
16	General authority to allot shares	POUR	POUR	✓ 93.4%
17	Disapplication of pre-emption rights	POUR	POUR	✓ 98.5%
18	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 97.4%
19	Purchase of own shares	POUR	POUR	✓ 99.1%
20	Notice of general meetings	POUR	● CONTRE 14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Thomas K. Brown	POUR	POUR	✓ 94.5%
1b	Elect Mr. William M. Brown	POUR	POUR	✓ 99.1%
1c	Elect Ms. Audrey Choi	POUR	POUR	✓ 98.9%
1d	Re-elect Ms. Anne H. Chow	POUR	POUR	✓ 88.8%
1e	Re-elect Mr. David B. Dillon	POUR	POUR	✓ 96.0%
1f	Re-elect Mr. Jim Fitterling	POUR	POUR	✓ 95.6%
1g	Re-elect Mr. Amy E. Hood	POUR	POUR	✓ 95.7%
1h	Re-elect Ms. Suzan Kereere	POUR	POUR	✓ 95.2%
1i	Re-elect Mr. Gregory R. Page	POUR	POUR	✓ 92.2%
1j	Re-elect Mr. Pedro J. Pizarro	POUR	POUR	✓ 96.8%
1k	Re-elect Mr. Michael F. Roman	POUR	POUR	✓ 96.9%
1l	Elect Mr. Thomas W. Sweet	POUR	POUR	✓ 99.0%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✗ 45.0%
4	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	CONTRE	● POUR	Mandatory equity ownership for executives promotes accountability and encourages them to create long-term value. ✗ 4.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Dr. Robert J. Alpern	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 96.7%</span>
1.2	Re-elect Ms. Claire Babineaux-Fontenot	POUR	● CONTRE	Concerns over the director's time commitments. <span style="float: right;">✔ 99.3%</span>
1.3	Re-elect Dr. Sally E. Blount	POUR	POUR	<span style="float: right;">✔ 97.6%</span>
1.4	Re-elect Mr. Robert B. Ford	POUR	● CONTRE	Combined chairman and CEO. <span style="float: right;">✔ 93.3%</span>
1.5	Re-elect Ms. Paola Gonzalez	POUR	POUR	<span style="float: right;">✔ 99.0%</span>
1.6	Re-elect Ms. Michelle A. Kumbier	POUR	● CONTRE	Concerns over the director's time commitments. <span style="float: right;">✔ 98.8%</span>
1.7	Re-elect Mr. Darren W. McDew	POUR	POUR	<span style="float: right;">✔ 98.7%</span>
1.8	Re-elect Ms. Nancy McKinstry	POUR	● CONTRE	Concerns over the director's time commitments and non independent lead director, which is not best practice. <span style="float: right;">✔ 82.1%</span>
1.9	Re-elect Mr. Michael G. O'Grady	POUR	POUR	<span style="float: right;">✔ 98.5%</span>
1.10	Re-elect Mr. Michael F. Roman	POUR	● CONTRE	The director was implicated in a serious controversy in the past or does not have a good reputation or his activities and attitude are not irreproachable. <span style="float: right;">✔ 97.6%</span>
1.11	Re-elect Mr. Daniel J. Starks	POUR	POUR	<span style="float: right;">✔ 97.1%</span>
1.12	Re-elect Mr. John G. Stratton	POUR	POUR	<span style="float: right;">✔ 74.4%</span>
2	Re-election of the auditor	POUR	POUR	<span style="float: right;">✔ 97.2%</span>
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="float: right;">✔ 89.4%</span>  An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Ordre du jour	Board	Ethos		Résultat
1a	Elections of Class III directors				
1a	Re-elect Ms. Roxanne S. Austin	POUR	POUR		✓ 93.9%
1b	Re-elect Mr. Richard A. Gonzalez	POUR	● CONTRE	Combined chair and CEO.	✓ 92.5%
1c	Elect Ms. Susan E. Quaggin	POUR	POUR		✓ 99.3%
1d	Re-elect Ms. Rebecca B. Roberts	POUR	POUR		✓ 96.2%
1e	Re-elect Mr. Glenn F. Tilton	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 92.0%
2	Re-election of the auditor	POUR	POUR		✓ 98.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 91.8%
4	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 97.7%
5	Eliminate Supermajority Vote Requirement	POUR	POUR		✓ 98.0%
6	Shareholder resolution: Introduce simple majority voting	CONTRE	● POUR	The introduction of simple majority voting for shareholder resolutions is in the interests of shareholders.	✗ 48.9%
7	Shareholder resolution: Disclose lobbying activities	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✗ 26.8%
8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	CONTRE	● POUR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 24.7%

No.	Ordre du jour	Board	Ethos	Résultat
Elections to the board of directors				
1a.	Re-elect Mr. Jaime Ardila	POUR	● CONTRE	Non independent director sitting on the audit committee, which is not line with Irish market practice. <span style="float: right;">✔ 99.2%</span>
1b.	Elect Dr. Martin Bruder Müller	POUR	POUR	<span style="float: right;">✔ 98.7%</span>
1c.	Elect Mr. Alan Jope	POUR	POUR	<span style="float: right;">✔ 99.8%</span>
1d.	Re-elect Ms. Nancy McKinstry	POUR	● CONTRE	Concerns over the director's time commitments. <span style="float: right;">✔ 78.3%</span>
1e.	Re-elect Ms. Beth E. Mooney	POUR	POUR	<span style="float: right;">✔ 98.7%</span>
1f.	Re-elect Mr. Gilles Pélisson	POUR	● CONTRE	Non independent lead director, which is not best practice. <span style="float: right;">✔ 97.0%</span>
1g.	Re-elect Prof. Paula A. Price	POUR	● CONTRE	Non independent director sitting on the audit committee, which is not line with Irish market practice. <span style="float: right;">✔ 95.3%</span>
1h.	Re-elect Dr. Venkata Murthy Renduchintala	POUR	POUR	<span style="float: right;">✔ 99.8%</span>
1i.	Re-elect Mr. Arun Sarin	POUR	● CONTRE	Non-independent chair of the nomination committee, the independence of this committee is insufficient, which is not line with Irish market practice. <span style="float: right;">✔ 98.2%</span>
1j.	Re-elect Ms. Julie Sweet	POUR	● CONTRE	Combined chair and CEO. <span style="float: right;">✔ 93.8%</span>
1k.	Re-elect Ms. Tracey T. Travis	POUR	● CONTRE	Concerns over the director's time commitments. <span style="float: right;">✔ 91.8%</span>
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive total remuneration. <span style="float: right;">✔ 90.9%</span> Excessive variable remuneration.
3	Approve the Amended and Restated Accenture plc 2010 Share Incentive Plan	POUR	● CONTRE	Potential excessive awards. <span style="float: right;">✔ 95.7%</span>
4	Approve the Amended and Restated Accenture plc 2010 Employee Share Purchase Plan	POUR	POUR	<span style="float: right;">✔ 98.9%</span>
5	Re-appoint KPMG as auditors (non-binding) and auditor's remuneration (binding)	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="float: right;">✔ 94.2%</span>
6	Authority to allot shares	POUR	POUR	<span style="float: right;">✔ 97.4%</span>
7	Disapplication of pre-emption rights	POUR	POUR	<span style="float: right;">✔ 93.4%</span>
8	Determine the price range at which the Company can re-allot shares	POUR	POUR	<span style="float: right;">✔ 99.4%</span>

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 98.3%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.7%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 99.7%
5	Approve Remuneration Report	POUR	● CONTRE	Excessive total remuneration. ✓ 58.9%
6	Approve Remuneration System for the Management Board members	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 94.8%
Board main features				
7.1	Elections to the Supervisory Board: Ian Gallienne	POUR	POUR	✓ 77.6%
7.2	Elections to the Supervisory Board: Jackie Joyner-Kersey	POUR	POUR	✓ 99.4%
7.3	Elections to the Supervisory Board: Christian Klein	POUR	POUR	✓ 98.7%
7.4	Elections to the Supervisory Board: Dr. Thomas Rabe	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 69.0%
Chairman of the remuneration committee. We have serious concerns over remuneration.				
7.5	Elections to the Supervisory Board: Nassef Sawiris	POUR	POUR	✓ 94.5%
7.6	Elections to the Supervisory Board: Bodo Uebber	POUR	POUR	✓ 92.4%
7.7	Elections to the Supervisory Board: Jing Ulrich	POUR	POUR	✓ 99.5%
7.8	Elections to the Supervisory Board: Oliver Mintzlaff	POUR	POUR	✓ 97.1%
8	Appoint the Auditors	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Elect Mr. Cristiano Amon	POUR	POUR		✓ 99.0%
1.b	Re-elect Dr. Amy L. Banse	POUR	POUR		✓ 90.9%
1.c	Re-elect Mr. Brett Biggs	POUR	POUR		✓ 99.4%
1.d	Re-elect Ms. Melanie Boulden	POUR	POUR		✓ 97.7%
1.e	Re-elect Mr. Frank A. Calderoni	POUR	POUR		✓ 94.7%
1.f	Re-elect Ms. Laura B. Desmond	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 96.4%
1.g	Re-elect Mr. Shantanu Narayen	POUR	● CONTRE	Combined chair and CEO.	✓ 92.5%
1.h	Re-elect Mr. Spencer Neumann	POUR	POUR		✓ 99.1%
1.i	Re-elect Ms. Kathleen Oberg	POUR	POUR		✓ 96.6%
1.j	Re-elect Mr. Dheeraj Pandey	POUR	POUR		✓ 99.4%
1.k	Re-elect Mr. David A. Ricks	POUR	POUR		✓ 97.4%
1.l	Re-elect Mr. Daniel L. Rosensweig	POUR	POUR		✓ 95.5%
2	To approve the amendment of the 2019 Equity Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines.	✓ 95.7%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 92.9%
4	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 84.9%
5	Shareholder resolution: Directors to be Elected by Majority Vote	CONTRE	● POUR	The proposal aims at improving the company's corporate governance.	✗ 20.4%
6	Shareholder resolution: Report on Hiring of Persons with Arrest or Incarceration Records	CONTRE	● POUR	This resolution supports ex-prisoners to achieve reinsertion in society and the economy.	✗ 13.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Nora M. Denzel	POUR	POUR	✓ 98.1%
1b	Re-elect Mr. Mark Durcan	POUR	POUR	✓ 96.0%
1c	Re-elect Mr. Michael P. Gregoire	POUR	POUR	✓ 96.9%
1d	Re-elect Mr. Joseph A. Householder	POUR	POUR	✓ 97.7%
1e	Re-elect Mr. John W. Marren	POUR	POUR	✓ 99.7%
1f	Re-elect Mr. Jon A. Olson	POUR	POUR	✓ 98.7%
1g	Re-elect Dr. Lisa T. Su	POUR	● CONTRE	Combined chairman and CEO. ✓ 94.7%
1h	Re-elect Mr. Abhijit Y. Talwalkar	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 88.6%
1i	Re-elect Ms. Elizabeth W. Vanderslice	POUR	POUR	✓ 97.0%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.8%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 81.9%
				An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 35.7%



No.	Ordre du jour	Board	Ethos	Résultat
1	Election of Directors with an Audit & Supervisory Committee			
1.1	Re-elect Mr. Douglas Lefever	POUR	POUR	✓ 98.9%
1.2	Re-elect Mr. Koichi Tsukui	POUR	POUR	✓ 98.8%
1.3	Re-elect Mr. Yoshiaki Yoshida	POUR	POUR	✓ 96.9%
1.4	Re-elect Mr. Toshimitsu Urabe	POUR	POUR	✓ 98.9%
1.5	Re-elect Mr. Nicholas Benes	POUR	POUR	✓ 98.9%
1.6	Re-elect Mr. Naoto Nishida	POUR	POUR	✓ 98.9%
	Election of directors to the audit and supervisory committee			
2.	Re-elect Ms. Sayaka Sumida	POUR	POUR	✓ 99.0%
3	Elect Mr. Naoto Nishida as a substitute audit and supervisory committee member	POUR	POUR	✓ 99.1%
4	Approve maximum remuneration for the board of directors (excluding members of the audit and supervisory committee)	POUR	POUR	✓ 99.8%
5	Approve the revised restricted share plan	POUR	● CONTRE	An important part of the variable remuneration is based on continued employment only. ✓ 98.2%
6	Approve the performance share based plan	POUR	POUR	✓ 99.4%
7	Issuance of share-based remuneration to outside directors (excluding audit and supervisory committee members)	POUR	● CONTRE	Excessive total remuneration. ✓ 92.8%
8	Issuance of share-based remuneration to the audit and supervisory committee members	POUR	POUR	✓ 77.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2a (i).	Report of the executive board on the past financial year	SANS VOTE	SANS VOTE	
2a (ii).	Report of the supervisory board on the past financial year	SANS VOTE	SANS VOTE	
2a (iii).	Report on corporate governance	SANS VOTE	SANS VOTE	
2a (iv).	Report of the external auditor	SANS VOTE	SANS VOTE	
2b.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 95.3%
2c.	Adoption of the financial statements	POUR	POUR	✓ 99.8%
2d.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
3.	Discharge of executive board	POUR	POUR	✓ 97.6%
4.	Discharge of supervisory board	POUR	POUR	✓ 97.6%
	Composition of the supervisory board			
5.	Elect Ms. Adine Grate Axén	POUR	POUR	✓ 98.2%
6.	Re-elect Mr. Piero Overmars	POUR	POUR	✓ 96.0%
7.	Re-elect Ms. Caoimhe Keogan	POUR	POUR	✓ 94.7%
8.	Authorisation to issue shares	POUR	POUR	✓ 99.6%
9.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 99.8%
10.	Authorisation to repurchase own shares	POUR	● CONTRE	The share repurchase replaces the dividend in cash. ✓ 99.8%
11.	Election of auditor	POUR	POUR	✓ 99.2%
12.	Any other business and closing of the Meeting	SANS VOTE	SANS VOTE	

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

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the individual annual accounts	POUR	POUR	✓ 99.7%
2	Approval of the consolidated annual accounts	POUR	POUR	✓ 99.7%
3	Allocation of profit	POUR	POUR	✓ 99.9%
4	Reclassification of capitalisation reserves to voluntary reserves	POUR	POUR	✓ 99.9%
5	Approval of the non-financial information statement	POUR	POUR	✓ 100.0%
6	Discharge the Board	POUR	POUR	✓ 99.6%
7	Elections to the Board of Directors			
7.1	Elect Ms. Beatriz Alcocer Pinilla	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 96.5%
7.2	Elect Mr. Ángel Faus Alcaraz	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 96.6%
7.3	Elect Ms. Ainhoa Morondo Quintano	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 96.6%
8	Advisory vote on the annual directors' remuneration report	POUR	POUR	✓ 94.1%
9	Consultative vote on the Updated Report of the Climate Action Plan (2023)	POUR	● CONTRE	The company has not set CO2e emission reduction targets consistent with limiting the global temperature increase to 1.5°. ✓ 96.1%
10	Delegation of powers	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Accept financial statements and statutory reports of the company	POUR	POUR	✓ 99.2%
2	Approve final dividend	POUR	POUR	✓ 100.0%
Elections of directors				
3	Re-elect Mr. Yuan Siong Lee	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 99.4%
4	Re-elect Mr. Chung Kong Chow	POUR	● CONTRE	Non-independent chairman of the risk committee. The independence of this committee is insufficient. ✓ 91.5%
5	Re-elect Mr. John Barrie Harrison	POUR	POUR	✓ 88.9%
6	Re-elect Mr. Cesar Velasquez Purisima	POUR	POUR	✓ 86.8%
7	Elect Prof. Dr. Mari Elka Pangestu	POUR	POUR	✓ 99.5%
8	Elect Mr. Chong Tee Ong	POUR	POUR	✓ 98.3%
9	Elect Ms. Nor Shamsiah Mohd Yunus	POUR	POUR	✓ 99.5%
10	Re-election of the auditor and fix their remuneration	POUR	POUR	✓ 97.8%
11a	Mandate to issue shares	POUR	POUR	✓ 94.0%
11b	Mandate to buyback shares	POUR	● CONTRE	The share repurchase replaces part of the dividend in cash. ✓ 99.5%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR		✓ 99.8%
4	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximum repurchase price is too high.	✓ 98.9%
	Elections to the board of directors				
5	Re-elect Ms. Kim Ann Mink	POUR	POUR		✓ 98.1%
6	Re-elect Ms. Monica de Virgiliis	POUR	POUR		✓ 92.1%
7	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 99.8%
8	Approve the 2023 remuneration of Mr. François Jackow, CEO	POUR	POUR		✓ 96.7%
9	Approve the 2023 remuneration of Mr. Benoît Potier, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 97.6%
10	Approve the remuneration report	POUR	POUR		✓ 97.6%
11	Approve the remuneration policy of Mr. François Jackow, CEO	POUR	POUR		✓ 94.4%
12	Approve the remuneration policy of Mr. Benoît Potier, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 98.4%
13	Approve the remuneration policy of directors	POUR	POUR		✓ 99.5%
14	Approve the maximum amount to be allocated to directors	POUR	● CONTRE	The proposed increase relative to the previous year is excessive and not justified.	✓ 99.2%
15	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.6%
16	Ratify KPMG as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.6%
17	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 99.1%
18	Authorisation to increase the share capital through transfer of reserves	POUR	POUR		✓ 99.5%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR		✓ 99.2%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR		✓ 99.1%
21	Amend articles of association: age limit for directors	POUR	● CONTRE	The amendment would allow the company to newly appoint a director on the board who is more than 70 years old, which exceeds Ethos' limit of 70 years for new nominees.	✓ 97.1%

No.	Ordre du jour	Board	Ethos	Résultat
22	Amend articles of association: age limit for the chair of the board	POUR	POUR	✓ 98.0%
23	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Re-elect Ms. Tonit M. Calaway	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 93.2%
1.b	Re-elect Mr. Charles Cogut	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 98.7%
1.c	Re-elect Ms. Lisa A. Davis	POUR	POUR		✓ 95.6%
1.d	Re-elect Mr. Seifollah Ghasemi	POUR	● CONTRE	Combined chair and CEO.	✓ 95.1%
1.e	Elect Ms. Jessica Trocchi Graziano	POUR	POUR		✓ 99.7%
1.f	Re-elect Mr. David H.Y. Ho	POUR	POUR		✓ 96.5%
1.g	Re-elect Mr. Edward L. Monser	POUR	POUR		✓ 96.5%
1.h	Re-elect Mr. Matthew H. Paull	POUR	POUR		✓ 97.8%
1.i	Re-elect Mr. Wayne T. Smith	POUR	POUR		✓ 98.2%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 72.9%
3	Re-election of the auditor	POUR	POUR		✓ 99.5%



No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a	Re-elect Mr. Brian Chesky	POUR	● CONTRE	Combined chair and CEO.	✓ 99.6%*
1b	Re-elect Ms. Angela Ahrendts	POUR	POUR		✓ 95.9%*
1c	Re-elect Mr. Kenneth Chenault	POUR	POUR		✓ 97.7%*
2	Re-election of the auditor	POUR	POUR		✓ 99.9%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 98.9%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 97.4%
5	Shareholder resolution: Disclose political contributions	CONTRE	● POUR	Enhanced disclosure on political donations.	✗ 4.0%

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

No.	Ordre du jour	Board	Ethos	Résultat
	Opening of the meeting	SANS VOTE	SANS VOTE	
	Report on corporate governance	SANS VOTE	SANS VOTE	
	Report of the board of directors on the past financial year	SANS VOTE	SANS VOTE	
	Report on sustainability	SANS VOTE	SANS VOTE	
	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
	Discussion of all agenda items	SANS VOTE	SANS VOTE	
1.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
2.	Approve allocation of income: ordinary dividend	POUR	POUR	✓ 100.0%
3.	Approve allocation of income: extraordinary dividend	POUR	POUR	✓ 100.0%
4.	Discharge of non-executive members of the board of directors	POUR	POUR	✓ 98.5%
5.	Discharge of executive member(s) of the board of directors	POUR	POUR	✓ 98.5%
6.	Election of auditor	POUR	POUR	✓ 99.5%
7.	Approve remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. ✓ 94.6%
8.	Approve remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 96.0%
	Composition of the board of directors			
9.	Re-elect Mr. René Obermann	POUR	POUR	✓ 99.2%
10.	Re-elect Mr. Victor Chu	POUR	POUR	✓ 99.4%
11.	Re-elect Mr. Jean-Pierre Clamadieu	POUR	● CONTRE	Chair of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 97.0%
12.	Re-elect Ms. Amparo Moraleda	POUR	POUR	✓ 98.1%
13.	Elect Ms. Feiyu Xu	POUR	POUR	✓ 100.0%
14.	Authorisation to issue shares and to limit or exclude shareholders' pre-emptive rights in connection with employee share ownership plans and share-related LTI plans	POUR	POUR	✓ 98.6%
15.	Authorisation to issue shares	POUR	POUR	✓ 99.7%
16.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.1%
17.	Reduce share capital via cancellation of shares	POUR	POUR	✓ 99.9%
	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 100.0%
2.	Election of Directors (with 3-committees)			
2.1	Re-elect Ms. Kimie Iwata	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.3%
2.2	Re-elect Mr. Joji Nakayama	POUR	POUR	✓ 99.7%
2.3	Re-elect Ms. Mami Indo	POUR	POUR	✓ 99.6%
2.4	Re-elect Ms. Yoko Hatta	POUR	POUR	✓ 99.7%
2.5	Re-elect Prof. Scott Trevor Davis	POUR	POUR	✓ 99.7%
2.6	Elect Ms. Yukako Wagatsuma	POUR	POUR	✓ 99.9%
2.7	Re-elect Mr. Taro Fujie	POUR	POUR	✓ 99.7%
2.8	Re-elect Mr. Hiroshi Shiragami	POUR	POUR	✓ 99.7%
2.9	Re-elect Mr. Tatsuya Sasaki	POUR	POUR	✓ 99.7%
2.10	Re-elect Mr. Takeshi Saito	POUR	POUR	✓ 99.8%
2.11	Re-elect Mr. Takumi Matsuzawa	POUR	● CONTRE	The director has held executive functions in the company during the last three years and sits on the audit committee. ✓ 96.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.4%
3a	Approve Discharge of Management Board member Oliver Bäte (CEO)	POUR	POUR	✓ 92.7%
3b	Approve Discharge of Management Board member Sirma Boshnakova	POUR	POUR	✓ 94.8%
3c	Approve Discharge of Management Board member Dr. Barbara Karuth-Zelle	POUR	POUR	✓ 94.8%
3d	Approve Discharge of Management Board member Dr. Klaus-Peter Röhler	POUR	POUR	✓ 94.7%
3e	Approve Discharge of Management Board Giulio Terzariorl	POUR	POUR	✓ 92.8%
3f	Approve Discharge of Management Board member Dr. Günther Thallinger	POUR	POUR	✓ 92.9%
3g	Approve Discharge of Management Board member Christopher Townsend	POUR	POUR	✓ 94.8%
3h	Approve Discharge of Management Board member Renate Wagner	POUR	POUR	✓ 94.8%
3i	Approve Discharge of Management Board member Dr. Andreas Wimmer	POUR	POUR	✓ 94.8%
4a	Approve Discharge of Supervisory Board member Michael Diekmann (Chair)	POUR	POUR	✓ 91.5%
4b	Approve Discharge of Supervisory Board member Gabriele Burkhardt-Berg (Vice Chair)	POUR	POUR	✓ 95.9%
4c	Approve Discharge of Supervisory Board member Herbert Hainer (Vice Chair)	POUR	POUR	✓ 95.9%
4d	Approve Discharge of Supervisory Board member Sophie Boissard	POUR	POUR	✓ 95.9%
4e	Approve Discharge of Supervisory Board member Christine Bosse	POUR	POUR	✓ 95.9%
4f	Approve Discharge of Supervisory Board member Rashmy Chatterjee	POUR	POUR	✓ 98.1%
4g	Approve Discharge of Supervisory Board member Dr. Friedrich Eichiner	POUR	POUR	✓ 96.0%
4h	Approve Discharge of Supervisory Board member Jean-Claude Le Goaër	POUR	POUR	✓ 96.1%
4i	Approve Discharge of Supervisory Board member Martina Grundler	POUR	POUR	✓ 95.9%

No.	Ordre du jour	Board	Ethos		Résultat
4j	Approve Discharge of Supervisory Board member Frank Kirsch	POUR	POUR		✓ 94.2%
4k	Approve Discharge of Supervisory Board member Jürgen Lawrenz	POUR	POUR		✓ 95.9%
4l	Approve Discharge of Supervisory Board member Primiano Di Paolo	POUR	POUR		✓ 98.1%
5	Appoint the Auditors	POUR	POUR		✓ 99.3%
6	Approve Remuneration Report	POUR	● CONTRE	Excessive variable remuneration.	✓ 85.9%
	Board main features				
7a	Elections to the Supervisory Board: Stephanie Bruce	POUR	POUR		✓ 99.4%
7b	Elections to the Supervisory Board: Dr. Jörg Schneider	POUR	POUR		✓ 99.4%
8	Authorise Share Repurchase	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital.	✓ 92.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Larry Page	POUR	POUR	✓ 98.0%
1b	Re-elect Mr. Sergey Brin	POUR	POUR	✓ 98.0%
1c	Re-elect Mr. Sundar Pichai	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.5%
1d	Re-elect Dr. John L. Hennessy	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 83.0%
1e	Re-elect Dr. Frances H. Arnold	POUR	POUR	✓ 88.3%
1f	Re-elect Mr. R. Martin Chavez	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.2%
1g	Re-elect Mr. L. John Doerr	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 86.2%
				Concerns over the director's time commitments.
1h	Re-elect Mr. Roger W. Ferguson Jr.	POUR	POUR	✓ 98.8%
1i	Re-elect Mr. K. Ram Shriram	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 86.8%
1j	Re-elect Ms. Robin L. Washington	POUR	POUR	✓ 86.4%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 97.5%
3	Shareholder resolution: Amend Bylaw regarding Stockholder Approval of Director Compensation	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 0.6%
4	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	CONTRE	CONTRE	✗ 0.2%
5	Shareholder resolution: Report on Electromagnetic Radiation and Wireless Technologies Risk	CONTRE	● POUR	Enhanced disclosure on the potential ill effects of electromagnetic radiation and wireless technologies. ✗ 0.8%
6	Shareholder resolution: Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	CONTRE	CONTRE	✗ 0.3%
7	Shareholder resolution: Report on Climate Risk in Retirement Plan Options	CONTRE	● POUR	Enhanced disclosure on environmental issues. ✗ 3.7%
8	Shareholder resolution: Transparency on Lobbying	CONTRE	● POUR	Enhanced disclosure on lobbying expenses. ✗ 15.2%
9	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	CONTRE	● POUR	The proposal to give each share an equal vote is in line with the principle of fair and equal treatment of all shareholders. ✗ 31.3%

No.	Ordre du jour	Board	Ethos		Résultat
10	Shareholder resolution: Report on Reproductive Healthcare Misinformation Risks	CONTRE	● POUR	Enhanced disclosure on human rights.	✘ 6.4%
11	Shareholder resolution: Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	CONTRE	● POUR	Amending the charter for AI use and transparent reporting align with societal values and can mitigate risks.	✘ 7.4%
12	Shareholder resolution: Report on Risks Related to AI Generated Misinformation and Disinformation	CONTRE	● POUR	Enhanced disclosure of risks posed by AI.	✘ 17.6%
13	Shareholder resolution Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	CONTRE	● POUR	Transparent assessment is essential to enable the company to better address and prevent adverse human rights impacts linked to targeted ads.	✘ 18.5%
14	Shareholder resolution: Adopt Targets Evaluating YouTube Child Safety Policies	CONTRE	● POUR	Online safety for children is extremely important.	✘ 14.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Ian L.T. Clarke	POUR	POUR	✓ 99.1%
1b	Re-elect Ms. Marjorie M. Connelly	POUR	POUR	✓ 98.4%
1c	Re-elect Mr. R. Matt Davis	POUR	POUR	✓ 98.9%
1d	Re-elect Mr. William F. Gifford Jr.	POUR	POUR	✓ 98.8%
1e	Re-elect Ms. Debra J. Kelly-Ennis	POUR	POUR	✓ 98.1%
1f	Re-elect Ms. Kathryn B. McQuade	POUR	POUR	✓ 97.7%
1g	Re-elect Mr. George Muñoz	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.3%
1h	Re-elect Ms. Virginia E. Shanks	POUR	POUR	✓ 98.9%
1i	Re-elect Ms. Ellen R. Strahlman	POUR	POUR	✓ 99.1%
1j	Re-elect Mr. M. Max Yzaguirre	POUR	POUR	✓ 98.6%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 96.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 95.1%
4	Shareholder resolution: Report on Congruence of Political and Lobbying Expenditures with the Company's Vision	CONTRE	● POUR	Enhanced disclosure on lobbying expenses. ✗ 9.5%
5	Shareholder resolution: Benefits of Extended Producer Responsibility Laws for Spent Tobacco Filters	CONTRE	● POUR	Enhanced disclosure on environmental issues. ✗ 8.5%
6	Shareholder resolution: Adopt Director Election Resignation Bylaw	RETIRÉE	RETIRÉE	–



No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the individual and consolidated annual accounts	POUR	POUR	✓ 99.4%
2	Approval of the non-financial information statement	POUR	POUR	✓ 99.6%
3	Advisory vote on the 2023 Directors' Remuneration Report	POUR	POUR	✓ 92.3%
4	Approval of the allocation of results	POUR	POUR	✓ 100.0%
5	Approval of the management of the Board	POUR	POUR	✓ 99.1%
6	Elections to the board of directors			
6.1	Re-elect Mr. William Connelly	POUR	POUR	✓ 90.1%
6.2	Re-elect Mr. Luis Maroto Camino	POUR	POUR	✓ 99.9%
6.3	Re-elect Ms. Pilar García Ceballos-Zúñiga	POUR	POUR	✓ 99.0%
6.4	Re-elect Mr. Stephan Gemkow	POUR	POUR	✓ 99.0%
6.5	Re-elect Mr. Peter Kürpick	POUR	POUR	✓ 99.7%
6.6	Re-elect Ms. Xiaoqun Clever-Steg	POUR	POUR	✓ 99.1%
6.7	Re-elect Ms. Amanda Mesler	POUR	POUR	✓ 99.0%
6.8	Re-elect Ms. Jana Eggers	POUR	POUR	✓ 99.9%
7	Approval of the remuneration of directors for FY 2024	POUR	POUR	✓ 99.0%
8	Approval of the Directors' Remuneration Policy (2025-2027)	POUR	● CONTRE	Potential excessive awards. ✓ 94.1%
9	Approval of the participation of the Executive Directors in the Amadeus Executive Share Plan (AESP)	POUR	● CONTRE	The potential variable remuneration exceeds guidelines. ✓ 96.3%
10	Delegation of powers	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1.a	Re-elect Mr. Jeffrey P. Bezos	POUR	POUR	✓ 94.8%	
1.b	Re-elect Mr. Andrew R. Jassy	POUR	POUR	✓ 98.6%	
1.c	Re-elect Mr. Keith B. Alexander	POUR	POUR	✓ 98.9%	
1.d	Re-elect Ms. Edith W. Cooper	POUR	POUR	✓ 94.0%	
1.e	Re-elect Ms. Jamie S. Gorelick	POUR	POUR	✓ 95.9%	
1.f	Re-elect Mr. Daniel P. Huttenlocher	POUR	POUR	✓ 97.4%	
1.g	Elect Mr. Andrew Y. Ng	POUR	POUR	✓ 99.4%	
1.h	Re-elect Ms. Indra K. Nooyi	POUR	POUR	✓ 98.5%	
1.i	Re-elect Mr. Jonathan J. Rubinstein	POUR	● CONTRE	<p>Non independent lead director, which is not best practice.</p> <p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p>	✓ 88.9%
1.j	Elect Mr. Brad D. Smith	POUR	POUR	✓ 99.5%	
1.k	Re-elect Ms. Patricia Q. Stonesifer	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.1%
1.l	Re-elect Mr. Wendell P. Weeks	POUR	POUR	✓ 98.6%	
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.2%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 77.7%
4	Shareholder resolution: Establish a Public Policy Committee	CONTRE	● POUR	The proposal aims at improving the company's corporate governance.	✗ 6.6%
5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	CONTRE	CONTRE		✗ 0.6%
6	Shareholder resolution: Report on Customer Due Diligence	CONTRE	● POUR	Enhanced disclosure on human rights.	✗ 16.8%
7	Shareholder resolution: Transparency on Lobbying	CONTRE	● POUR	Enhanced disclosure on lobbying activities.	✗ 29.7%
8	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	Enhanced disclosure on gender equality.	✗ 29.4%
9	Shareholder resolution: Report on Viewpoint Restriction	CONTRE	CONTRE		✗ 0.8%
10	Shareholder resolution: Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	CONTRE	● POUR	Enhanced disclosure on how the company addresses the social and economic impacts linked to its climate change strategy.	✗ 23.4%
11	Shareholder resolution: Report on Efforts to Reduce Plastic Use	CONTRE	● POUR	The report would be useful to evaluate opportunities for dramatically reducing the amount of plastics used in the company's packaging.	✗ 28.6%

No.	Ordre du jour	Board	Ethos		Résultat
12	Shareholder resolution: Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	CONTRE	● POUR	Enhanced disclosure on human rights.	✘ 31.8%
13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✘ 15.2%
14	Shareholder resolution: Third Party Study and Report on Risks Associated with Use of Rekognition	CONTRE	● POUR	Enhanced disclosure on potential human rights violations linked to the company's facial recognition technology.	✘ 19.1%
15	Shareholder resolution: Disclosure of Director Donations	CONTRE	CONTRE		✘ 1.0%
16	Shareholder resolution: Establish a Board Committee on Artificial Intelligence	CONTRE	● POUR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks.	✘ 9.7%
17	Shareholder resolution: Commission a Third Party Audit on Working Conditions	CONTRE	● POUR	The proposal aims at improving safety in the workplace.	✘ 31.2%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a.	Re-elect Mr. Thomas J. Baltimore Jr.	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 81.8%
1b.	Re-elect Mr. John J. Brennan	POUR	POUR		✓ 98.0%
1c.	Re-elect Dr. Walter J. Clayton III	POUR	POUR		✓ 98.3%
1d.	Re-elect Mr. Theodore J. Leonsis	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 97.0%
1e.	Re-elect Ms. Deborah P. Majoras	POUR	POUR		✓ 99.3%
1f.	Re-elect Ms. Karen L. Parkhill	POUR	POUR		✓ 99.9%
1g.	Re-elect Mr. Charles E. Phillips Jr.	POUR	POUR		✓ 97.8%
1h.	Re-elect Ms. Lynn A. Pike	POUR	POUR		✓ 99.4%
1i.	Re-elect Mr. Stephen J. Squeri	POUR	● CONTRE	Combined chairman and CEO.	✓ 96.2%
1j.	Re-elect Dr. Daniel L. Vasella	POUR	POUR		✓ 97.2%
1k.	Re-elect Ms. Lisa W. Wardell	POUR	POUR		✓ 99.8%
1l.	Re-elect Mr. Christopher D. Young	POUR	POUR		✓ 98.4%
2	Re-election of the auditor	POUR	POUR		✓ 98.3%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.1%
4	To approve the amendment of the 2016 Incentive Compensation Plan	POUR	● CONTRE	Potential excessive awards.	✓ 96.5%
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 31.2%
6	Shareholder resolution: Report Climate Lobbying Alignment	CONTRE	● POUR	Enhanced disclosure on lobbying activities.	✗ 24.4%
7	Shareholder resolution: Report on Company's Policy on Merchant Category Codes	CONTRE	CONTRE		✗ 0.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Elect Mr. Steven O. Vondran	POUR	POUR	✓ 99.9%
1b.	Re-elect Ms. Kelly C. Chambliss	POUR	POUR	✓ 99.0%
1c.	Re-elect Ms. Teresa H. Clarke	POUR	POUR	✓ 99.8%
1d.	Re-elect Mr. Kenneth R. Frank	POUR	POUR	✓ 99.7%
1e.	Re-elect Mr. Robert D. Hormats	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.2%
1f.	Re-elect Ms. Grace D. Lieblein	POUR	POUR	✓ 99.0%
1g.	Re-elect Mr. Craig Macnab	POUR	POUR	✓ 97.5%
1h.	Elect Mr. Neville R. Ray	POUR	POUR	✓ 99.9%
1i.	Re-elect Ms. JoAnn A. Reed	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.2%
1j.	Re-elect Ms. Pamela D.A. Reeve	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 96.6%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k.	Re-elect Mr. Bruce L. Tanner	POUR	POUR	✓ 99.8%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.8%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 96.2%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 45.6%
5	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 49.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Dr. Wanda M. Austin	POUR	POUR	✓ 98.9%
1b	Re-elect Mr. Robert A. Bradway	POUR	● CONTRE	Combined chair and CEO. ✓ 93.8%
1c	Re-elect Dr. Michael V. Drake	POUR	POUR	✓ 98.3%
1d	Re-elect Dr. Brian J. Druker	POUR	POUR	✓ 99.2%
1e	Re-elect Mr. Robert A. Eckert	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 94.7%
				Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
1f	Re-elect Mr. Greg C. Garland	POUR	POUR	✓ 96.9%
1g	Re-elect Mr. Charles M. Holley Jr.	POUR	POUR	✓ 96.4%
1h	Re-elect Dr. S. Omar Ishrak	POUR	POUR	✓ 99.1%
1i	Re-elect Prof. Dr. Tyler Jacks	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓ 97.3%
1j	Elect Ms. Mary E. Klotman	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.7%
1k	Re-elect Ms. Ellen J. Kullman	POUR	POUR	✓ 97.9%
1l	Re-elect Ms. Amy E. Miles	POUR	POUR	✓ 97.2%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 93.4%
				An important part of the variable remuneration is based on continued employment only.
3	To approve the Second Amended and Restated 2009 Equity Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 94.6%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.7%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1.1	Re-elect Ms. Nancy A. Altobello	POUR	POUR	✓ 98.5%	
1.2	Re-elect Mr. David P. Falck	POUR	POUR	✓ 94.7%	
1.3	Re-elect Mr. Edward G. Jepsen	POUR	● CONTRE	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 97.0%
1.4	Re-elect Ms. Rita S. Lane	POUR	POUR	✓ 99.1%	
1.5	Re-elect Mr. Robert A. Livingston	POUR	POUR	✓ 97.0%	
1.6	Re-elect Dr. Martin H. Loeffler	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 96.0%
1.7	Re-elect Dr. R. Adam Norwitt	POUR	POUR	✓ 98.7%	
1.8	Re-elect Dr. Prahlad Singh	POUR	POUR	✓ 99.8%	
1.9	Re-elect Ms. Anne Clarke Wolff	POUR	POUR	✓ 78.2%	
2	To approve the amendment of the 2024 Restricted Stock Plan	POUR	POUR	✓ 95.6%	
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.0%
4	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 91.7%
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 87.6%
6	Shareholder resolution: Call Special Shareholder Meeting	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 40.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Vincent T. Roche	POUR	● CONTRE	Combined chair and CEO. <span style="color: green;">✔</span> 94.7%
1.b	Elect Mr. Stephen M. Jennings	POUR	POUR	<span style="color: green;">✔</span> 98.8%
1.c	Re-elect Mr. André Andonian	POUR	POUR	<span style="color: green;">✔</span> 98.1%
1.d	Re-elect Mr. James A. Champy	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 95.1%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Dr. Edward H. Frank	POUR	POUR	<span style="color: green;">✔</span> 95.1%
1.f	Re-elect Prof. Dr. Laurie H. Glimcher	POUR	POUR	<span style="color: green;">✔</span> 97.2%
1.g	Re-elect Ms. Karen Golz	POUR	POUR	<span style="color: green;">✔</span> 98.0%
1.h	Elect Prof. Dr. oec. Peter B. Henry	POUR	POUR	<span style="color: green;">✔</span> 99.3%
1.i	Re-elect Ms. Mercedes Johnson	POUR	POUR	<span style="color: green;">✔</span> 98.7%
1.j	Re-elect Mr. Ray Stata	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 98.7%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Dr. Susie Wee	POUR	POUR	<span style="color: green;">✔</span> 97.4%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="color: green;">✔</span> 72.5%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="color: green;">✔</span> 91.8%
4	Shareholder resolution: Introduce simple majority voting	CONTRE	CONTRE	<span style="color: green;">✔</span> 89.6%



No.	Ordre du jour	Board	Ethos	Résultat
1.	Report of the board of directors on the company's financial statements	SANS VOTE	SANS VOTE	
2.	Report of the external auditor on the company's financial statements	SANS VOTE	SANS VOTE	
3.	Communication of the consolidated annual accounts	SANS VOTE	SANS VOTE	
4.	Adoption of the financial statements, including the allocation of profit	POUR	POUR	✓ 99.9%
5.	Discharge of members of the board of directors	POUR	POUR	✓ 96.8%
6.	Discharge of the external auditor	POUR	POUR	✓ 97.8%
7.	Composition of the board of directors			
7a.	Re-elect Ms. Michele Burns	POUR	POUR	✓ 91.0%
7b.	Re-elect Mr. Paul Cornet de Ways Ruart	POUR	POUR	✓ 76.9%
7c.	Re-elect Mr. Grégoire de Spoelberch	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 76.7%
7d.	Re-elect Mr. Paulo Lemann	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 76.8%
7e.	Re-elect Mr. Alexandre Van Damme	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 73.7%
7f.	Re-elect Mr. Martin Barrington	POUR	POUR	✓ 74.8%
7g.	Re-elect Mr. Salvatore Mancuso	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 78.5%
7h.	Re-elect Mr. Alejandro Santo Domingo Dávila	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 77.9%
8.	Elect of auditor and approve auditors' fees: sustainability reporting assurance	POUR	POUR	✓ 99.9%
9.	Approve remuneration report (advisory vote)	POUR	● CONTRE	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 73.3%
10.	Filings	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
2	Election of directors				
2.a	Elect Mr. Scott Andrew St John	POUR	POUR		✓ 99.7%
2.b	Elect Mr. Richard Boyce Massey Gibb	POUR	POUR		✓ 98.9%
2.c	Re-elect Ms. Christine O'Reilly	POUR	POUR		✓ 90.5%
3	Advisory vote on the remuneration report	POUR	● CONTRE	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 61.7%
4	Grant of restricted and performance rights to the CEO	RETIRÉE	● CONTRE	Due to a significant contestation from shareholders, the board of directors decided to withdraw ITEM 4. Ethos initially recommended to OPPOSE for the following reason:  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	–
5	Shareholder resolution: amendment to the Constitution regarding shareholder rights	CONTRE	● POUR	The proposal aims at improving shareholder rights.	✗ 7.1%
6	Shareholder resolution: transition plan assessments	RETIRÉE	● POUR	As ITEM 5 was not approved by shareholders, ITEM 6 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:  Enhanced disclosure on environmental issues.	–

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1.1	Re-elect Mr. Lester B. Knight	POUR	● CONTRE	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 88.9%
1.2	Re-elect Mr. Gregory C. Case	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 98.6%
1.3	Elect Mr. José Antonio Álvarez Álvarez	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.7%
1.4	Re-elect Mr. Jin-Yong Cai	POUR	POUR		✓ 98.1%
1.5	Re-elect Mr. Jeffrey C. Campbell	POUR	POUR		✓ 97.7%
1.6	Re-elect Mr. Fulvio Conti	POUR	● CONTRE	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 95.9%
1.7	Re-elect Ms. Cheryl A. Francis	POUR	POUR		✓ 95.4%
1.8	Re-elect Ms. Adriana Karaboutis	POUR	POUR		✓ 99.7%
1.9	Re-elect Mr. Richard C. Notebaert	POUR	● CONTRE	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Non-independent chairman of the remuneration 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 16 years, which exceeds guidelines.</p>	✓ 93.1%
1.10	Re-elect Ms. Gloria Santana	POUR	● CONTRE	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 95.9%
1.11	Re-elect Ms. Sarah E. Smith	POUR	POUR		✓ 99.7%
1.12	Re-elect Mr. Byron O. Spruell	POUR	POUR		✓ 97.9%

No.	Ordre du jour	Board	Ethos		Résultat
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 68.8%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 92.9%
4	Re-election of Ernst & Young Chartered Accountants as auditors (Irish Law)	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 93.5%
5	Authorize the Board to Fix Remuneration of Auditors (Irish Law)	POUR	POUR		✓ 98.8%
6	To approve a general authority to the directors to issue shares	POUR	POUR		✓ 98.3%
7	Authorisation for directors to allot shares without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 95.0%

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No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Elect Dr. Wanda M. Austin	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.5%
1.b	Re-elect Mr. Timothy D. Cook	POUR	POUR		✓ 98.5%
1.c	Re-elect Mr. Alex Gorsky	POUR	POUR		✓ 98.2%
1.d	Re-elect Ms. Andrea Jung	POUR	● CONTRE	Non-independent chair of the remuneration committee. The independence of this committee is insufficient and we have serious concerns over remuneration.	✓ 94.7%
1.e	Re-elect Dr. Arthur D. Levinson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.8%
1.f	Re-elect Ms. Monica C. Lozano	POUR	POUR		✓ 99.2%
1.g	Re-elect Dr. Ronald D. Sugar	POUR	● CONTRE	Non-independent chair of the audit committee. The independence of this committee is insufficient.	✓ 96.4%
1.h	Re-elect Ms. Susan L. Wagner	POUR	● CONTRE	Chair of the nomination committee. The composition of the board is unsatisfactory.	✓ 98.3%
2	Re-election of the auditor	POUR	POUR		✓ 98.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 92.3%
4	Shareholder resolution: EEO Policy Risk Report	CONTRE	CONTRE		✗ 1.3%
5	Shareholder resolution: Report on Ensuring Respect for Civil Liberties	CONTRE	CONTRE		✗ 1.8%
6	Shareholder resolution: Racial and Gender Pay Gaps	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 31.1%
7	Shareholder resolution: Report on Use of AI	CONTRE	● POUR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks.	✗ 37.5%
8	Shareholder resolution: Congruency Report on Privacy and Human Rights	CONTRE	CONTRE		✗ 1.6%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Re-elect Ms. Rani Borkar	POUR	POUR		✓ 98.6%
1.b	Re-elect Ms. Judy Bruner	POUR	POUR		✓ 94.5%
1.c	Re-elect Dr. Xun (Eric) Chen	POUR	POUR		✓ 98.3%
1.d	Re-elect Dr. Aart J. de Geus	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.6%
1.e	Re-elect Mr. Gary E. Dickerson	POUR	POUR		✓ 98.4%
1.f	Re-elect Mr. Thomas J. Iannotti	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.4%
1.g	Re-elect Mr. Alexander A. Karsner	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.8%
1.h	Re-elect Mr. Kevin P. March	POUR	POUR		✓ 99.6%
1.i	Re-elect Ms. Yvonne McGill	POUR	POUR		✓ 98.0%
1.j	Re-elect Mr. Scott A. McGregor	POUR	POUR		✓ 99.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 91.2%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.3%
4	Shareholder resolution: Disclose lobbying contributions	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✗ 16.5%
5	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	We support corporate policies to prevent discrimination.	✗ 21.1%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE		
2.	Report of the board of directors of the past financial year	SANS VOTE	SANS VOTE		
3.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 58.6%
4a.	Discussion of the annual report	SANS VOTE	SANS VOTE		
4b.	Adoption of the financial statements	POUR	POUR		✓ 99.8%
4c.	Report on corporate governance	SANS VOTE	SANS VOTE		
4d.	Approve allocation of income	POUR	POUR		✓ 99.8%
4e.	Discharge of the board of directors	POUR	POUR		✓ 98.6%
5.	Approve remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines.	✗ 68.9%
	Composition of the board of directors				
6.	Elect Mr. Brian Kotzin	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.0%
7.	Re-elect Mr. Peter Verhaeghe	POUR	● CONTRE	The director will be re-appointed for a sixth term on the board of director, which exceeds the Dutch Corporate Governance Code.	✓ 86.1%
8.	Re-elect Ms. Pamela Klein	POUR	POUR		✓ 98.7%
9.	Authorisation to issue shares and to limit or exclude shareholders' pre-emptive rights	POUR	POUR		✓ 99.6%
10.	Amendment of articles 2, 4, 6, 9, 11, 12, 22, 23 and 25 of the articles of association	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 57.0%
11.	Election of auditor: Deloitte	POUR	POUR		✓ 100.0%
12.	Election of auditor: Ernst & Young	POUR	POUR		✓ 100.0%
13.	Any other business	SANS VOTE	SANS VOTE		
14.	Closing of the meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Ms. Kelly Battles	POUR	POUR	✓ 75.8%*
1.2	Elect Dr. Kenneth Duda	POUR	POUR	✓ 95.7%*
1.3	Re-elect Ms. Jayshree V. Ullal	POUR	● S'ABSTENIR Combined chair and CEO.	✓ 80.4%*
2	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.	✓ 93.3%
3	Re-election of the auditor	POUR	POUR	✓ 98.3%
4	To approve the amended, restated and extended 2014 Equity Incentive Plan	POUR	● CONTRE The potential variable remuneration exceeds Ethos' guidelines.	✓ 95.4%

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












No.	Ordre du jour	Board	Ethos		Résultat
Elections of directors					
1	Re-elect Mr. Neil Chatfield	POUR	POUR		✓ 96.7%
2	Elect Ms. Jennifer Aument	RETIRÉE	● POUR	ITEM 2 was not submitted to shareholder vote, since Ms. Aument resigned from her position at board member six days prior to the AGM as she accepted a CEO position in the United States.	–
3	Grant of Performance Rights to the CEO	POUR	● CONTRE	Potential excessive awards.	✓ 79.0%
4	Approve non-executive director rights plan	POUR	POUR		✓ 99.8%
5	Advisory vote on the remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 97.8%
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Akiyoshi Koji	POUR	POUR	✓ 97.5%
2.2	Re-elect Mr. Atsushi Katsuki	POUR	POUR	✓ 98.7%
2.3	Re-elect Mr. Keizo Tanimura	POUR	POUR	✓ 98.7%
2.4	Re-elect Mr. Kaoru Sakita	POUR	POUR	✓ 98.6%
2.5	Re-elect Prof. Christina Ahmadjian	POUR	POUR	✓ 98.7%
2.6	Re-elect Mr. Kenichiro Sasae	POUR	POUR	✓ 98.7%
2.7	Re-elect Mr. Tetsuji Ohashi	POUR	POUR	✓ 96.2%
2.8	Re-elect Ms. Mari Matsunaga	POUR	POUR	✓ 98.8%
2.9	Elect Ms. Naoko Nishinaka	POUR	POUR	✓ 98.3%
2.10	Elect Ms. Chika Sato	POUR	POUR	✓ 99.0%
2.11	Elect Ms. Melanie Brock	POUR	POUR	✓ 98.9%
3	Elect Ms. Akiko Oshima as a Corporate Auditor	POUR	POUR	✓ 99.2%
4	Revise the Maximum Aggregate Amount of Remuneration for Directors	POUR	● CONTRE	The proposed increase is excessive. ✓ 99.6%
5	Approve remuneration for the audit and supervisory board members	POUR	● CONTRE	The proposed increase is excessive and not justified. ✓ 99.7%

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 99.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 98.0%
3	Remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 63.2%
4	Final dividend	POUR	POUR		✓ 100.0%
	Elections to the board of directors				
5	Re-elect Mr. Paul Walker	POUR	POUR		✓ 94.9%
6	Re-elect Mr. Brendan Horgan	POUR	POUR		✓ 100.0%
7	Re-elect Mr. Michael Pratt	POUR	POUR		✓ 99.3%
8	Re-elect Mr. Angus Cockburn	POUR	POUR		✓ 97.2%
9	Re-elect Ms. Lucinda Riches	POUR	● CONTRE	Chair of the remuneration committee and the company has failed to adequately amend the remuneration practices following a highly contested vote on the remuneration report.	✓ 86.0%
10	Re-elect Ms. Tanya Fratto	POUR	POUR		✓ 97.4%
11	Re-elect Ms. Jillian Easterbrook	POUR	POUR		✓ 97.2%
12	Re-elect Ms. Renata Ribeiro	POUR	POUR		✓ 97.4%
13	Elect Mr. Roy Twite	POUR	POUR		✓ 99.9%
14	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR		✓ 99.6%
15	Auditor's remuneration	POUR	POUR		✓ 100.0%
16	Amend the Ashtead Group Long-Term Incentive Plan 2021	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 62.5%
17	General authority to allot shares	POUR	POUR		✓ 96.5%
18	Disapplication of pre-emption rights	POUR	POUR		✓ 93.6%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 91.6%
20	Purchase of own shares	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital.	✓ 97.6%
21	Notice of general meetings	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 97.3%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2a.	Report of the executive - and supervisory board on the past financial year	SANS VOTE	SANS VOTE	
2b.	Report on corporate governance	SANS VOTE	SANS VOTE	
3a.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 95.9%
3b.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
3c.	Approve allocation of income	POUR	POUR	✓ 99.9%
4a.	Discharge of executive board	POUR	POUR	✓ 98.2%
4b.	Discharge of supervisory board	POUR	POUR	✓ 98.2%
5a.	Approve remuneration policy of the supervisory board (binding vote)	POUR	POUR	✓ 99.6%
5b.	Adjustment of the fees of the supervisory board (binding vote)	POUR	POUR	✓ 99.7%
6.	Composition of the supervisory board			
6a.	Re-elect Mr. Didier Lamouche	POUR	POUR	✓ 96.1%
6b.	Elect Ms. Tania Micki	POUR	POUR	✓ 98.8%
6c.	Elect Mr. Martin van den Brink	POUR	POUR	✓ 98.8%
7.	Election of auditor	POUR	POUR	✓ 100.0%
8a.	Authorisation to issue shares	POUR	POUR	✓ 99.5%
8b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 99.4%
9.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.6%
10.	Reduce share capital via cancellation of shares	POUR	POUR	✓ 99.6%
11.	Incorporation of a new article 36 in the articles of association	POUR	POUR	✓ 100.0%
12.	Any other business	SANS VOTE	SANS VOTE	
13.	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Report of the executive - and supervisory board on the past financial year	SANS VOTE	SANS VOTE	
3a.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.  94.1%
3b.	Adoption of the financial statements	POUR	POUR	 99.9%
3c.	Report on corporate governance	SANS VOTE	SANS VOTE	
3d.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
3e.	Emploi du bénéfice	POUR	POUR	 100.0%
4a.	Discharge of executive board	POUR	POUR	 96.0%
4b.	Discharge of supervisory board	POUR	POUR	 95.3%
5.	Approve the number of shares to be granted to members of the executive board under the LTI	POUR	● CONTRE	Potential excessive awards.  97.5%
6.	Composition of the executive board			
6a.	Notification of the intended reappointment of Mr. Christophe Fouquet as CEO and member of the executive board	SANS VOTE	SANS VOTE	
6b.	Notification of the intended appointment of Mr. Jim Koonmen as Chief Customer Officer and member of the executive board	SANS VOTE	SANS VOTE	
7.	Composition of the supervisory board			
7a.	Discussion of the updated profile of the supervisory board	SANS VOTE	SANS VOTE	
7b.	Réélection de Mme Antoinette P. (Annet) Aris	POUR	POUR	 97.8%
7c.	Réélection de M. Mark Durcan	POUR	POUR	 99.4%
7d.	Réélection de M. Warren D.A. East	POUR	POUR	 96.6%
7e.	Announcement concerning vacancies in the supervisory board arising in 2025	SANS VOTE	SANS VOTE	
8a.	Authorisation to issue shares	POUR	POUR	 98.5%
8b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	 97.7%
9.	Authorisation to repurchase own shares	POUR	POUR	 99.7%
10.	Réduction du capital par annulation d'actions	POUR	POUR	 99.8%
11.	Any other business	SANS VOTE	SANS VOTE	
12.	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Election of the chairman of the meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Approval of the agenda	POUR	POUR	✓
5.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
6.	Determination whether the meeting has been duly convened	POUR	POUR	✓
7.	Address by the CEO	SANS VOTE	SANS VOTE	
8a.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
8b.	Presentation of the auditor's statement regarding whether the guidelines for remuneration to senior executives have been complied with	SANS VOTE	SANS VOTE	
8c.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	SANS VOTE	SANS VOTE	
9a.	Adoption of the financial statements	POUR	POUR	✓
9b.	Approve allocation of income and dividend	POUR	POUR	✓
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.
10.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
11a.	Approve directors' fees	POUR	POUR	✓
11b.	Approve auditors' fees	POUR	POUR	✓
12.	Election of the board of directors	POUR	● CONTRE	While Swedish law allows for individual elections of directors, the company maintains bundled elections.
13.	Election of auditor	POUR	POUR	✓
14.	Approve remuneration report (advisory vote)	POUR	● CONTRE	We have serious concerns over the level of base salary of the members of the executive management.
15.	Authorisation to repurchase own shares	POUR	POUR	✓
16.	Approve share-related incentive plan	POUR	POUR	✓
17.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.a	Financial statements as at 31 December 2023	POUR	POUR	✓ 99.9%
1.b	Allocation of net income and dividend distribution	POUR	POUR	✓ 99.6%
2.a	Approval of a buy-back scheme for the purpose of cancelling own shares	POUR	POUR	✓ 99.8%
2.b	Authorization to cancel own shares without reducing the share capital (extraordinary agenda)	POUR	POUR	✓ 99.9%
3.a	Amendment to Art. 7.2 of the Bylaws on keeping of corporate books (extraordinary agenda)	POUR	POUR	✓ 99.7%
3.b	Amendment to Art. 9.1 of the Bylaws concerning the shareholders' equity items of the Life and the Property & Casualty businesses (extraordinary agenda)	POUR	POUR	✓ 99.7%
3.c	Amendment to Art. 16.1 of the Bylaws on the ways of establishing entitlement to participate in Shareholders' Meeting (extraordinary agenda)	POUR	POUR	✓ 99.7%
3.d	Amendment to Art. 18 of the Bylaws on the chairing of the Shareholders' Meeting (extraordinary agenda)	POUR	POUR	✓ 99.7%
3.e	Amendment to Art. 19.1 of the Bylaws on the deliberations submitted by the board of directors to the Shareholders' Meeting (extraordinary agenda)	POUR	POUR	✓ 99.7%
3.f	Amendments to the Bylaws on the requirements and criteria for the directors and the statutory auditors (extraordinary agenda)	POUR	POUR	✓ 99.3%
3.g	Amendment to Art. 28.4 of the Bylaws on the indication of candidates for the offices of chairperson and Managing Director in the slates of nominees (extraordinary agenda)	POUR	POUR	✓ 99.7%
3.h	Amendment to Art. 29.4 of the Bylaws on the powers of the chairperson of the board of directors (extraordinary agenda)	POUR	POUR	✓ 99.7%
3.i	Amendments to the Bylaws on the substitution of the chairperson who is absent or unable to exercise their responsibilities (extraordinary agenda)	POUR	POUR	✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
3.j	Amendment to Art. 32.2 of the Bylaws on the exclusive competences of the board of directors (extraordinary agenda)	POUR	POUR	✓ 97.7%
3.k	Amendments to the Bylaws about location and modalities of convening the board meeting (extraordinary agenda)	POUR	POUR	✓ 99.0%
3.l	Amendment to Art. 34.1 of the Bylaws about the faculty of the board to set up advisory committees (extraordinary agenda)	POUR	POUR	✓ 99.7%
4.a	Binding vote on the remuneration policy	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 95.6%
4.b	Advisory vote on the remuneration paid in 2023	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. ✓ 96.8%
5.a	Long-term incentive plan 2024-2026	POUR	POUR	✓ 97.8%
5.b	Authorization to buy back shares in execution of incentive plans	POUR	POUR	✓ 98.0%



No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 100.0%
2	Remuneration report (advisory vote)	POUR	● CONTRE	✓ 95.9% An important part of the variable remuneration is based on continued employment only.
3	Final dividend	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
4	Re-elect Ms. Emma Adamo	POUR	POUR	✓ 99.7%
5	Re-elect Mr. Graham Allan	POUR	POUR	✓ 98.1%
6	Re-elect Mr. Kumsal Bayazit Besson	POUR	POUR	✓ 99.6%
7	Re-elect Mr. Michael McLintock	POUR	POUR	✓ 96.9%
8	Re-elect Ms. Anne Murphy	POUR	POUR	✓ 98.7%
9	Re-elect Dame Heather Rabbatts	POUR	POUR	✓ 98.5%
10	Re-elect Mr. Richard Reid	POUR	POUR	✓ 98.3%
11	Re-elect Mr. Eoin Tonge	POUR	POUR	✓ 99.7%
12	Re-elect Mr. George G. Weston	POUR	POUR	✓ 99.8%
13	Elect Ms. Loraine Woodhouse	POUR	POUR	✓ 98.9%
14	Re-appoint Ernst & Young as auditors	POUR	POUR	✓ 99.8%
15	Auditor's remuneration	POUR	POUR	✓ 100.0%
16	Political donations	POUR	POUR	✓ 99.6%
17	General authority to allot shares	POUR	POUR	✓ 98.0%
18	Disapplication of pre-emption rights	POUR	POUR	✓ 99.7%
19	Purchase of own shares	POUR	POUR	✓ 99.0%
20	Notice of general meetings	POUR	● CONTRE	✓ 97.4% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors with an Audit & Supervisory Committee			
1.1	Re-elect Mr. Kenji Yasukawa	POUR	POUR	✓ 92.2%
1.2	Re-elect Mr. Naoki Okamura	POUR	POUR	✓ 92.3%
1.3	Re-elect Mr. Katsuyoshi Sugita	POUR	POUR	✓ 96.3%
1.4	Re-elect Mr. Takashi Tanaka	POUR	POUR	✓ 94.5%
1.5	Re-elect Ms. Eriko Sakurai	POUR	POUR	✓ 96.4%
1.6	Re-elect Mr. Masahiro Miyazaki	POUR	POUR	✓ 98.7%
1.7	Re-elect Mr. Yoichi Ohno	POUR	POUR	✓ 98.7%
2	Election of directors to the audit and supervisory committee			
2.1	Elect Ms. Rika Hirota	POUR	POUR	✓ 89.0%
2.2	Elect Mr. Tomoko Aramaki	POUR	POUR	✓ 98.7%
2.3	Re-elect Ms. Mika Nakayama	POUR	POUR	✓ 97.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
2	Interim dividend	POUR	POUR	✓ 99.9%
3	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR	✓ 99.4%
4	Auditor's remuneration	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
5 (a)	Re-elect Mr. Michel Demaré	POUR	POUR	✓ 98.5%
5 (b)	Re-elect Mr. Pascal Soriot	POUR	POUR	✓ 99.3%
5 (c)	Re-elect Dr Aradhana Sarin	POUR	POUR	✓ 99.7%
5 (d)	Re-elect Mr. Philip Broadley	POUR	POUR	✓ 98.5%
5 (e)	Re-elect Mr. Euan Ashley	POUR	POUR	✓ 99.8%
5 (f)	Re-elect Ms. Deborah DiSanzo	POUR	POUR	✓ 100.0%
5 (g)	Re-elect Ms. Diana Layfield	POUR	POUR	✓ 100.0%
5 (h)	Elect Ms. Anna Manz	POUR	POUR	✓ 100.0%
5 (i)	Re-elect Ms. Sherilyn McCoy	POUR	● CONTRE	Chair of the remuneration committee. We have serious concerns over remuneration. ✓ 95.3%
5 (j)	Re-elect Mr. Tony Mok	POUR	POUR	✓ 100.0%
5 (k)	Re-elect Ms. Nazneen Rahman	POUR	POUR	✓ 98.6%
5 (l)	Re-elect Dr. Andreas Rummelt	POUR	POUR	✓ 100.0%
5 (m)	Re-elect Mr. Marcus Wallenberg	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 77.9%
6	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.3%
7	Remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 64.4%
8	Amendments to the AstraZeneca Performance Share Plan 2020	POUR	● CONTRE	Potential excessive awards. ✓ 65.3%
9	Political donations	POUR	● CONTRE	Authorisation to make political donations exceeds Ethos' guidelines. ✓ 98.0%
10	General authority to allot shares	POUR	POUR	✓ 92.9%
11	Disapplication of pre-emption rights	POUR	POUR	✓ 86.0%
12	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 82.3%
13	Purchase of own shares	POUR	POUR	✓ 99.2%
14	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 93.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Scott T. Ford	POUR	POUR	✓ 97.6%
1b	Re-elect Mr. Glenn H. Hutchins	POUR	POUR	✓ 93.3%
1c	Re-elect Mr. William E. Kennard	POUR	POUR	✓ 97.4%
1d	Re-elect Mr. Stephen J. Luczo	POUR	POUR	✓ 98.7%
1e	Elect Ms. Marissa A. Mayer	POUR	POUR	✓ 98.6%
1f	Re-elect Mr. Michael B. McCallister	POUR	POUR	✓ 97.6%
1g	Re-elect Ms. Beth E. Mooney	POUR	POUR	✓ 96.7%
1h	Re-elect Mr. Matthew K. Rose	POUR	POUR	✓ 97.7%
1i	Re-elect Mr. John T. Stankey	POUR	POUR	✓ 98.5%
1j	Re-elect Ms. Cynthia B. Taylor	POUR	POUR	✓ 98.5%
1k	Re-elect Mr. Luis A. Ubinas	POUR	POUR	✓ 97.3%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 90.3%
4	Shareholder resolution: Independent chair	CONTRE	CONTRE	✗ 19.2%
5	Shareholder resolution: Improve Clawback Policy	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 9.7%
6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	CONTRE	CONTRE	✗ 2.4%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting and election of the chairman	POUR	POUR	✓
2.	Preparation and approval of the voting register	POUR	POUR	✓
3.	Approval of the agenda	POUR	POUR	✓
4.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
5.	Determination whether the meeting has been duly convened	POUR	POUR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
7.	Adress by the CEO	SANS VOTE	SANS VOTE	
8a.	Adoption of the financial statements	POUR	POUR	✓
8b.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8b (i).	Discharge of Jumana Al Sibai	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (ii).	Discharge of Staffan Bohman	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (iii).	Discharge of Johan Forssell	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (iv).	Discharge of Heléne Mellquist	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (v).	Discharge of Anna Ohlsson-Leijon	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (vi).	Discharge of Mats Rahmström	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (vii).	Discharge of Gordon Riske	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (viii).	Discharge of Hans Stråberg	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (ix).	Discharge of Peter Wallenberg Jr.	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (x).	Discharge of Mikael Bergstedt	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (xi).	Discharge of Benny Larsson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8b (xii).	Discharge of the CEO	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
8c.	Approve allocation of income and dividend	POUR	POUR	✓
8d.	Approve record date for dividend payment	POUR	POUR	✓
9a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos		Résultat
9b.	Resolution on the number of auditors to be appointed	POUR	POUR		✓
10.	Composition of the board of directors				
10a (i).	Re-elect Ms. Jumana Al-Sibai	POUR	POUR		✓
10a (ii).	Re-elect Mr. Johan Forssell	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓
10a (iii).	Re-elect Ms. Heléne Mellquist	POUR	● CONTRE	Concerns over the director's time commitments.	✓
10a (iv).	Re-elect Ms. Anna Ohlsson-Leijon	POUR	● CONTRE	Non-independent chairman of the audit committee. The independence of this committee is insufficient.	✓
10a (v).	Re-elect Mr. Gordon Riske	POUR	POUR		✓
10a (vi).	Re-elect Mr. Hans Stråberg	POUR	● CONTRE	Concerns over the director's time commitments.	✓
10a (vii).	Re-elect Mr. Peter Wallenberg jr.	POUR	POUR		✓
10b (i).	Elect Mr. Vagner Rego	POUR	POUR		✓
10b (ii).	Elect Ms. Karin Radström	POUR	POUR		✓
10c.	Re-elect the chairman of the board of directors	POUR	● CONTRE	Concerns over the director's time commitments.	✓
10d.	Election of auditor	POUR	POUR		✓
11a.	Approve directors' fees	POUR	POUR		✓
11b.	Approve auditors' fees	POUR	POUR		✓
12a.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Some important elements of best practice are missing from the structure of the executive remuneration.	✓
12b.	Approve remuneration policy (binding vote)	POUR	POUR		✓
12c.	Approve share-related incentive plan	POUR	● CONTRE	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
13a.	Authorisation to repurchase own shares in connection with share-related incentive plan 2024	POUR	● CONTRE	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
13b.	Authorisation to repurchase own shares in connection with the remuneration of the board of directors in the form of synthetic shares	POUR	POUR		✓
13c.	Authorisation to transfer own shares in connection with share-related incentive plan 2024	POUR	● CONTRE	We do not consider the performance period for the long-term incentive plan to be long enough.	✓
13d.	Authorisation to transfer own shares in connection with the remuneration of the board of directors in the form of synthetic shares	POUR	POUR		✓

No.	Ordre du jour	Board	Ethos	Résultat
13e.	Authorisation to transfer own shares in connection with share-related incentive plans 2017, 2018, 2019, 2020 and 2021	POUR	POUR	✓
14.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Dr. Andrew Anagnost	POUR	POUR	✓ 96.3%
1.b	Re-elect Ms. Karen Blasing	POUR	POUR	✓ 96.5%
1.c	Re-elect Mr. Reid French	POUR	POUR	✓ 96.8%
1.d	Re-elect Dr. Ayanna M. Howard	POUR	POUR	✓ 97.8%
1.e	Re-elect Mr. Blake J. Irving	POUR	POUR	✓ 94.6%
1.f	Re-elect Ms. Mary T. McDowell	POUR	POUR	✓ 91.0%
1.g	Re-elect Mr. Stephen Milligan	POUR	POUR	✓ 97.7%
1.h	Re-elect Ms. Lorrie M. Norrington	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 91.6%
1.i	Re-elect Ms. Betsy Rafael	POUR	POUR	✓ 93.6%
1.j	Re-elect Mr. Rami Rahim	POUR	POUR	✓ 97.8%
1.k	Re-elect Mr. Stacy J. Smith	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 90.3%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 89.8%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 82.3%
4	Amend the restated certificate of incorporation: provide right to call special meeting	POUR	POUR	✓ 98.8%
5	Shareholder resolution: call special shareholder meetings	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✓ 59.9%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Peter Bisson	POUR	POUR	✓ 99.5%
1.b	Re-elect Ms. Maria Black	POUR	POUR	✓ 99.6%
1.c	Re-elect Mr. David V. Goeckeler	POUR	POUR	✓ 98.8%
1.d	Re-elect Ms. Linnie M. Haynesworth	POUR	POUR	✓ 99.1%
1.e	Re-elect Mr. John P. Jones	POUR	● CONTRE	Non independent lead director, which is not best practice.  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.f	Re-elect Ms. Francine S. Katsoudas	POUR	POUR	✓ 99.0%
1.g	Re-elect Ms. Nazzic S. Keene	POUR	POUR	✓ 99.4%
1.h	Re-elect Mr. Thomas J. Lynch	POUR	POUR	✓ 99.1%
1.i	Re-elect Mr. Scott F. Powers	POUR	POUR	✓ 97.7%
1.j	Re-elect Mr. William J. Ready	POUR	● CONTRE	Concerns over the director's time commitments.
1.k	Re-elect Mr. Carlos A. Rodriguez	POUR	POUR	✓ 98.6%
1.l	Re-elect Ms. Sandra S. Wijnberg	POUR	POUR	✓ 94.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Approve the remuneration report	POUR	POUR		✓ 94.6%
5	Approve the 2023 remuneration of Mr. Gosset-Grainville, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 98.2%
6	Approve the 2023 remuneration of Mr. Buberl, CEO	POUR	POUR		✓ 93.3%
7	Approve the remuneration policy of the chair	POUR	● CONTRE	Excessive total remuneration.	✓ 98.8%
8	Approve the remuneration policy of the chair and CEO	POUR	POUR		✓ 93.7%
9	Approve the remuneration policy of directors	POUR	POUR		✓ 99.6%
10	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
Elections to the board of directors					
11	Re-elect Mr. Antoine Gosset-Grainville as member and chair of the board	POUR	POUR		✓ 96.7%
12	Re-elect Ms. Clotilde Delbos	POUR	POUR		✓ 99.1%
13	Re-elect Ms. Isabel Hudson	POUR	POUR		✓ 96.4%
14	Re-elect Dr. Angelien Kemna	POUR	POUR		✓ 99.5%
15	Re-elect Ms. Marie-France Tschudin	POUR	POUR		✓ 96.4%
Election in statutory competition of the employee shareholders' representative					
16	Re-elect Ms. Helen Browne	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice.	✓ 97.3%
A	Election of Mr. Stefan Bolliger	RETIRÉE	● POUR	As ITEM 16 was approved by shareholders, ITEM A was not submitted to vote. Ethos initially recommended to vote FOR.	-
B	Election of Mr. Olivier Eugène	RETIRÉE	● POUR	As ITEM 16 was approved by shareholders, ITEM B was not submitted to vote. Ethos initially recommended to vote FOR.	-
C	Election of Mr. Benjamin Saunière	RETIRÉE	● POUR	As ITEM 16 was approved by shareholders, ITEM C was not submitted to vote. Ethos initially recommended to vote FOR.	-

No.	Ordre du jour	Board	Ethos	Résultat
D	Election of Mr. Mark Sundrakes	RETIRÉE	● POUR	As ITEM 16 was approved by shareholders, ITEM D was not submitted to vote. Ethos initially recommended to vote FOR. -
E	Election of Mr. Detlef Thedieck	RETIRÉE	● POUR	As ITEM 16 was approved by shareholders, ITEM E was not submitted to vote. Ethos initially recommended to vote FOR. -
17	Elect KPMG as auditors	POUR	POUR	✓ 99.2%
18	Non-renewal of Mr. Patrice Morot's mandate as alternate auditor	POUR	POUR	✓ 99.3%
19	Re-elect Ernst & Young as auditor in charge of certifying sustainability information	POUR	POUR	✓ 98.9%
20	Elect KPMG as auditor in charge of certifying sustainability information	POUR	POUR	✓ 98.9%
21	Authorisation to purchase company shares (share buyback programme)	POUR	POUR	✓ 98.5%
22	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 99.3%
23	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.3%
24	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 99.6%
25	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE Excessive total remuneration.	✓ 97.3%
3	Final dividend	POUR	POUR	✓ 100.0%
Elections to the board of directors				
4	Re-elect Mr. Nicholas Anderson	POUR	POUR	✓ 99.0%
5	Re-elect Mr. Thomas Arseneault	POUR	● CONTRE Executive director. The number of executives on the board exceeds market practice.	✓ 99.9%
6	Re-elect Ms. Crystal Ashby	POUR	POUR	✓ 99.2%
7	Re-elect Dame Elizabeth Corley, CBE	POUR	POUR	✓ 99.2%
8	Re-elect Mr. Bradley Greve	POUR	POUR	✓ 99.5%
9	Re-elect Dr. Jane Griffiths	POUR	POUR	✓ 99.2%
10	Re-elect Baroness Cressida Hogg CBE	POUR	POUR	✓ 97.1%
11	Re-elect Dr. Ewan Kirk	POUR	POUR	✓ 99.0%
12	Re-elect Mr. Stephen Pearce	POUR	POUR	✓ 98.9%
13	Re-elect Ms. Nicole Piasecki	POUR	POUR	✓ 98.1%
14	Re-elect Lord Mark Sedwill	POUR	POUR	✓ 99.0%
15	Re-elect Dr. Charles Woodburn CBE	POUR	POUR	✓ 99.9%
16	Elect Mr. Angus Cockburn	POUR	POUR	✓ 99.0%
17	Re-appoint Deloitte as auditors	POUR	POUR	✓ 100.0%
18	Auditor's remuneration	POUR	POUR	✓ 100.0%
19	Political donations	POUR	POUR	✓ 87.3%
20	General authority to allot shares	POUR	POUR	✓ 98.0%
21	Disapplication of pre-emption rights	POUR	POUR	✓ 98.6%
22	Purchase of own shares	POUR	POUR	✓ 99.6%
23	Notice of general meetings	POUR	● CONTRE 14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.8%

No.	Ordre du jour	Board	Ethos	Résultat
1A	Approval of the individual and consolidated annual accounts	POUR	POUR	✓ 99.7%
1B	Approval of the non-financial information statement	POUR	POUR	✓ 99.7%
1C	Discharge the Board	POUR	POUR	✓ 99.4%
2	Application of results	POUR	POUR	✓ 99.7%
3	Elections to the Board of Directors			
3A	Setting the number of Directors at 15	POUR	POUR	✓ 99.6%
3B	Elect Mr. Carlos Barrabés	POUR	POUR	✓ 99.6%
3C	Elect Mr. Antonio Francesco Weiss	POUR	POUR	✓ 99.6%
3D	Re-elect Mr. Javier Botín-Sanz de Sautuola y O'Shea	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.8%
3E	Re-elect Mr. Germán de la Fuente	POUR	POUR	✓ 99.6%
3F	Re-elect Mr. Henrique De Castro	POUR	POUR	✓ 95.5%
3H	Re-elect Ms. Belén Romana Garcia	POUR	POUR	✓ 99.2%
3G	Re-elect Mr. José Antonio Álvarez Álvarez	POUR	POUR	✓ 97.7%
4	Re-elect PricewaterhouseCoopers as auditors	POUR	POUR	✓ 99.5%
5A	Share capital increase	POUR	POUR	✓ 95.2%
5B	Reduction of share capital through cancellation of own shares in relation to the share buyback programme	POUR	● CONTRE	The share repurchase is inconsistent with the long-term interests of shareholders. ✓ 99.4%
5C	General authorisation to reduce the share capital through cancellation of own shares	POUR	● CONTRE	The potential share capital reduction is excessive and inconsistent with the long-term interests of shareholders. ✓ 99.2%
6A	Directors' Remuneration Policy for the 2023-2025 period	POUR	● CONTRE	The level of remuneration is excessive. ✓ 74.8%
6B	Setting of the maximum amount of annual remuneration to be paid to all directors	POUR	● CONTRE	The level of remuneration is excessive. ✓ 97.4%
6C	Fix maximum variable compensation ratio (200% of the fixed)	POUR	● CONTRE	Potential excessive awards. ✓ 98.8%
6D	Application of Deferred Multiyear Objectives Variable Remuneration Plan	POUR	POUR	✓ 95.6%
6E	Application of the Group's buy-out regulations	POUR	● CONTRE	Potential excessive awards. ✓ 98.8%

No.	Ordre du jour	Board	Ethos	Résultat	
6F	Advisory vote on the remuneration report	POUR	● CONTRE	<p>Excessive discretion of the remuneration committee in determining the performance criteria.</p> <p>Excessive total remuneration.</p> <p>Excessive fixed remuneration.</p>	<p>✓ 90.2%</p>
7	Delegation of powers	POUR	POUR	<p>✓ 99.5%</p>	

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Re-elect Ms. Sharon L. Allen	POUR	POUR		✓ 96.1%
1.b	Re-elect Mr. Jose E. Almeida	POUR	POUR		✓ 98.1%
1.c	Re-elect Mr. Pierre J. P. de Weck	POUR	POUR		✓ 97.5%
1.d	Re-elect Mr. Arnold W. Donald	POUR	POUR		✓ 96.6%
1.e	Re-elect Ms. Linda P. Hudson	POUR	POUR		✓ 96.3%
1.f	Re-elect Ms. Monica C. Lozano	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.  Chairman of the remuneration committee. We have serious concerns over remuneration and there is no say-on-pay.	✓ 94.7%
1.g	Re-elect Mr. Brian T. Moynihan	POUR	● CONTRE	Combined chair and CEO.	✓ 94.3%
1.h	Re-elect Mr. Lionel L. Nowell III	POUR	POUR		✓ 97.6%
1.i	Re-elect Ms. Denise L. Ramos	POUR	POUR		✓ 98.8%
1.j	Re-elect Dr. Clayton S. Rose	POUR	POUR		✓ 94.9%
1.k	Re-elect Mr. Michael D. White	POUR	POUR		✓ 96.3%
1.l	Re-elect Mr. Thomas D. Woods	POUR	POUR		✓ 98.7%
1.m	Re-elect Prof. Dr. Maria T. Zuber	POUR	POUR		✓ 93.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 91.4%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.5%
4	To approve the amendment of the equity incentive plan	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines.	✓ 78.2%
5	Shareholder resolution: Report on risks of politicized de-banking	CONTRE	● POUR	The complaint filed against Bank of America raises valid concerns regarding violations of consumer protection laws.	✗ 3.2%
6	Shareholder resolution: Report on climate lobbying	CONTRE	● POUR	The resolution would give a more precise view on how the bank's lobbying activities are aligned with its commitments to achieve its net zero goals in 2050.	✗ 27.5%
7	Shareholder resolution: Disclosure of clean energy financing ratio	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 26.0%
8	Shareholder resolution: Allow shareholders to act by written consent	CONTRE	CONTRE		✗ 13.4%
9	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management.	✗ 31.3%

No.	Ordre du jour	Board	Ethos		Résultat
10	Shareholder resolution: Improve executive remuneration program and policy	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✘ 7.1%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Janice M. Babiak	POUR	POUR	✓ 97.4%
1b	Re-elect Mr. Craig W. Broderick	POUR	POUR	✓ 99.0%
1c	Elect Ms. Hazel Claxton	POUR	POUR	✓ 99.7%
1d	Re-elect Mr. George A. Cope	POUR	● S'ABSTENIR	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.3%
1e	Re-elect Mr. Stephen Dent	POUR	POUR	✓ 99.7%
1f	Re-elect Ms. Christine A. Edwards	POUR	● S'ABSTENIR	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 97.0%
1g	Re-elect Prof. Dr. Martin S. Eichenbaum	POUR	POUR	✓ 99.5%
1h	Re-elect Mr. David E. Harquail	POUR	POUR	✓ 99.7%
1i	Re-elect Ms. Linda S. Huber	POUR	POUR	✓ 99.7%
1j	Re-elect Mr. Eric R. La Flèche	POUR	POUR	✓ 98.5%
1k	Re-elect Ms. Lorraine Mitchelmore	POUR	POUR	✓ 99.0%
1l	Re-elect Ms. Madhu Ranganathan	POUR	● S'ABSTENIR	Concerns over the director's time commitments. ✓ 90.7%
1m	Re-elect Mr. Darryl White	POUR	POUR	✓ 99.4%
2	Re-election of the auditor	POUR	● S'ABSTENIR	The auditor's long tenure raises independence concerns. ✓ 91.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.3%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Hold annual meetings in person with virtual meetings as complements	CONTRE	CONTRE	✓ 50.7%
5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	CONTRE	● POUR	The report would promote transparency disclosing the mean annual compensation for all employees and contribute to combatting tax havens. ✗ 10.9%
6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	CONTRE	● POUR	The annual advisory vote serves as a mechanism for monitoring progress and holding the company accountable for its climate commitments. ✗ 15.3%
7	Shareholder resolution: Report on the bank's exposure to oil and gas sector	CONTRE	CONTRE	✗ 0.7%
8	Shareholder resolution: Consider CEO pay ratio in executive remuneration	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 10.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Nora A. Aufreiter	POUR	POUR	✓ 95.5%
1.b	Re-elect Dr. Guillermo E. Babatz	POUR	POUR	✓ 97.6%
1.c	Re-elect Mr. Scott B. Bonham	POUR	POUR	✓ 96.6%
1.d	Re-elect Mr. Daniel (Don) H. Callahan	POUR	POUR	✓ 96.8%
1.e	Re-elect Mr. Dave. W. Dowrich	POUR	POUR	✓ 97.9%
1.f	Elect Mr. Michael B. Medline	POUR	POUR	✓ 99.5%
1.g	Re-elect Ms. Lynn K. Patterson	POUR	POUR	✓ 97.7%
1.h	Re-elect Mr. Michael D. Penner	POUR	POUR	✓ 96.7%
1.i	Re-elect Ms. Una M. Power	POUR	POUR	✓ 97.5%
1.j	Re-elect Mr. Aaron W. Regent	POUR	● S'ABSTENIR	Concerns over the director's time commitments. ✓ 95.7%
1.k	Re-elect Mr. Calin Rovinescu	POUR	POUR	✓ 96.4%
1.l	Elect Ms. Sandra J. Stuart	POUR	POUR	✓ 95.4%
1.m	Re-elect Mr. Scott L Thomson	POUR	POUR	✓ 97.8%
1.n	Re-elect Ms. Benita M. Warmbold	POUR	POUR	✓ 95.1%
2	Re-election of the auditor	POUR	● S'ABSTENIR	The auditor's long tenure raises independence concerns. ✓ 93.6%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 94.2%
4	Shareholder resolution: Report on the bank's exposure to oil and gas sector	CONTRE	CONTRE	✗ 0.7%
5	Shareholder resolution: Non-confidential information relating to the bank's country-by country reporting	CONTRE	● POUR	The report would promote transparency disclosing the mean annual compensation for all employees and contribute to combatting tax havens. ✗ 9.9%
6	Shareholder resolution: Annual advisory vote on environmental and climate objectives	CONTRE	● POUR	An annual advisory vote serves as a mechanism for monitoring progress and holding the company accountable for its climate commitments. ✗ 12.9%















No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE	✓ 97.5%
	Elections to the board of directors			
3	Elect Sir John Kingman	POUR	POUR	✓ 98.9%
4	Re-elect Mr. Robert Berry	POUR	POUR	✓ 99.5%
5	Re-elect Mr. Tim Breedon	POUR	POUR	✓ 99.2%
6	Re-elect Ms. Anna Cross	POUR	POUR	✓ 99.7%
7	Re-elect Mr. Mohamed A. El-Erian	POUR	POUR	✓ 98.0%
8	Re-elect Ms. Dawn Fitzpatrick	POUR	POUR	✓ 99.6%
9	Re-elect Ms. Mary Francis CBE	POUR	● CONTRE	✓ 99.5%
	The director is over 75 years old, which exceeds guidelines.			
10	Re-elect Mr. Brian Gilvary	POUR	POUR	✓ 97.1%
11	Re-elect Mr. Nigel Higgins	POUR	● CONTRE	✓ 94.8%
	Chairman of the nomination committee. The representation of women on the board is insufficient.			
12	Re-elect Mr. Marc Moses	POUR	POUR	✓ 99.5%
13	Re-elect Ms. Diane Schueneman	POUR	● CONTRE	✓ 97.7%
	Non independent director sitting on the audit committee, which is not best practice.			
14	Re-elect Mr. C.S. Venkatakrisnan	POUR	POUR	✓ 99.8%
15	Re-elect Ms. Julia S. Wilson	POUR	POUR	✓ 98.0%
16	Re-appoint KPMG as auditors	POUR	POUR	✓ 98.9%
17	Auditor's remuneration	POUR	POUR	✓ 99.9%
18	Political donations	POUR	● CONTRE	✓ 98.3%
	Authorisation to make political donations exceeds our guidelines.			
19	Maximum ratio of variable to fixed remuneration	POUR	● CONTRE	✓ 99.8%
	No individual caps are disclosed.			
20	General authority to allot shares	POUR	POUR	✓ 93.3%
21	Disapplication of pre-emption rights	POUR	POUR	✓ 96.3%
22	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 95.6%
23	Authority to issue contingent Equity Conversion Notes (ECNs)	POUR	POUR	✓ 98.7%
24	Disapplication of pre-emption rights in relation to issuances of contingent Equity Conversion Notes (ECNs)	POUR	POUR	✓ 98.8%
25	Purchase of own shares	POUR	● CONTRE	✓ 98.9%
	The dividends and share buyback policies are excessive and not sustainable over the long-term.			
26	Notice of general meetings	POUR	● CONTRE	✓ 96.5%
	14-days is insufficient for shareholders to vote in an informed manner.			

Barclays

09.05.2024

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No.	Ordre du jour	Board	Ethos	Résultat
27	Adoption of new Articles of association	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	● CONTRE	The proposed dividend is inconsistent with the company's financial situation.  98.5%
3	Approve Discharge of Supervisory Board	POUR	● CONTRE	The company refuses to recognise the negative impact of some of its products or its operations on humans or the natural environment.  93.2%
4	Approve Discharge of Management Board	POUR	POUR	 93.3%
5	Appoint the Auditors	POUR	POUR	 98.6%
Board main features				
6a	Elections to the Supervisory Board: Prof. Dr. Stefan Asenkerschbaumer	POUR	● CONTRE	Concerns over the director's time commitments.  95.8%
6b	Elections to the Supervisory Board: Dr. Kurt Bock	POUR	● CONTRE	Chair of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.  67.9%
6c	Elections to the Supervisory Board: Prof. Dr. Thomas Carell	POUR	POUR	 95.6%
6d	Elections to the Supervisory Board: Liming Chen	POUR	POUR	 96.9%
6e	Elections to the Supervisory Board: Alessandra Genco	POUR	POUR	 89.3%
6f	Elections to the Supervisory Board: Tamara Weinert	POUR	POUR	 99.4%
7	Approve the creation of a new Authorised Capital 2024, the cancellation of the existing Authorised Capital 2019 and related amendments to the Articles of Association	POUR	POUR	 90.3%
8	Approve Remuneration System for the Management Board members	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines.  77.3%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	POUR	POUR	 97.2%
10	Approve Remuneration Report	POUR	● CONTRE	The base salary of the CEO exceeds the peer group median and is considered excessive.  81.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report and approve the Dividend	POUR	POUR	✓ 99.3%
2	Approve Discharge of Management Board	POUR	POUR	✓ 91.7%
3	Approve Discharge of Supervisory Board	POUR	● CONTRE	✓ 93.9% The company refuses to recognise the negative impact of some of its products or its operations on humans or the natural environment.
Board main features				
4.1	Elections to the Supervisory Board: Horst Baier	POUR	POUR	✓ 91.8%
4.2	Elections to the Supervisory Board: Ertharin Cousin	POUR	POUR	✓ 96.4%
4.3	Elections to the Supervisory Board: Lori Schechter	POUR	POUR	✓ 99.5%
4.4	Elections to the Supervisory Board: Dr. Nancy Cole	POUR	POUR	✓ 99.3%
4.5	Elections to the Supervisory Board: Jeffrey Ubben	POUR	POUR	✓ 98.3%
5	Approve Remuneration System for the Management Board members	POUR	● CONTRE	✓ 93.2% The information provided is insufficient.  The pay-for-performance connection is not demonstrated.
6	Approve Remuneration Report	POUR	● CONTRE	✓ 74.4% The base salary of the CEO significantly exceeds the peer group median.
7.1	Authorise Share Repurchase	POUR	POUR	✓ 96.6%
7.2	Authorise Share Repurchase by use of Equity Derivatives	POUR	POUR	✓ 96.6%
8	Approve an inter-company agreement	POUR	POUR	✓ 99.8%
9	Appoint the Auditors	POUR	POUR	✓ 99.7%
	Counterproposal made by a shareholder: vote out the chairman of the meeting	CONTRE	CONTRE	✗ 1.8%

No.	Ordre du jour	Board	Ethos	Résultat	
1.1	Approval of the annual accounts of BBVA and its consolidated group	POUR	POUR	✓ 99.9%	
1.2	Approval of the non-financial information statement	POUR	POUR	✓ 99.9%	
1.3	Allocation of results	POUR	POUR	✓ 99.7%	
1.4	Discharge the board	POUR	POUR	✓ 99.3%	
2	Elections to the board of directors				
2.1	Re-election of Mr. José Miguel Andrés Torrecillas	POUR	● CONTRE	<p>Non independent director (high fees). The board is not sufficiently independent.</p> <p>Non-independent chair of the nomination committee. The independence of this committee is insufficient.</p>	✓ 98.8%
2.2	Re-election of Mr. Jaime Félix Caruana Lacorte	POUR	● CONTRE	Non independent director (high fees). The board is not sufficiently independent.	✓ 99.1%
2.3	Re-election of Ms. Belén Garrijo López	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 94.6%
2.4	Re-election of Ms. Ana Peralta Moreno	POUR	POUR		✓ 97.5%
2.5	Re-election of Mr. Jan Paul Marie Francis Verplancke	POUR	POUR		✓ 99.3%
2.6	Election of Mr. Enrique Casanueva Nárdiz	POUR	POUR		✓ 99.6%
2.7	Election of Ms. Cristina de Parias Halcón	POUR	● CONTRE	Non independent director (mandate within the group). The board is not sufficiently independent.	✓ 99.5%
3	Approve authorisation to reduce the share capital	POUR	POUR		✓ 99.7%
4	Approval of a maximum level of variable remuneration of up to 200% of the fixed component	POUR	● CONTRE	The level of base salaries could lead to the payment of excessive variable remuneration.	✓ 98.9%
5	Delegation of powers for the completion of formalities	POUR	POUR		✓ 99.8%
6	Advisory vote on the remuneration report	POUR	● CONTRE	<p>Excessive fixed and variable remuneration.</p> <p>Concerns over the pension allowance which exceeds guidelines.</p>	✓ 95.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Capital increase in connection with the takeover bid for Banco Sabadell	POUR	● CONTRE	The purpose of the proposed capital increase is incompatible with the long-term interests of the majority of the company's stakeholders. ✓ 96.0%
2	Delegation of powers	POUR	POUR	✓ 97.0%



No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2a.	Report of the executive - and supervisory board on the past financial year	SANS VOTE	SANS VOTE	
2b.	Report on corporate governance	SANS VOTE	SANS VOTE	
3.	Adoption of the financial statements	POUR	POUR	✓ 99.7%
4a.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
4b.	Approve allocation of income	POUR	POUR	✓ 99.7%
5a.	Discharge of executive board	POUR	POUR	✓ 96.5%
5b.	Discharge of supervisory board	POUR	POUR	✓ 95.5%
6.	Approve remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. ✗ 34.1%
7.	Approve remuneration of the supervisory board (binding vote)	POUR	POUR	✓ 99.8%
8a.	Authorisation to issue shares	POUR	POUR	✓ 99.4%
8b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 99.2%
9.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.1%
10.	Reduce share capital via cancellation of shares	POUR	POUR	✓ 99.7%
11.	Any other business	SANS VOTE	SANS VOTE	
12.	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. William M. Brown	POUR	POUR	✓ 97.4%
1.2	Re-elect Ms. Catherine M. Burzik	POUR	POUR	✓ 96.8%
1.3	Re-elect Ms. Carrie L. Byington	POUR	POUR	✓ 99.5%
1.4	Re-elect Mr. R. Andrew Eckert	POUR	POUR	✓ 97.2%
1.5	Re-elect Ms. Claire M. Fraser	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.9%
1.6	Re-elect Mr. Jeffrey W. Henderson	POUR	● CONTRE	Non-independent chair of the audit committee. The independence of this committee is insufficient. ✓ 91.0%
1.7	Re-elect Mr. Christopher Jones	POUR	POUR	✓ 94.5%
1.8	Re-elect Mr. Thomas E. Polen	POUR	● CONTRE	Combined chair and CEO. ✓ 93.2%
1.9	Re-elect Mr. Timothy M. Ring	POUR	POUR	✓ 97.9%
1.10	Re-elect Mr. Bertram L. Scott	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 91.4%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.11	Elect Ms. Joanne Waldstreicher	POUR	POUR	✓ 99.8%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.2%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.9%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.2%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 97.9%
5	Appoint the Auditors	POUR	POUR	✓ 100.0%
6	Approve Remuneration Report	POUR	● CONTRE	Excessive discretion of the board in adjusting the target of the annual bonus is not adequately justified. ✓ 90.7%
Board main features				
7a	Elections to the Supervisory Board: Donya-Florence Amer	POUR	POUR	✓ 100.0%
7b	Elections to the Supervisory Board: Hong Chow	POUR	POUR	✓ 99.8%
7c	Elections to the Supervisory Board: Wolfgang Herz	POUR	POUR	✓ 79.1%
7d	Elections to the Supervisory Board: Uta Kemmerich-Keil	POUR	POUR	✓ 97.0%
7e	Elections to the Supervisory Board: Frédéric Pflanz	POUR	POUR	✓ 78.8%
7f	Elections to the Supervisory Board: Prof. Dr. Reinhard Pöllath	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.  The director is over 75 years old, which exceeds guidelines. ✓ 75.4%
7g	Elections to the Supervisory Board: Beatrice Dreyfus (substitute member)	POUR	POUR	✓ 97.9%
8	Amend Articles: § 18 (2) sentence 2	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Re-elect Mr. Warren E. Buffett	POUR	● S'ABSTENIR Combined chairman and CEO.	✓ 96.1%
			The director is over 75 years old, which exceeds guidelines.	
			Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	
1.2	Re-elect Mr. Gregory E. Abel	POUR	POUR	✓ 96.2%
1.3	Re-elect Mr. Howard G. Buffett	POUR	POUR	✓ 95.9%
1.4	Re-elect Ms. Susan A. Buffett	POUR	POUR	✓ 96.1%
1.5	Re-elect Mr. Stephen B. Burke	POUR	POUR	✓ 89.3%
1.6	Re-elect Mr. Kenneth Irvine Chenault	POUR	POUR	✓ 89.4%
1.7	Re-elect Mr. Christopher C. Davis	POUR	POUR	✓ 96.7%
1.8	Re-elect Ms. Susan L. Decker	POUR	● S'ABSTENIR Non independent lead director, which is not best practice.	✓ 86.2%
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1.9	Re-elect Ms. Charlotte Guyman	POUR	● S'ABSTENIR The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 85.8%
1.10	Re-elect Mr. Ajit Jain	POUR	POUR	✓ 96.2%
1.11	Re-elect Mr. Thomas S. Murphy Jr.	POUR	POUR	✓ 89.5%
1.12	Re-elect Mr. Ronald L. Olson	POUR	● S'ABSTENIR The director is over 75 years old, which exceeds guidelines.	✓ 95.9%
			The director has been sitting on the board for over 16 years, which exceeds guidelines.	
1.13	Re-elect Mr. Wallace R. Weitz	POUR	● S'ABSTENIR The director is over 75 years old, which exceeds guidelines.	✓ 97.2%
1.14	Re-elect Ms. Meryl B. Witmer	POUR	POUR	✓ 97.2%
2	Shareholder resolution: Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	CONTRE	● POUR The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 21.0%
3	Shareholder resolution: Greenhouse Gas Reduction Targets	CONTRE	● POUR The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 17.7%
4	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR Enhanced disclosure on gender equality and ethnic diversity.	✗ 20.5%
5	Shareholder resolution: Establish a Railroad Safety Committee	CONTRE	● POUR The proposition aims to improve safety in the workplace.	✗ 3.6%

No.	Ordre du jour	Board	Ethos	Résultat
6	Shareholder resolution: Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	CONTRE	CONTRE	✘ 0.8%
7	Shareholder resolution: Report on Risks Related to Operations in China	CONTRE	CONTRE	✘ 1.4%

No.	Ordre du jour	Board	Ethos	Résultat
Election of directors				
2	Elect Mr. Don R. Lindsay	POUR	POUR	✓ 99.7%
3	Elect Mr. Ross McEwan	POUR	POUR	✓ 99.9%
4	Re-elect Ms. Xiaoqun Clever-Steg	POUR	POUR	✓ 99.3%
5	Re-elect Mr. Gary Goldberg	POUR	POUR	✓ 99.7%
6	Re-elect Ms. Michelle Hinchliffe	POUR	POUR	✓ 99.4%
7	Re-elect Mr. Ken MacKenzie	POUR	POUR	✓ 97.3%
8	Re-elect Ms. Christine O'Reilly	POUR	POUR	✓ 99.2%
9	Re-elect Ms. Catherine Tanna	POUR	POUR	✓ 99.3%
10	Re-elect Mr. Dion J. Weisler	POUR	POUR	✓ 99.5%
11	Advisory vote on the remuneration report	POUR	● CONTRE	✓ 97.9% Variable compensation is more focused on short-term than long-term performance, which is not best practice.  Excessive variable remuneration.
12	Grant of performance shares to Mike Henry (CEO)	POUR	● CONTRE	✓ 98.9% Excessive variable remuneration.
13	Approval of the 2024 Climate Transition Action Plan	POUR	● CONTRE	✓ 92.2% The company is a high GHG-emitter and its climate strategy is not convincing.

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a.	Re-elect Ms. Pamela Daley	POUR	POUR	✓ 98.2%
1b.	Re-elect Mr. Laurence D. Fink	POUR	● CONTRE	Combined chair and CEO. ✓ 96.3%
1c.	Re-elect Mr. William E. Ford	POUR	POUR	✓ 96.4%
1d.	Re-elect Mr. Fabrizio Freda	POUR	POUR	✓ 97.2%
1e.	Re-elect Mr. Murry S. Gerber	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 95.0%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1f.	Re-elect Ms. Margaret (Peggy) L. Johnson	POUR	POUR	✓ 99.3%
1g.	Re-elect Mr. Robert S. Kapito	POUR	● CONTRE	Executive director and the board size is excessive. ✓ 98.9%
1h.	Re-elect Ms. Cheryl D. Mills	POUR	POUR	✓ 97.5%
1i.	Elect Mr. Amin H. Nasser	POUR	POUR	✓ 98.5%
1j.	Re-elect Mr. Gordon M. Nixon	POUR	POUR	✓ 95.8%
1k.	Re-elect Ms. Kristin C. Peck	POUR	POUR	✓ 98.8%
1l.	Re-elect Mr. Charles H. Robbins	POUR	POUR	✓ 99.7%
1m.	Re-elect Mr. Marco Antonio Slim Domit	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 89.6%
1n.	Re-elect Mr. Hans Vestberg	POUR	POUR	✓ 99.7%
1o.	Re-elect Ms. Susan L. Wagner	POUR	POUR	✓ 98.4%
1p.	Re-elect Mr. Mark Wilson	POUR	POUR	✓ 98.9%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 58.6%
3	To approve the amendment of the 1999 Stock Award and Incentive Plan	POUR	● CONTRE	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 97.9%
				Potential excessive awards.
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.7%
5	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	CONTRE	CONTRE	✗ 0.7%
6	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management. ✗ 13.1%
7	Shareholder resolution: Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	CONTRE	● POUR	Proxy voting records should align with climate commitments. ✗ 8.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.9%
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chair)	POUR	● CONTRE	Chair of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 97.9%
4.2	Approve Discharge of Supervisory Board member Dr. Martin Kimmich (member since 18 January 2023, Vice Chair since 23 January 2023)	POUR	POUR	✓ 99.0%
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chair)	POUR	POUR	✓ 98.9%
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chair)	POUR	POUR	✓ 98.9%
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chair)	POUR	POUR	✓ 99.3%
4.6	Approve Discharge of Supervisory Board member Christiane Benner	POUR	POUR	✓ 99.2%
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer	POUR	POUR	✓ 99.3%
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner	POUR	POUR	✓ 99.3%
4.9	Approve Discharge of Supervisory Board member Rachel Empey	POUR	POUR	✓ 99.3%
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	POUR	POUR	✓ 99.3%
4.11	Approve Discharge of Supervisory Board member Johann Horn	POUR	POUR	✓ 99.3%
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	POUR	POUR	✓ 99.0%
4.13	Approve Discharge of Supervisory Board member Jens Köhler	POUR	POUR	✓ 99.3%
4.14	Approve Discharge of Supervisory Board member Gerhard Kurz	POUR	POUR	✓ 99.3%
4.15	Approve Discharge of Supervisory Board member André Mandl	POUR	POUR	✓ 99.3%
4.16	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	POUR	POUR	✓ 98.9%
4.17	Approve Discharge of Supervisory Board member Anke Schäferkordt	POUR	POUR	✓ 99.3%
4.18	Approve Discharge of Supervisory Board member Prof. Dr. Christoph M. Schmidt	POUR	POUR	✓ 99.3%



No.	Ordre du jour	Board	Ethos	Résultat
4.19	Approve Discharge of Supervisory Board member Dr. Vishal Sikka	POUR	POUR	✓ 99.1%
4.20	Approve Discharge of Supervisory Board member Sibylle Wankel	POUR	POUR	✓ 99.3%
5	Appoint the Auditors Board main features	POUR	POUR	✓ 99.9%
6.1	Elections to the Supervisory Board: Susanne Klatten	POUR	POUR	✓ 87.6%
6.2	Elections to the Supervisory Board: Stefan Quandt	POUR	POUR	✓ 79.2%
6.3	Elections to the Supervisory Board: Dr. Vishal Sikka	POUR	POUR	✓ 96.6%
7	Approve Remuneration Report	POUR	● CONTRE Excessive total remuneration.	✓ 95.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.7%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.7%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 99.8%
5	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The authorisation is not in the long-term interest of shareholders.	✓ 98.6%
6	Ratify Deloitte as statutory auditors	POUR	POUR		✓ 92.2%
7	Elect Ernst & Young as auditors in charge of the consolidated statements and sustainability information	POUR	POUR		✓ 98.6%
Elections to the board of directors					
8	Re-elect Mr. Christian Noyer	POUR	POUR		✓ 98.5%
9	Elect Ms. Marie-Christine Lombard	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 99.2%
10	Elect Ms. Annemarie Straathof	POUR	POUR		✓ 99.8%
Elections in statutory competition of the employee shareholders' representative					
11	Re-elect Ms. Juliette Brisac	POUR	POUR		✓ 99.1%
A	Elect Ms. Isabelle Coron	CONTRE	● POUR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative.	✗ 2.2%
B	Elect Mr. Thierry Schwob	CONTRE	● POUR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative.	✗ 2.2%
C	Elect Mr. Frédéric Mayrand	CONTRE	● POUR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative.	✗ 2.2%
12	Approve the remuneration policy of directors	POUR	POUR		✓ 99.3%
13	Approve the remuneration policy of Mr. Jean Lemierre, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 96.8%
14	Approve the remuneration policy of Mr. Jean-Laurent Bonnafé, CEO	POUR	POUR		✓ 91.0%
15	Approve the remuneration policy of COOs	POUR	● CONTRE	Excessive fixed remuneration.	✓ 88.5%
16	Approve the remuneration report	POUR	POUR		✓ 95.7%
17	Approve the 2023 remuneration of Mr. Jean Lemierre, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 96.1%
18	Approve the 2023 remuneration of Mr. Jean-Laurent Bonnafé, CEO	POUR	POUR		✓ 91.2%

No.	Ordre du jour	Board	Ethos	Résultat
19	Approve the 2023 remuneration of Mr. Yann Gérardin, COO	POUR	POUR	✓ 92.9%
20	Approve the 2023 remuneration of Mr. Thierry Laborde, COO	POUR	POUR	✓ 92.9%
21	Approve the maximum amount to be allocated to directors	POUR	POUR	✓ 98.2%
22	Consultative vote on the remuneration 2023 paid to the material key risk takers	POUR	POUR	✓ 99.8%
23	Setting the cap on the variable remuneration of the material key risk takers	POUR	POUR	✓ 99.6%
24	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR	✓ 94.8%
25	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights	POUR	POUR	✓ 92.3%
26	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 94.8%
27	Determination of the overall limit for capital increases without pre-emptive rights	POUR	POUR	✓ 99.4%
28	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 99.7%
29	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR	✓ 94.5%
30	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR	✓ 99.7%
31	Authorisation to increase the share capital through conversion of convertible bonds	POUR	POUR	✓ 96.6%
32	Authorisation to reduce share capital via cancellation of shares	POUR	● CONTRE	The authorisation is not in the long-term interest of shareholders. ✓ 99.8%
33	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Robert A. Bradway	POUR	POUR	✓ 88.9%
1b	Re-elect Mr. David L. Calhoun	POUR	● CONTRE	CEO of the company who is responsible for the board's unsatisfactory supervision of the company's management with regard to important safety matters. ✓ 77.7%
1c	Re-elect Ms. Lynne M. Doughtie	POUR	POUR	✓ 91.0%
1d	Re-elect Mr. David L. Gitlin	POUR	● CONTRE	Member of the aerospace safety committee. The company is facing serious problems related to safety and technical issues. ✓ 82.7%
1e	Re-elect Ms. Lynn J. Good	POUR	POUR	✓ 87.9%
1f	Re-elect Ms. Stayce D. Harris	POUR	● CONTRE	Member of the aerospace safety committee. The company is facing serious problems related to safety and technical issues. ✓ 82.5%
1g	Re-elect Mr. Akhil Johri	POUR	POUR	✓ 83.4%
1h	Re-elect Mr. David L. Joyce	POUR	● CONTRE	Chair of the aerospace safety committee. The company is facing serious problems related to safety and technical issues. ✓ 66.6%
1i	Re-elect Mr. Steven M. Mollenkopf	POUR	POUR	✓ 89.8%
1j	Re-elect Mr. John M. Richardson	POUR	● CONTRE	Member of the aerospace safety committee. The company is facing serious problems related to safety and technical issues. ✗ 30.2%
1k	Re-elect Ms. Sabrina Soussan	POUR	POUR	✓ 93.4%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 61.9%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.5%
4	Shareholder resolution: Publish Third Party Review of China Business and ESG Commitments	CONTRE	CONTRE	✗ 4.9%
5	Shareholder resolution: Report on Climate Lobbying	CONTRE	● POUR	The resolution asks the company to assess the congruence of its lobbying activities with their stated goal of achieving net-zero emissions by 2030. ✗ 24.6%
6	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	Enhanced disclosure on gender equality. ✗ 38.3%
7	Shareholder resolution: Report on Risks Related to Diversity, Equity and Inclusion Efforts	CONTRE	CONTRE	✗ 5.2%

Boeing

17.05.2024

AGO

No.	Ordre du jour	Board	Ethos	Résultat
8	Shareholder resolution: Adoption of value chain emission reduction target	CONTRE	● POUR	✘ 30.4%
			The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	

## Booking Holdings

04.06.2024

AGO

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1.1	Re-elect Mr. Glenn D. Fogel	POUR	POUR	✓ 99.6%	
1.2	Re-elect Dr. Mirian M. Graddick-Weir	POUR	POUR	✓ 96.7%	
1.3	Elect Ms. Kelly J. Grier	POUR	POUR	✓ 99.6%	
1.4	Re-elect Ms. Wei Hopeman	POUR	POUR	✓ 99.2%	
1.5	Re-elect Mr. Robert J. Mylod Jr.	POUR	POUR	✓ 97.9%	
1.6	Re-elect Mr. Charles H. Noski	POUR	POUR	✓ 91.8%	
1.7	Re-elect Mr. Joseph (Larry) Quinlan	POUR	POUR	✓ 99.6%	
1.8	Re-elect Mr. Nicholas J. Read	POUR	POUR	✓ 99.6%	
1.9	Re-elect Mr. Thomas E. Rothman	POUR	POUR	✓ 97.8%	
1.10	Re-elect Mr. Sumit Singh	POUR	POUR	✓ 98.7%	
1.11	Re-elect Ms. Lynn Vojvodich Radakovich	POUR	POUR	✓ 98.3%	
1.12	Re-elect Ms. Vanessa A. Wittman	POUR	POUR	✓ 97.9%	
2	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 90.3%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 90.9%
4	Shareholder resolution: Amend Clawback Policy	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 30.7%
5	Shareholder resolution: Report on Reproductive Rights and Data	CONTRE	● POUR	Enhanced disclosure on social issues.	✗ 14.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Charles J. Dockendorff	POUR	POUR	✓ 95.4%
1b	Re-elect Mr. Yoshiaki Fujimori	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.8%
1c	Re-elect Mr. Edward J. Ludwig	POUR	POUR	✓ 98.2%
1d	Re-elect Mr. Michael F. Mahoney	POUR	● CONTRE	Combined chairman and CEO. ✓ 93.6%
1e	Elect Dr. Jessica L. Mega	POUR	POUR	✓ 99.8%
1f	Elect Ms. Susan E. Morano	POUR	POUR	✓ 99.8%
1g	Re-elect Mr. John E. Sununu	POUR	POUR	✓ 95.1%
1h	Re-elect Mr. David S. Wichmann	POUR	POUR	✓ 99.1%
1i	Re-elect Ms. Ellen M. Zane	POUR	POUR	✓ 97.5%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 92.7%
3	Amend Advance Notice Provisions	POUR	POUR	✓ 99.4%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 92.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 98.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 95.9%
Elections to the board of directors					
3	Re-elect Mr. Helge Lund	POUR	● CONTRE	Chairman of the board and the company scaled back its ESG commitments and planned an increase in oil and fuel production, breaching the group's climate strategy approved by shareholders in 2022.	✓ 95.9%
4	Re-elect Mr. Murray Auchincloss	POUR	POUR		✓ 99.1%
5	Elect Ms. Katherine (Kate) Thomson	POUR	POUR		✓ 99.2%
6	Re-elect Ms. Melody Meyer	POUR	● CONTRE	Chair of the sustainability committee and the company scaled back its ESG commitments and planned an increase in oil and fuel production, breaching the group's climate strategy approved by shareholders in 2022.	✓ 96.4%
7	Re-elect Mr. Tushar Morzaria	POUR	POUR		✓ 98.1%
8	Re-elect Dame Amanda Blanc	POUR	POUR		✓ 98.7%
9	Re-elect Ms. Pamela Daley	POUR	POUR		✓ 98.1%
10	Re-elect Ms. Hina Nagarajan	POUR	POUR		✓ 99.0%
11	Re-elect Mr. Satish Pai	POUR	POUR		✓ 99.0%
12	Re-elect Ms. Karen Richardson	POUR	POUR		✓ 98.1%
13	Re-elect Dr. Johannes Teysen	POUR	POUR		✓ 99.1%
14	Re-appoint Deloitte as auditors	POUR	POUR		✓ 99.6%
15	Auditor's remuneration	POUR	POUR		✓ 99.6%
16	Political donations	POUR	● CONTRE	Authorisation to make political donations exceeds our guidelines.	✓ 97.9%
17	Authority to offer a scrip dividend	POUR	POUR		✓ 99.3%
18	General authority to allot shares	POUR	POUR		✓ 96.0%
19	Disapplication of pre-emption rights	POUR	POUR		✓ 98.5%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 97.6%
21	Purchase of own shares	POUR	POUR		✓ 98.8%
22	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.7%



No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓
2	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Shuichi Ishibashi	POUR	POUR	✓
2.2	Re-elect Mr. Masahiro Higashi	POUR	POUR	✓
2.3	Re-elect Prof. Scott Trevor Davis	POUR	POUR	✓
2.4	Re-elect Ms. Yuri Okina	POUR	POUR	✓
2.5	Re-elect Mr. Kenichi Masuda	POUR	POUR	✓
2.6	Re-elect Mr. Kenzo Yamamoto	POUR	POUR	✓
2.7	Re-elect Mr. Yojiro Shiba	POUR	POUR	✓
2.8	Re-elect Ms. Yoko Suzuki	POUR	POUR	✓
2.9	Re-elect Ms. Yukari Kobayashi	POUR	POUR	✓
2.10	Re-elect Mr. Yasuhiro Nakajima	POUR	POUR	✓
2.11	Re-elect Mr. Akira Matsuda	POUR	● CONTRE	✓ The director has held executive functions in the company during the last three years and sits on the audit committee.
2.12	Re-elect Mr. Tsuyoshi Yoshimi	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a	Re-elect Mr. Peter J. Arduini	POUR	POUR		✓ 93.1%
1b	Re-elect Prof. Dr. Deepak L. Bhatt	POUR	POUR		✓ 99.3%
1c	Elect Dr. Christopher Boerner	POUR	● CONTRE	Combined chair and CEO.	✓ 93.6%
1d	Re-elect Dr. Julia A. Haller	POUR	POUR		✓ 99.3%
1e	Re-elect Prof. Dr. Manuel Hidalgo Medina	POUR	POUR		✓ 99.4%
1f	Re-elect Prof. Paula A. Price	POUR	POUR		✓ 97.8%
1g	Re-elect Mr. Derica W. Rice	POUR	POUR		✓ 96.5%
1h	Re-elect Mr. Theodore R. Samuels	POUR	POUR		✓ 95.9%
1i	Re-elect Dr. Karen H. Vousden	POUR	POUR		✓ 97.8%
1j	Re-elect Ms. Phyllis R. Yale	POUR	POUR		✓ 98.7%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 93.9%
3	Re-election of the auditor	POUR	POUR		✓ 97.2%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 84.4%
5	Shareholder resolution: Independent Chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management.	✗ 31.7%
6	Shareholder resolution: Executive Retention of Significant Stock	CONTRE	CONTRE		✗ 38.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE	✓ 96.6% The pay-for-performance connection is not demonstrated. Excessive variable remuneration.
3	Re-appoint KPMG as auditors	POUR	POUR	✓ 99.6%
4	Auditor's remuneration	POUR	POUR	✓ 99.9%
Elections to the board of directors				
5	Re-elect Mr. Luc Jobin	POUR	POUR	✓ 98.0%
6	Re-elect Mr. Tadeu Marroco	POUR	POUR	✓ 99.6%
7	Re-elect Mr. Krishnan (Kandy) Anand	POUR	POUR	✓ 99.2%
8	Re-elect Ms. Karen Jane Guerra	POUR	POUR	✓ 99.7%
9	Re-elect Ms. Holly Keller Koeppel	POUR	POUR	✓ 97.7%
10	Re-elect Ms. Véronique Laury	POUR	POUR	✓ 99.7%
11	Re-elect Mr. Darrell Thomas	POUR	POUR	✓ 99.4%
12	Elect Mr. Murray Kessler	POUR	POUR	✓ 99.9%
13	Elect Ms. Serpil Timuray	POUR	● CONTRE	✓ 99.4% Concerns over the director's time commitments.
14	Political donations	POUR	POUR	✓ 91.5%
15	General authority to allot shares	POUR	POUR	✓ 88.5%
16	Disapplication of pre-emption rights	POUR	POUR	✓ 89.7%
17	Purchase of own shares	POUR	POUR	✓ 99.3%
18	Authority to call general meetings on short notice	POUR	● CONTRE	✓ 94.4% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Diane M. Bryant	POUR	POUR	✓ 91.8%
1.b	Re-elect Ms. Gayla J. Delly	POUR	POUR	✓ 98.2%
1.c	Elect Mr. Kenneth Y. Hao	POUR	POUR	✓ 99.9%
1.d	Re-elect Mr. Eddy Hartenstein	POUR	POUR	✓ 82.2%
1.e	Re-elect Mr. Check Kian Low	POUR	POUR	✓ 91.0%
1.f	Re-elect Ms. Justine F. Page	POUR	POUR	✓ 99.6%
1.g	Re-elect Dr. Henry S. Samuelli	POUR	POUR	✓ 98.1%
1.h	Re-elect Mr. Hock E. Tan	POUR	POUR	✓ 99.7%
1.i	Re-elect Mr. Harry L. You	POUR	● CONTRE	Chairman of the remuneration committee. We have serious concerns over remuneration. ✓ 79.6%
2	Re-election of the auditor	POUR	POUR	✓ 98.5%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive total remuneration. ✓ 61.6%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors (Class A shares)			
1.1	Re-elect Ms. M. Elyse Allan	POUR	POUR	✓ 99.7%
1.2	Re-elect Ms. Angela F. Braly	POUR	POUR	✓ 99.6%
1.3	Re-elect Ms. Janice Fukakusa	POUR	POUR	✓ 99.0%
1.4	Re-elect Ms. Maureen Kempstone Darkes	POUR	● S'ABSTENIR The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.4%
1.5	Re-elect Mr. Frank J. McKenna	POUR	● S'ABSTENIR The director is over 75 years old and has been sitting on the board for over 16 years, which both exceeds guidelines.  Concerns over the director's time commitments.	✓ 91.9%
1.6	Re-elect Ms. Hutham S. Olayan	POUR	POUR	✓ 99.3%
1.7	Re-elect Ms. Diana L. Taylor	POUR	● CONTRE Non-independent chair of the remuneration committee. The independence of this committee is insufficient.	✓ 97.6%
2	Re-election of the auditor	POUR	● S'ABSTENIR The auditor's long tenure raises independence concerns.	✓ 96.3%
3	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 95.6%
4	Re-approve the BNRE Escrowed Stock Plan	POUR	● CONTRE The potential variable remuneration exceeds Ethos' guidelines.  An important part of the variable remuneration is based on continued employment only.	✓ 70.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Mark W. Adams	POUR	POUR	✓ 97.3%
1b	Re-elect Ms. Ita M. Brennan	POUR	POUR	✓ 98.2%
1c	Re-elect Mr. Lewis Chew	POUR	POUR	✓ 98.6%
1d	Re-elect Dr. Anirudh Devgan	POUR	POUR	✓ 99.5%
1e	Re-elect Ms. Mary Louise Krakauer	POUR	POUR	✓ 97.3%
1f	Re-elect Ms. Julia Liuson	POUR	POUR	✓ 95.7%
1g	Re-elect Dr. James D. Plummer	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 96.3%
1h	Re-elect Dr. Alberto Sangiovanni-Vincentelli	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.5%
1i	Re-elect Mr. Young Sohn	POUR	POUR	✓ 99.3%
2	To approve the Employee Stock Purchase Plan	POUR	POUR	✓ 99.8%
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 85.7%
4	Allow shareholders to act by written consent	POUR	POUR	✓ 66.7%
5	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 89.3%
6	Re-election of the auditor	POUR	POUR	✓ 99.6%
7	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 6.5%

No.	Ordre du jour	Board	Ethos	Résultat
1.1	Approval of the individual and consolidated annual accounts and management reports	POUR	POUR	✓ 99.5%
1.2	Approval of the consolidated non-financial information statement	POUR	POUR	✓ 99.8%
1.3	Discharge the Board	POUR	POUR	✓ 99.7%
2	Allocation of profit	POUR	POUR	✓ 99.9%
3	Re-elect PricewaterhouseCoopers as auditors	POUR	POUR	✓ 99.5%
	Elections to the Board of Directors			
4	Re-elect Ms. Maria Verónica Fisas Vergés	POUR	POUR	✓ 99.3%
5.1	Share capital reduction via cancellation of treasury shares	POUR	POUR	✓ 99.7%
5.2	General authorisation to reduce the share capital through cancellation of own shares	POUR	● CONTRE	The potential share capital reduction is excessive and inconsistent with the long-term interests of shareholders. ✓ 99.7%
5.3	Increase share capital	POUR	POUR	✓ 98.0%
5.4	Authorisation to issue contingently convertible securities into Company	POUR	● CONTRE	Additional potential dilution which is not in shareholders' interests. ✓ 99.3%
6.1	Approval of the amendment of the remuneration policy	POUR	● CONTRE	Excessive fixed remuneration. ✓ 76.5%
6.2	Approval of the delivery of shares to executive directors	POUR	POUR	✓ 77.2%
6.3	Fix maximum variable compensation ratio at 200% of the fixed component	POUR	● CONTRE	Potential excessive awards. ✓ 77.4%
6.4	Consultative vote on the Directors' Annual Remuneration Report	POUR	POUR	✓ 76.6%
7	Delegation of powers	POUR	POUR	✓ 99.9%
8.1	Information on the amendments to the Board Regulations	SANS VOTE	SANS VOTE	
8.2	Information on the revised text of the Spanish Companies Act	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Shauneen Bruder	POUR	POUR	✓ 99.1%
1b	Re-elect Ms. Jo-ann dePass Olsovsky	POUR	POUR	✓ 99.1%
1c	Re-elect Mr. David Freeman	POUR	POUR	✓ 99.5%
1d	Re-elect Ms. Denise Gray	POUR	POUR	✓ 99.4%
1e	Re-elect Mr. Justin Marshall Howell	POUR	POUR	✓ 99.2%
1f	Re-elect Ms. Susan C. Jones	POUR	POUR	✓ 99.5%
1g	Re-elect Mr. Robert Knight	POUR	POUR	✓ 99.5%
1h	Re-elect Mr. Michel Letellier	POUR	POUR	✓ 99.3%
1i	Re-elect Ms. Margaret A. McKenzie	POUR	POUR	✓ 99.1%
1j	Re-elect Mr. Al Monaco	POUR	POUR	✓ 99.1%
1k	Re-elect Ms. Tracy Robinson	POUR	POUR	✓ 99.9%
2	Re-election of the auditor	POUR	● S'ABSTENIR	The auditor's long tenure raises independence concerns. ✓ 90.9%
3	Confirmation of Advance Notice By-Law	POUR	POUR	✓ 99.7%
4	Amend the Management Long-Term Incentive Plan	POUR	● CONTRE	Potential excessive awards with no individual cap for executives under this remuneration plan. ✓ 98.5%
5	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 97.4%
				An important part of the variable remuneration is based on continued employment only.
6	Advisory vote on Climate Action Plan	POUR	● CONTRE	The company has not set CO2e emission reduction targets consistent with limiting the global temperature increase to 1.5°. ✓ 97.5%
7	Shareholder resolution: Adopt a Paid Sick Leave Policy	CONTRE	● POUR	The proposal's policies encourage social responsibility. ✗ 9.9%



No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1.1	Re-elect Ms. Catherine M. Best	POUR	● S'ABSTENIR	<p>Non-independent chairman of the audit committee. The independence of this committee is insufficient.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 97.2%
1.2	Re-elect Dr. Elizabeth M. Cannon	POUR	POUR	✓ 99.3%	
1.3	Re-elect Mr. N. Murray Edwards	POUR	● S'ABSTENIR	<p>Concerns over the director's time commitments.</p>	✓ 96.5%
1.4	Re-elect Mr. Christopher L. Fong	POUR	● S'ABSTENIR	<p>The director is 75 years old, which exceeds guidelines.</p> <p>Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p>	✓ 96.0%
1.5	Re-elect Mr. Gordon D. Giffin	POUR	● S'ABSTENIR	<p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p> <p>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 89.6%
1.6	Re-elect Mr. Wilfred A. Gobert	POUR	● S'ABSTENIR	The director is over 75 years old, which exceeds guidelines.	✓ 98.5%
1.7	Elect Ms. Christine Healy	POUR	POUR	✓ 99.8%	
1.8	Re-elect Mr. Steve W. Laut	POUR	● S'ABSTENIR	Non independent director (former executive). The board is not sufficiently independent.	✓ 98.9%
1.9	Re-elect Mr. Frank J. McKenna	POUR	● S'ABSTENIR	<p>Non-independent chairman of the remuneration 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 16 years, which exceeds guidelines.</p>	✓ 93.8%
1.10	Elect Mr. Scott G. Stauth	POUR	● S'ABSTENIR	Executive director. The board is not sufficiently independent.	✓ 99.2%
1.11	Re-elect Mr. David A. Tuer	POUR	● S'ABSTENIR	The director is over 75 years old, which exceeds guidelines.	✓ 94.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.12	Re-elect Ms. Annette M. Verschuren	POUR	POUR	✓ 99.6%
2	Re-election of the auditor	POUR	● S'ABSTENIR The auditor's long tenure raises independence concerns.	✓ 94.1%
3	Approve share split	POUR	POUR	✓ 99.4%
4	Advisory vote on executive remuneration	POUR	● CONTRE An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 98.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Re-election of the auditor	POUR	POUR	✓ 99.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 94.1%
3	Advisory vote on say on climate	POUR	● CONTRE	Insufficient information provided on the strategy to reduce GHG emissions. ✓ 89.3%
4	Elections of directors			
4.1	Re-elect Mr. John Baird	POUR	POUR	✓ 98.4%
4.2	Re-elect Ms. Isabelle Courville	POUR	POUR	✓ 97.9%
4.3	Re-elect Mr. Keith E. Creel	POUR	POUR	✓ 99.9%
4.4	Re-elect Mr. Antonio Garza	POUR	POUR	✓ 99.7%
4.5	Re-elect Dr. Edward Hamberger	POUR	POUR	✓ 99.9%
4.6	Re-elect Ms. Janet H. Kennedy	POUR	POUR	✓ 99.8%
4.7	Re-elect Mr. Henry J. Maier	POUR	POUR	✓ 96.2%
4.8	Re-elect Mr. Matthew H. Paull	POUR	POUR	✓ 98.2%
4.9	Re-elect Ms. Jane L. Peverett	POUR	POUR	✓ 98.1%
4.10	Re-elect Ms. Andrea Robertson	POUR	POUR	✓ 99.2%
4.11	Re-elect Mr. Gordon T. Trafton	POUR	POUR	✓ 99.9%
5	Shareholder resolution: Adopt a Paid Sick Leave Policy	CONTRE	● POUR	Paid sick leave is one of the fundamental workplace rights of employees. ✗ 13.4%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Dividend Allocation	POUR	POUR	✓ 99.9%	
	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Fujio Mitarai	POUR	● CONTRE	<p>Combined chair and CEO, who is 89 years old.</p> <p>Executive director sitting on the advisory nomination and remuneration committee, which is not best practice.</p>	✓ 91.4%
2.2	Re-elect Mr. Toshizo Tanaka	POUR	● CONTRE	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>Executive director sitting on the advisory nomination and remuneration committee, which is not best practice.</p>	✓ 95.4%
2.3	Re-elect Mr. Toshio Homma	POUR	● CONTRE	The director is 75 years old, which exceeds guidelines.	✓ 95.6%
2.4	Elect Mr. Kazuto Ogawa	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.3%
2.5	Elect Mr. Hiroaki Takeishi	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.3%
2.6	Elect Mr. Minoru Asada	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.3%
2.7	Re-elect Mr. Yusuke Kawamura	POUR	POUR		✓ 98.7%
2.8	Elect Mr. Masayuki Ikegami	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 98.9%
2.9	Elect Mr. Masaki Suzuki	POUR	POUR		✓ 98.9%
2.10	Elect Ms. Akiko Ito	POUR	POUR		✓ 99.1%
3	Elect Mr. Chikahiro Okyama as a Corporate Auditor	POUR	POUR		✓ 95.9%
4	Approve bonus payment for directors	POUR	POUR		✓ 98.7%
5	Approve the restricted share plan	POUR	POUR		✓ 98.5%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
5	Approve the remuneration report	POUR	● CONTRE	The information provided is insufficient.	✓ 96.5%
6	Approve the 2023 remuneration of Mr. Paul Hermelin, chair	POUR	POUR		✓ 96.8%
7	Approve the 2023 remuneration of Mr. Aiman Ezzat, CEO	POUR	● CONTRE	The information provided is insufficient. Excessive variable remuneration.	✓ 94.4%
8	Approve the remuneration policy of Mr. Paul Hermelin, chair	POUR	POUR		✓ 96.8%
9	Approve the remuneration policy of Mr. Aiman Ezzat, CEO	POUR	● CONTRE	Excessive variable remuneration. The proposed increase relative to the previous year is excessive.	✓ 93.0%
10	Approve the remuneration policy of directors	POUR	POUR		✓ 99.7%
	Elections to the board of directors				
11	Re-elect Ms. Siân Herbert-Jones	POUR	POUR		✓ 97.8%
12	Re-elect Ms. Belen Moscoso del Prado	POUR	POUR		✓ 99.1%
13	Re-elect Mr. Aiman Ezzat	POUR	POUR		✓ 98.9%
	Election in statutory competition of the employee shareholders' representative				
14	Elect Mr. Olivier Merveilleux du Vignaux	POUR	POUR		✓ 96.4%
A	Elect Ms. Laurence Metzke	CONTRE	● POUR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative.	✗ 11.5%
15	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.2%
16	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximum repurchase price is too high.	✓ 99.5%
17	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 99.5%
18	Authorisation to increase the share capital through transfer of reserves	POUR	POUR		✓ 99.8%
19	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 95.8%

No.	Ordre du jour	Board	Ethos		Résultat
20	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The maximum discount exceeds market practice.	✓ 94.7%
21	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	The maximum discount exceeds market practice.	✓ 93.3%
22	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	The maximum discount exceeds market practice.	✓ 93.3%
23	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	POUR		✓ 90.7%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 97.3%
25	Approve distribution of performance shares	POUR	● CONTRE	The variable remuneration of the CEO raises concerns.  The information provided is insufficient.	✓ 94.9%
26	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR		✓ 98.8%
27	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR		✓ 98.8%
28	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
Elections of directors				
1a	Re-elect Mr. Richard D. Fairbank	POUR	● CONTRE	Combined chairman and CEO. <span style="color: green;">✔</span> 96.7%
1b	Re-elect Mr. Ime Archibong	POUR	POUR	<span style="color: green;">✔</span> 99.6%
1c	Re-elect Ms. Christine R. Detrick	POUR	POUR	<span style="color: green;">✔</span> 96.6%
1d	Re-elect Ms. Ann Fritz Hackett	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. <span style="color: green;">✔</span> 95.2%
<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non independent lead director, which is not best practice.</p>				
1e	Elect Ms. Suni P. Harford	POUR	POUR	<span style="color: green;">✔</span> 99.9%
1f	Re-elect Mr. Peter Thomas Killalea	POUR	POUR	<span style="color: green;">✔</span> 97.2%
1g	Re-elect Mr. Eli Leenaars	POUR	POUR	<span style="color: green;">✔</span> 99.6%
1h	Re-elect Mr. François Locoh-Donou	POUR	POUR	<span style="color: green;">✔</span> 96.7%
1i	Re-elect Mr. Peter E. Raskind	POUR	POUR	<span style="color: green;">✔</span> 96.8%
1j	Re-elect Ms. Eileen Serra	POUR	POUR	<span style="color: green;">✔</span> 99.4%
1k	Re-elect Mr. Mayo A. Shattuck III	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="color: green;">✔</span> 96.2%
1l	Re-elect Mr. Craig Anthony Williams	POUR	POUR	<span style="color: green;">✔</span> 99.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="color: green;">✔</span> 95.1%
3	To approve the 2002 Associate Stock Purchase Plan	POUR	POUR	<span style="color: green;">✔</span> 99.0%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="color: green;">✔</span> 95.8%
5	Shareholder resolution: Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. <span style="color: red;">✘</span> 10.1%
6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	CONTRE	CONTRE	<span style="color: red;">✘</span> 0.9%
7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	CONTRE	● POUR	The proposal aims at improving the company's corporate governance. <span style="color: red;">✘</span> 10.2%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Report on the company's activities	SANS VOTE	SANS VOTE		
2.	Adoption of the financial statements	POUR	POUR		✓ 99.8%
3.	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Concerns over the excessive sign-on bonus granted to the new CEO.	✓ 99.1%
5a.	Approve remuneration policy (binding vote)	POUR	● CONTRE	Concerns over the severance payments which are considered excessive.	✓ 98.9%
5b.	Approve directors' fees	POUR	POUR		✓ 100.0%
5c.	Reduce share capital via cancellation of shares	POUR	POUR		✓ 100.0%
6.	Composition of the supervisory board				
6a.	Re-elect Mr. Henrik Poulsen	POUR	● ABSTENTION	Concerns over the director's time commitments.	✓ 96.8% *
6b.	Re-elect Ms. Majken Schultz	POUR	POUR		✓ 96.3% *
6c.	Re-elect Mr. Mikael Aro	POUR	● ABSTENTION	Concerns over the director's time commitments.	✓ 97.7% *
6d.	Re-elect Mr. Magdi Batato	POUR	● ABSTENTION	Concerns over the director's attendance rate, which was below 75% during the year under review.	✓ 99.3% *
6e.	Re-elect Ms. Lilian Fossum Biner	POUR	POUR		✓ 99.4% *
6f.	Re-elect Mr. Richard Burrows	POUR	● ABSTENTION	The director is over 75 years old, which exceeds guidelines.	✓ 96.3% *
6g.	Re-elect Ms. Punita Lal	POUR	POUR		✓ 99.6% *
6h.	Re-elect Mr. Søren-Peter Fuchs Olesen	POUR	POUR		✓ 96.1% *
6i.	Elect Mr. Robert (Bob) Kunze Concewitz	POUR	POUR		✓ 97.1% *
7.	Election of auditor	POUR	POUR		✓ 99.4% *
8.	To authorise the meeting chairperson	POUR	POUR		✓ 100.0%

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



No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1.1	Re-elect Mr. Daniel M. Dickinson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.5%
1.2	Re-elect Mr. James C. Fish Jr.	POUR	POUR		✓ 98.8%
1.3	Re-elect Mr. Gerald Johnson	POUR	POUR		✓ 98.4%
1.4	Re-elect Mr. David W. Maclennan	POUR	● CONTRE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 94.6%
1.5	Re-elect Ms. Judith F. Marks	POUR	POUR		✓ 98.9%
1.6	Re-elect Ms. Debra L. Reed-Klages	POUR	POUR		✓ 97.3%
1.7	Re-elect Prof. Susan C. Schwab	POUR	POUR		✓ 96.5%
1.8	Re-elect Mr. D. James Umpleby III	POUR	● CONTRE	Combined chairman and CEO.	✓ 94.3%
1.9	Re-elect Mr. Rayford Wilkins Jr.	POUR	POUR		✓ 96.6%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 96.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 92.9%
4	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chairman can ensure independent oversight of management.	✗ 31.2%
5	Shareholder resolution: Transparency on Lobbying	CONTRE	● POUR	Enhanced disclosure on lobbying activities.	✗ 23.0%
6	Shareholder resolution: Adopt Policy Prohibiting Directors from Simultaneously Sitting on the Board of Directors of Any Other Company	CONTRE	CONTRE		✗ 1.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the individual and consolidated accounts	POUR	POUR	✓ 99.9%
2	Approval of the non-financial information statement	POUR	POUR	✓ 99.7%
3	Allocation of loss	POUR	POUR	✓ 99.9%
4	Discharge the Board	POUR	POUR	✓ 99.5%
5	Election of the auditor	POUR	POUR	✓ 99.9%
Elections to the Board of Directors				
6	Re-elect Ms. Alexandra Reich	POUR	POUR	✓ 93.4%
7	Share capital increase	POUR	POUR	✓ 96.6%
8	Issue of bonds, debentures and other fixed-income securities convertible into shares with a limit to exclude pre-emptive rights for up to 10% of the share capital	POUR	POUR	✓ 98.2%
9	Delegation of powers	POUR	POUR	✓ 100.0%
10	Advisory vote on the 2023 directors' annual remuneration report	POUR	● CONTRE	Excessive fixed and variable remuneration. ✓ 85.4%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 98.6%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Shin Kaneko	POUR	POUR	✓ 92.1%
2.2	Re-elect Mr. Shunusuke Niwa	POUR	POUR	✓ 95.8%
2.3	Re-elect Mr. Kentaro Takeda	POUR	POUR	✓ 97.5%
2.4	Re-elect Mr. Akihiko Nakamura	POUR	POUR	✓ 97.5%
2.5	Elect Mr. Takanori Mizuno	POUR	POUR	✓ 97.6%
2.6	Re-elect Mr. Hiroshi Suzuki	POUR	POUR	✓ 97.5%
2.7	Re-elect Mr. Kouei Tsuge	POUR	● CONTRE	✓ 97.7% The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.8	Re-elect Mr. Haruo Kasama	POUR	● CONTRE	✓ 99.6% The director is over 75 years old, which exceeds guidelines.
2.9	Re-elect Mr. Taku Oshima	POUR	POUR	✓ 99.6%
2.10	Re-elect Mr. Tsuyoshi Nagano	POUR	POUR	✓ 97.2%
2.11	Re-elect Ms. Hiroko Kiba	POUR	POUR	✓ 99.7%
2.12	Re-elect Mr. Joseph P. Schmelzeis	POUR	POUR	✓ 99.7%
3.	Elect Ms. Shione Kinoshita as a Corporate Auditor	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Re-elect Mr. Walter W. Bettinger II	POUR	● CONTRE	Combined co-chair and CEO.	✓ 93.2%
1.b	Re-elect Ms. Joan T. Dea	POUR	POUR		✓ 91.8%
1.c	Re-elect Mr. Christopher V. Dodds	POUR	POUR		✓ 97.4%
1.d	Re-elect Mr. Bharat B. Masrani	POUR	POUR		✓ 95.2%
1.e	Re-elect Mr. Charles A. Ruffel	POUR	POUR		✓ 97.6%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 90.7%
4	Shareholder resolution: Consider CEO pay ratio in executive remuneration	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 4.3%
5	Shareholder resolution: Report on Respecting Workforce Civil Liberties Supporting Statement	CONTRE	CONTRE		✗ 0.6%
6	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	Enhanced disclosure on gender equality.	✗ 23.1%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Dr. Wanda M. Austin	POUR	POUR	✓ 97.4%
1b.	Re-elect Mr. John B. Frank	POUR	POUR	✓ 97.2%
1c.	Re-elect Dr. Alice P. Gast	POUR	POUR	✓ 97.2%
1d.	Re-elect Mr. Enrique Hernandez Jr.	POUR	● CONTRE	<p>✓ 93.7%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p>
1e.	Re-elect Ms. Marillyn A. Hewson	POUR	POUR	✓ 98.2%
1f.	Re-elect Mr. Jon M. Huntsman Jr.	POUR	● CONTRE	<p>✓ 97.2%</p> <p>Concerns over the director's time commitments.</p>
1g.	Re-elect Mr. Charles W. Moorman IV	POUR	POUR	✓ 96.1%
1h.	Re-elect Dr. Dambisa F. Moyo	POUR	POUR	✓ 98.3%
1i.	Re-elect Ms. Debra L. Reed-Klages	POUR	POUR	✓ 98.0%
1j.	Re-elect Mr. D. James Umpleby III	POUR	POUR	✓ 97.9%
1k.	Re-elect Ms. Cynthia J. Warner	POUR	POUR	✓ 98.4%
1l.	Re-elect Mr. Michael K. Wirth	POUR	● CONTRE	<p>✓ 95.3%</p> <p>Combined chairman and CEO.</p>
2	Re-election of the auditor	POUR	● CONTRE	<p>✓ 96.7%</p> <p>The auditor's long tenure raises independence concerns.</p>
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>✓ 95.8%</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>
4	Shareholder resolution: Report on Voluntary Carbon-Reduction Risks	CONTRE	CONTRE	✗ 1.5%
5	Shareholder resolution: Report on Reduced Plastics Demand Impact on Financial Assumptions	CONTRE	● POUR	✗ 7.5%
6	Shareholder resolution: Third Party Assessment on Company's Human Rights Policies	CONTRE	● POUR	✗ 22.2%
7	Shareholder resolution: Publish a Tax Transparency Report	CONTRE	● POUR	✗ 14.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Albert S. Baldocchi	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float:right">✔ 97.8%</span>
1.2	Re-elect Mr. Matthew A. Carey	POUR	POUR	<span style="float:right">✔ 99.4%</span>
1.3	Re-elect Mr. Greg L. Engles	POUR	POUR	<span style="float:right">✔ 99.6%</span>
1.4	Re-elect Ms. Patricia D. Fili-Krushel	POUR	POUR	<span style="float:right">✔ 98.5%</span>
1.5	Elect Ms. Laura Fuentes	POUR	POUR	<span style="float:right">✔ 99.9%</span>
1.6	Re-elect Mr. Mauricio Gutierrez	POUR	POUR	<span style="float:right">✔ 99.8%</span>
1.7	Re-elect Ms. Robin Hickenlooper	POUR	● CONTRE	Concerns over the director's time commitments. <span style="float:right">✔ 99.2%</span>
1.8	Re-elect Mr. Scott Maw	POUR	POUR	<span style="float:right">✔ 98.8%</span>
1.9	Re-elect Mr. Brian Niccol	POUR	● CONTRE	Combined chairman and CEO. <span style="float:right">✔ 96.1%</span>
1.10	Re-elect Ms. Mary Winston	POUR	POUR	<span style="float:right">✔ 98.8%</span>
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="float:right">✔ 94.8%</span>  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="float:right">✔ 95.8%</span>
4	Authorisation to increase the number of shares of the company's common stock	POUR	POUR	<span style="float:right">✔ 99.4%</span>
5	Amend Certificate of Incorporation	POUR	● CONTRE	The amendment has a negative impact on the rights or interests of all or some of the shareholders. <span style="float:right">✔ 99.6%</span>
6	Shareholder resolution: Commission a Third Party Audit on Working Conditions	CONTRE	● POUR	Enhanced disclosure on safety in the workplace. <span style="float:right">✘ 29.6%</span>
7	Shareholder resolution: Adopt Policy to Not Interfere with Freedom of Association Rights	CONTRE	● POUR	The adoption of a non-interference policy would ensure employees can exercise their right to form or join a trade union. <span style="float:right">✘ 9.9%</span>
8	Shareholder resolution: Report on Adoption of Automation	CONTRE	● POUR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks. <span style="float:right">✘ 18.4%</span>
9	Shareholder resolution: Report on Harassment and Discrimination Statistics	CONTRE	● POUR	Enhanced disclosure on social issues. <span style="float:right">✘ 16.5%</span>

No.	Ordre du jour	Board	Ethos	Résultat
1	Approbation du rapport annuel, des comptes consolidés et des comptes annuels	POUR	POUR	✓ 99.9%
2.1	Emploi du bénéfice	POUR	POUR	✓ 99.9%
2.2	Distribution d'un dividende prélevé sur les réserves d'apport en capital	POUR	POUR	✓ 100.0%
3	Décharge aux membres du conseil d'administration	POUR	POUR	✓ 99.3%
4.1	Réélection de PricewaterhouseCoopers en tant qu'organe de révision	POUR	● CONTRE	La durée du mandat de la société de révision est de 39 ans, ce qui dépasse la limite fixée par Ethos. ✓ 96.0%
4.2	Réélection de PricewaterhouseCoopers LLP (US) pour le reporting selon la loi sur les valeurs mobilières américaine	POUR	● CONTRE	La durée du mandat de la société de révision est de 39 ans, ce qui dépasse la limite fixée par Ethos. ✓ 95.0%
4.3	Réélection de BDO en tant qu'organe de révision spécial	POUR	POUR	✓ 99.7%
5	Elections au conseil d'administration			
5.1	Réélection de M. Evan G. Greenberg	POUR	● CONTRE	Il est simultanément membre de la direction générale de façon permanente (CEO). ✓ 93.8%
5.2	Réélection de M. Michael P. Connors	POUR	POUR	✓ 94.4%
5.3	Réélection de M. Michael G. Atieh	POUR	● CONTRE	Il siège au conseil d'administration depuis 33 ans, ce qui dépasse la limite fixée par Ethos. ✓ 98.5%
5.4	Réélection de Mme Nancy K. Buese	POUR	POUR	✓ 99.5%
5.5	Réélection de Mme Sheila P. Burke	POUR	POUR	✓ 99.3%
5.6	Election de M. Nelson J. Chai	POUR	POUR	✓ 99.7%
5.7	Réélection de M. Michael L. Corbat	POUR	POUR	✓ 99.4%
5.8	Réélection de M. Robert J. Hugin	POUR	POUR	✓ 99.3%
5.9	Réélection de M. Robert W. Scully	POUR	POUR	✓ 98.2%
5.10	Réélection de M. Theodore E. Shasta	POUR	POUR	✓ 97.5%
5.11	Réélection de M. David Sidwell	POUR	POUR	✓ 87.6%
5.12	Réélection de M. Olivier Steimer	POUR	● CONTRE	Il siège au conseil d'administration depuis 16 ans, ce qui dépasse la limite fixée par Ethos. ✓ 98.8%
5.13	Réélection de Mme Frances Fragos Townsend	POUR	POUR	✓ 94.3%
6	Réélection de M. Evan G. Greenberg en tant que président du conseil d'administration	POUR	● CONTRE	Comme Ethos ne peut pas approuver l'élection de M. Greenberg au sein du conseil d'administration, son élection en tant que président ne peut pas être approuvée. ✓ 79.3%

No.	Ordre du jour	Board	Ethos	Résultat
7	Elections au comité de rémunération			
7.1	Réélection de M. Michael P. Connors au comité de rémunération	POUR	POUR	✓ 95.7%
7.2	Réélection de M. David Sidwell au comité de rémunération	POUR	POUR	✓ 95.3%
7.3	Réélection de Mme Frances Fragos Townsend au comité de rémunération	POUR	POUR	✓ 95.6%
8	Réélection de Homburger AG en tant que représentant indépendant	POUR	POUR	✓ 99.9%
9	Réduction du capital par annulation d'actions	POUR	POUR	✓ 99.8%
10	Création d'une marge de fluctuation du capital	POUR	● CONTRE	<p>✓ 95.8%</p> <p>L'autorisation permet une augmentation de capital sans droit préférentiel de souscription de plus de 10% du capital déjà émis</p> <p>L'autorisation permet une réduction du capital de plus de 5% du capital sans justification adéquate.</p>
11	Approbation du plan d'achat d'actions pour les employés	POUR	POUR	✓ 99.9%
12.1	Vote contraignant prospectif sur la rémunération totale du conseil d'administration	POUR	POUR	✓ 99.8%
12.2	Vote contraignant prospectif sur la rémunération totale de la direction générale	POUR	● CONTRE	<p>✓ 97.4%</p> <p>L'information fournie est insuffisante.</p> <p>Le montant maximal qui pourrait être finalement payé est significativement supérieur au montant demandé à l'assemblée générale.</p> <p>La structure de la rémunération ne respecte pas les lignes directrices d'Ethos.</p>
12.3	Vote consultatif sur le rapport de rémunération suisse	POUR	● CONTRE	<p>✓ 94.3%</p> <p>Le rapport de rémunération ne respecte pas les lignes directrices d'Ethos.</p>
13	Vote consultatif sur la rémunération de la direction générale	POUR	● CONTRE	<p>✓ 94.3%</p> <p>Le rapport de rémunération ne respecte pas les lignes directrices d'Ethos.</p>
14	Approbation du rapport de durabilité	POUR	● CONTRE	<p>✓ 98.5%</p> <p>Le rapport n'est pas établi conformément à un standard reconnu.</p> <p>Le rapport ne couvre pas tous les enjeux matériels.</p> <p>Le rapport ne contient pas d'objectifs ambitieux et quantitatifs sur tous les enjeux matériels.</p>



No.	Ordre du jour	Board	Ethos	Résultat
15	Résolution d'actionnaires: Rapport sur les émissions de gaz à effet de serre du scope 3	CONTRE	● POUR	<p>La résolution est clairement formulée et dûment motivée. ✘ 28.3%</p> <p>La résolution vise à améliorer les pratiques de la société en matière de responsabilité sociale et environnementale.</p> <p>La résolution est compatible avec les intérêts à long terme de la majorité des parties prenantes de la société.</p> <p>La résolution est en accord avec les principes développés dans la Charte d'Ethos fondée sur la notion de développement durable.</p>
16	Résolution d'actionnaires: Rapport sur les écarts de rémunération	CONTRE	● POUR	<p>La résolution est clairement formulée et dûment motivée. ✘ 26.6%</p> <p>La résolution vise à améliorer les pratiques de la société en matière de responsabilité sociale.</p> <p>La résolution est compatible avec les intérêts à long terme de la majorité des parties prenantes de la société.</p> <p>La résolution est en accord avec les principes développés dans la Charte d'Ethos fondée sur la notion de développement durable.</p>

No.	Ordre du jour	Board	Ethos		Résultat
1	Dividend Allocation	POUR	POUR		✓ 99.8%
2	Amend the articles of association to reduce the term of office for directors of the board	POUR	POUR		✓ 100.0%
3	Election of Directors on a Kansayaku board				
3.1	Re-elect Mr. Osamu Okuda	POUR	● CONTRE	Combined chair and CEO.	✓ 84.7%
3.2	Elect Mr. Iwaaki Taniguchi	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.3%
3.3	Elect Mr. Hitoshi Iikura	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 95.6%
3.4	Re-elect Prof. Dr. Mariko Y. Momoi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 96.9%
3.5	Re-elect Mr. Fumio Tateishi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 96.7%
3.6	Re-elect Mr. Hideo Teramoto	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 96.9%
3.7	Re-elect Dr. rer. pol. Christoph Franz	POUR	POUR		✓ 96.3%
3.8	Re-elect Dr. James H. Sabry	POUR	POUR		✓ 94.8%
3.9	Re-elect Ms. Teresa A. Graham	POUR	POUR		✓ 94.9%
4	Election of 2 Corporate Auditors				
4.1	Elect Mr. Kenichi Masuda as a Corporate Auditor	POUR	POUR		✓ 99.9%
4.2	Elect Ms. Mami Yunoki as a Corporate Auditor	POUR	POUR		✓ 100.0%
5	Approve maximum remuneration for corporate auditors	POUR	● CONTRE	The proposed 50% increase is excessive.	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. David M. Cordani	POUR	● CONTRE	Combined chair and CEO. <span>✓</span> 94.5%
1b	Re-elect Mr. William J. DeLaney	POUR	POUR	<span>✓</span> 98.2%
1c	Re-elect Mr. Eric J. Foss	POUR	POUR	<span>✓</span> 96.4%
1d	Re-elect Dr. Elder Granger	POUR	POUR	<span>✓</span> 98.2%
1e	Re-elect Ms. Neesha Hathi	POUR	POUR	<span>✓</span> 99.8%
1f	Re-elect Mr. George Kurian	POUR	POUR	<span>✓</span> 98.2%
1g	Re-elect Ms. Kathleen M. Mazarella	POUR	● CONTRE	Concerns over the director's time commitments. <span>✓</span> 96.1%
1h	Re-elect Prof. Dr. Mark B. McClellan	POUR	POUR	<span>✓</span> 98.2%
1i	Elect Dr. Philip O. Ozuah	POUR	● CONTRE	Concerns over the director's time commitments. <span>✓</span> 99.2%
1j	Re-elect Ms. Kimberly A. Ross	POUR	POUR	<span>✓</span> 98.8%
1k	Re-elect Mr. Eric C. Wiseman	POUR	● CONTRE	Non independent lead director, which is not best practice. <span>✓</span> 98.2%
1l	Re-elect Ms. Donna F. Zarcone	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span>✓</span> 94.4%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span>✓</span> 83.4%  An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span>✓</span> 92.6%
4	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting. <span>✗</span> 48.8%
5	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	CONTRE	CONTRE	<span>✗</span> 1.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Melanie W. Barstad	POUR	POUR	✓ 96.2%
1.b	Elect Ms. Beverly K. Carmichael	POUR	POUR	✓ 99.4%
1.c	Re-elect Ms. Karen L. Carnahan	POUR	POUR	✓ 97.7%
1.d	Re-elect Mr. Robert E. Coletti	POUR	● CONTRE	Representative of an important shareholder who is sufficiently represented on the board. ✓ 94.8%
1.e	Re-elect Mr. Scott D. Farmer	POUR	POUR	✓ 94.0%
1.f	Re-elect Mr. Martin Mucci	POUR	POUR	✓ 98.2%
1.g	Re-elect Mr. Joseph Scaminace	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. ✓ 83.9%
				Non independent lead director, which is not best practice.
1.h	Re-elect Mr. Todd M. Schneider	POUR	● CONTRE	Executive director (CEO). The board is not sufficiently independent. ✓ 98.3%
1.i	Re-elect Mr. Ronald W. Tysoe	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.1%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.6%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	To approve the amendment of the omnibus incentive plan	POUR	● CONTRE	Excessive variable remuneration. ✓ 77.6%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.6%
5	Shareholder resolution: disclosure of key diversity and inclusion metrics	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 25.5%
6	Shareholder resolution: managing climate risk through science-based targets and transition planning	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 26.0%
7	Shareholder resolution: report on political contributions	CONTRE	● POUR	Enhanced disclosure on political donations. ✗ 39.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Ellen Costello	POUR	POUR	✓ 98.7%
1b	Re-elect Ms. Grace E. Dailey	POUR	POUR	✓ 98.7%
1c	Re-elect Ms. Barbara J. Desoer	POUR	POUR	✓ 99.4%
1d	Re-elect Mr. John C. Dugan	POUR	POUR	✓ 96.9%
1e	Re-elect Ms. Jane N. Fraser	POUR	POUR	✓ 99.1%
1f	Re-elect Mr. Duncan P. Hennes	POUR	POUR	✓ 96.8%
1g	Re-elect Prof. Dr. oec. Peter B. Henry	POUR	POUR	✓ 97.5%
1h	Re-elect Ms. S. Leslie Ireland	POUR	POUR	✓ 99.4%
1i	Re-elect Ms. Renée J. James	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 95.5%
1j	Re-elect Mr. Gary M. Reiner	POUR	POUR	✓ 96.8%
1k	Re-elect Ms. Diana L. Taylor	POUR	POUR	✓ 95.7%
1l	Re-elect Mr. James S. Turley	POUR	POUR	✓ 96.2%
1m	Re-elect Mr. Casper von Koskull	POUR	POUR	✓ 97.7%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.9%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 93.2%
4	To approve the amendment of the 2019 Stock Incentive Plan	POUR	● CONTRE	Potential excessive awards. ✓ 71.2%
5	Shareholder resolution: Independent chair	CONTRE	CONTRE	✗ 15.8%
6	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	CONTRE	● POUR	Enhanced disclosure on human rights. ✗ 26.3%
7	Shareholder resolution: Amend Director Election Resignation Bylaw	RETIRÉE	RETIRÉE	-
8	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	CONTRE	CONTRE	✗ 1.2%
9	Shareholder resolution: Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	CONTRE	CONTRE	✗ 1.7%
10	Shareholder resolution: Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	CONTRE	● POUR	Enhanced disclosure on ethical and responsible practices that uphold animal welfare standards. ✗ 7.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Terrence A. Duffy	POUR	● CONTRE	Combined chairman and CEO. <span style="color: green;">✔</span> 91.7%
1b	Re-elect Ms. Kathryn Benesh	POUR	POUR	<span style="color: green;">✔</span> 98.8%
1c	Re-elect Mr. Timothy S. Bitsberger	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="color: green;">✔</span> 93.5%
1d	Re-elect Mr. Charles P. Carey	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. <span style="color: green;">✔</span> 86.5%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1e	Re-elect Mr. Bryan T. Durkin	POUR	POUR	<span style="color: green;">✔</span> 95.1%
1f	Re-elect Mr. Harold Ford Jr.	POUR	POUR	<span style="color: green;">✔</span> 98.8%
1g	Re-elect Mr. Martin J. Gepsman	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="color: green;">✔</span> 84.6%
1h	Re-elect Mr. Larry G. Gerdes	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 89.2%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i	Re-elect Mr. Daniel R. Glickman	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 85.5%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1j	Re-elect Mr. Daniel G. Kaye	POUR	POUR	<span style="color: green;">✔</span> 97.0%
1k	Re-elect Ms. Phyllis M. Lockett	POUR	POUR	<span style="color: green;">✔</span> 64.2%
1l	Re-elect Prof. Deborah J. Lucas	POUR	POUR	<span style="color: green;">✔</span> 98.7%
1m	Re-elect Ms. Terry L. Savage	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 90.5%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1n	Re-elect Ms. Rahael Seifu	POUR	POUR	<span style="color: green;">✔</span> 96.2%
1o	Re-elect Mr. William R. Shepard	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 91.5%  The director has been sitting on the board for over 16 years, which exceeds guidelines.

No.	Ordre du jour	Board	Ethos	Résultat	
1p	Re-elect Mr. Howard J. Siegel	POUR	● CONTRE	<p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 91.6%
1q	Re-elect Mr. Dennis A. Suskind	POUR	● CONTRE	<p>Non-independent chairman of the risk committee. The independence of this committee is insufficient.</p> <p>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 83.4%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 92.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 87.1%

No.	Ordre du jour	Board	Ethos	Résultat
	Ethos' ongoing engagement with Coca-Cola			
1	Elections of directors			
1a	Re-elect Mr. Herb A. Allen III	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. <span style="float: right;">✔ 98.8%</span>
1b	Re-elect Mr. Marc Bolland	POUR	POUR	<span style="float: right;">✔ 99.2%</span>
1c	Re-elect Ms. Ana Patricia Botín-Sanz de Sautuola y O'Shea	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. <span style="float: right;">✔ 97.2%</span>
1d	Re-elect Mr. Christopher C. Davis	POUR	POUR	<span style="float: right;">✔ 94.4%</span>
1e	Re-elect Mr. Barry Diller	POUR	● CONTRE	Non-independent chair of the risk committee. The independence of this committee is insufficient. <span style="float: right;">✔ 77.1%</span>  Concerns over the director's time commitments.  The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1f	Re-elect Ms. Carolyn N. Everson	POUR	POUR	<span style="float: right;">✔ 98.8%</span>
1g	Re-elect Dr. Helene D. Gayle	POUR	POUR	<span style="float: right;">✔ 95.5%</span>
1h	Elect Mr. Thomas S. Gayner	POUR	● CONTRE	Concerns over the director's time commitments. <span style="float: right;">✔ 61.1%</span>
1i	Re-elect Ms. Alexis M. Herman	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 96.0%</span>  The director is over 75 years old, which exceeds guidelines.
1j	Re-elect Ms. Maria Elena Lagomasino	POUR	● CONTRE	Non independent lead director, which is not best practice. <span style="float: right;">✔ 93.6%</span>  The director has been sitting on the board for over 16 years, which exceeds guidelines.  Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
1k	Re-elect Ms. Amity Millhiser	POUR	POUR	<span style="float: right;">✔ 99.7%</span>
1l	Re-elect Mr. James Quincey	POUR	● CONTRE	Combined chair and CEO. <span style="float: right;">✔ 93.9%</span>
1m	Re-elect Ms. Caroline J. Tsay	POUR	POUR	<span style="float: right;">✔ 99.2%</span>
1n	Re-elect Mr. David B. Weinberg	POUR	POUR	<span style="float: right;">✔ 97.9%</span>



No.	Ordre du jour	Board	Ethos		Résultat
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 89.1%
3	To approve the amendment of the 2024 Company Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 95.7%
4	To approve the Global Employee Stock Purchase Plan	POUR	POUR		✓ 99.3%
5	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.1%
6	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	CONTRE	CONTRE		✗ 1.6%
7	Shareholder resolution: Requesting a Report on Non-Sugar Sweeteners	CONTRE	● POUR	Enhanced disclosure on social issues.	✗ 10.7%
8	Shareholder resolution: Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	CONTRE	● POUR	Enhanced disclosure on employee health care.	✗ 9.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 100.0%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration. ✓ 97.7%
Elections to the board of directors				
3	Elect Mr. Guillaume Bacuvier	POUR	POUR	✓ 99.8%
4	Re-elect Mr. Manolo Arroyo	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 84.4%
5	Re-elect Mr. John Bryant	POUR	POUR	✓ 97.7%
6	Re-elect Mr. José Ignacio Comenge	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 84.4%
7	Re-elect Mr. Damian Gammell	POUR	POUR	✓ 99.7%
8	Re-elect Ms. Nathalie Gaveau	POUR	POUR	✓ 99.8%
9	Re-elect Mr. Álvaro Gómez-Trénor Aguilar	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 99.0%
10	Re-elect Ms. Mary Harris	POUR	POUR	✓ 99.3%
11	Re-elect Mr. Thomas H. Johnson	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 98.7%
				Chairman of the nomination committee. The representation of women on the board is insufficient.
12	Re-elect Ms. Dagmar Kollmann	POUR	POUR	✓ 98.9%
13	Re-elect Mr. Alfonso Libano Daurella	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 99.0%
14	Re-elect Mr. Nicolas Mirzayantz	POUR	POUR	✓ 99.8%
15	Re-elect Lord Mark Price	POUR	POUR	✓ 99.3%
16	Re-elect Ms. Nancy Quan	POUR	POUR	✓ 99.1%

No.	Ordre du jour	Board	Ethos		Résultat
17	Re-elect Mr. Mario Rotllant Solá	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 99.0%
18	Re-elect Ms. Dessi Temperley	POUR	POUR		✓ 98.9%
19	Re-appoint Ernst & Young as auditors	POUR	POUR		✓ 98.4%
20	Auditor's remuneration	POUR	POUR		✓ 99.5%
21	Political donations	POUR	● CONTRE	Authorisation to make political donations exceeds Ethos' guidelines.	✓ 99.8%
22	General authority to allot shares	POUR	POUR		✓ 97.6%
23	Waiver of mandatory offer provisions set out in Rule 9 of the Takeover Code	POUR	● CONTRE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 77.1%
24	Disapplication of pre-emption rights	POUR	POUR		✓ 99.5%
25	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 99.4%
26	On-market purchase of own shares	POUR	● CONTRE	The share repurchase is inconsistent with the long-term interests of shareholders.	✓ 99.9%
27	Off-market purchase of own shares	POUR	● CONTRE	The share repurchase is inconsistent with the long-term interests of shareholders.	✓ 99.5%
28	Notice of general meetings	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 98.1%

No.	Ordre du jour	Board	Ethos		Résultat
2	Election of directors				
2.1	Elect Mr. Peter Allen	POUR	POUR		✓ 99.7%
2.2	Elect Mr. Andrew R. Penn	POUR	POUR		✓ 99.5%
2.3	Re-elect Ms. Abigail Cleland	POUR	POUR		✓ 98.5%
2.4	Re-elect Mr. Richard Freudenstein	POUR	POUR		✓ 96.4%
3	Advisory vote on the remuneration report	POUR	POUR		✓ 97.0%
4	Grant of STI shares to the CEO, Ms. Leah Weckert	POUR	POUR		✓ 98.7%
5	Grant of performance shares to the CEO, Ms. Leah Weckert	POUR	POUR		✓ 89.9%
6	Renewal of proportional takeover provisions in Constitution	POUR	POUR		✓ 99.7%
7.1	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	CONTRE	● POUR	The proposal aims at improving shareholder rights.	✗ 6.5%
7.2	Shareholder resolution: nature-related disclosure	RETIRÉE	● POUR	As ITEM 7.1 was rejected by shareholders, ITEM 7.2 was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:  Enhanced disclosure on environmental issues.	–
7.3	Shareholder resolution: farmed salmon sourcing	RETIRÉE	● POUR	As ITEM 7.1 was rejected by shareholders, ITEM 7.3 was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:  This proposal supports the protection of biodiversity.	–

No.	Ordre du jour	Board	Ethos	Résultat
	Ethos' ongoing engagement with Colgate-Palmolive			
1	Elections of directors			
1a	Re-elect Mr. John P. Bilbrey	POUR	POUR	✓ 89.0%
1b	Re-elect Mr. John T. Cahill	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.2%
1c	Re-elect Mr. Steve Cahillane	POUR	POUR	✓ 98.7%
1d	Re-elect Ms. Lisa M. Edwards	POUR	POUR	✓ 99.6%
1e	Re-elect Prof. Dr. C. Martin Harris	POUR	POUR	✓ 97.9%
1f	Re-elect Ms. Martina Hund-Mejean	POUR	POUR	✓ 99.6%
1g	Re-elect Ms. Kimberly A. Nelson	POUR	POUR	✓ 99.2%
1h	Elect Mr. Brian Newman	POUR	POUR	✓ 99.7%
1i	Re-elect Ms. Lorrie M. Norrington	POUR	POUR	✓ 98.0%
1j	Re-elect Mr. Noel R. Wallace	POUR	● CONTRE	Combined chair and CEO. ✓ 92.8%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 92.5%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 86.7%
4	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management. ✗ 33.8%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Report on the company's activities	SANS VOTE	SANS VOTE		
2.	Adoption of the financial statements	POUR	POUR		✓ 99.7%
3.	Approve allocation of income and dividend	POUR	POUR		✓ 99.0%
4.	Approve remuneration report (advisory vote)	POUR	● CONTRE	An important part of the variable remuneration is based on continued employment only.	✓ 91.4%
5.	Approve directors' fees	POUR	POUR		✓ 99.0%
6.	Proposals from the board of directors and/or shareholders	SANS VOTE	SANS VOTE		
7.	Election of the board of directors				
7.1.	Re-elect Mr. Lars Søren Rasmussen	POUR	● ABSTENTION	Concerns over the director's time commitments.  Chair of the nomination committee. The composition of the board is unsatisfactory.	✓ 93.7%
7.2.	Re-elect Mr. Niels Peter Louis-Hansen	POUR	POUR		✓ 95.1%
7.3.	Re-elect Ms. Annette Bröls	POUR	POUR		✓ 99.6%
7.4.	Re-elect Mr. Carsten Hellmann	POUR	POUR		✓ 99.7%
7.5.	Re-elect Ms. Jette Nygaard-Andersen	POUR	POUR		✓ 99.6%
7.6.	Re-elect Ms. Marianne Wiinholt	POUR	● ABSTENTION	Concerns over the director's time commitments.	✓ 99.7%
8.	Election of auditor	POUR	POUR		✓ 100.0%
9.	To authorise the meeting chairperson	POUR	POUR		✓ 100.0%
10.	Any other business	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1a	Re-elect Mr. Kenneth J. Bacon	POUR	● S'ABSTENIR	Non-independent chair of the nomination committee. The independence of this committee is insufficient.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 78.5%*
1b	Re-elect Mr. Thomas J. Baltimore Jr.	POUR	● S'ABSTENIR	Concerns over the director's time commitments.	✓ 78.3%*
1c	Re-elect Ms. Madeline S. Bell	POUR	POUR		✓ 86.7%*
1d	Elect Ms. Louise F. Brady	POUR	POUR		✓ 99.6%*
1e	Re-elect Mr. Edward D. Breen	POUR	POUR		✓ 97.2%*
1f	Re-elect Mr. Jeffrey A. Honickman	POUR	● S'ABSTENIR	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 85.2%*
1g	Elect Ms. Wonya Y. Lucas	POUR	POUR		✓ 99.7%*
1h	Re-elect Mr. Asuka Nakahara	POUR	POUR		✓ 98.8%*
1i	Re-elect Mr. David C. Novak	POUR	POUR		✓ 98.2%*
1j	Re-elect Mr. Brian L. Roberts	POUR	● S'ABSTENIR	Combined chair and CEO.	✓ 95.9%*
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 97.3%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 88.8%
4	Shareholder resolution: Report on political misalignment of political expenditures with company values	CONTRE	● POUR	Enhanced disclosure on political donations.	✗ 14.6%

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

No.	Ordre du jour	Board	Ethos	Résultat
2	Election of directors			
2.a	Re-elect Ms. Julie B. Galbo	POUR	POUR	✓ 99.1%
2.b	Re-elect Mr. Peter Harmer	POUR	POUR	✓ 98.0%
2.c	Elect Ms. Kate Howitt	POUR	POUR	✓ 97.8%
3	Advisory vote on the remuneration report	POUR	● CONTRE	An important part of the variable remuneration is based on continued employment only. ✓ 97.0%
4	Grant of Securities to Mr. Matt Comyn (CEO)	POUR	● CONTRE	An important part of the variable remuneration is based on continued employment only. ✓ 96.9%



No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.7%
3	Final dividend	POUR	POUR	✓ 99.9%
Elections to the board of directors				
4	Elect Mr. Petros Parras	POUR	POUR	✓ 99.3%
5	Elect Ms. Leanne Wood	POUR	POUR	✓ 99.8%
6	Re-elect Mr. Ian Meakins	POUR	● CONTRE	Chair of the nomination committee. The composition of the board is unsatisfactory. ✓ 97.7%
7	Re-elect Mr. Dominic Blakemore	POUR	POUR	✓ 98.8%
8	Re-elect Mr. Palmer Brown	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice. ✓ 99.3%
9	Re-elect Mr. Stefan Bomhard	POUR	POUR	✓ 98.0%
10	Re-elect Mr. John Bryant	POUR	● CONTRE	Chair of the remuneration committee. We have serious concerns over remuneration. ✓ 90.1%
11	Re-elect Ms. Arlene Isaacs-Lowe	POUR	POUR	✓ 98.7%
12	Re-elect Ms. Anne-Francoise Nesmes	POUR	POUR	✓ 98.5%
13	Re-elect Mr. Sundar Raman	POUR	POUR	✓ 89.9%
14	Re-elect Mr. Nelson Silva	POUR	● CONTRE	Non independent director sitting on the audit and remuneration committees, which is not line with UK market practice. ✓ 98.0%
15	Re-elect Ms. Ireena Vittal	POUR	● CONTRE	Non independent director sitting on the audit and remuneration committees, which is not line with UK market practice. ✓ 97.9%
16	Re-appoint KPMG as auditors	POUR	POUR	✓ 99.2%
17	Auditor's remuneration	POUR	POUR	✓ 100.0%
18	Political donations	POUR	POUR	✓ 99.0%
19	Authority to allot shares	POUR	POUR	✓ 91.9%
20	Disapplication of pre-emption rights	POUR	POUR	✓ 96.7%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 96.0%
22	Purchase of own shares	POUR	POUR	✓ 99.5%
23	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 94.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Jeff Bender	POUR	● S'ABSTENIR Executive director and the board includes too many executive directors.	✓ 95.8%
1.2	Re-elect Mr. John Billowits	POUR	POUR	✓ 87.9%
1.3	Re-elect Mr. Lawrence Cunningham	POUR	POUR	✓ 98.7%
1.4	Re-elect Ms. Susan Gayner	POUR	POUR	✓ 97.4%
1.5	Re-elect Ms. Claire M.C. Kennedy	POUR	POUR	✓ 97.3%
1.6	Re-elect Mr. Robert Kittel	POUR	POUR	✓ 84.4%
1.7	Re-elect Mr. Mark Leonard	POUR	● S'ABSTENIR Combined chairman and CEO.	✓ 98.6%
1.8	Re-elect Mr. Mark Miller	POUR	POUR	✓ 93.7%
1.9	Re-elect Ms. Lori O'Neill	POUR	POUR	✓ 97.4%
1.10	Re-elect Ms. Donna Parr	POUR	POUR	✓ 99.5%
1.11	Re-elect Mr. Andrew Pastor	POUR	POUR	✓ 93.0%
1.12	Re-elect Mr. Dexter Salna	POUR	POUR	✓ 92.7%
1.13	Re-elect Ms. Laurie Schultz	POUR	POUR	✓ 99.5%
1.14	Re-elect Mr. Barry Symons	POUR	● S'ABSTENIR Executive director and the board includes too many executive directors.	✓ 95.8%
1.15	Re-elect Mr. Robin Van Poelje	POUR	● S'ABSTENIR Executive director and the board includes too many executive directors.	✓ 91.1%
2	Re-election of the auditor	POUR	● S'ABSTENIR The auditor's long tenure raises independence concerns.	✓ 87.6%
3	Advisory vote on executive remuneration	POUR	POUR	✓ 96.1%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Re-elect Ms. Susan L. Decker	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.5%
1.b	Re-elect Mr. Kenneth D. Denman	POUR	POUR		✓ 97.1%
1.c	Elect Ms. Helena B. Foulkes	POUR	POUR		✓ 99.7%
1.d	Re-elect Mr. Richard A. Galanti	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 91.6%
1.e	Re-elect Mr. Hamilton E. James	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.7%
1.f	Re-elect Mr. W. Craig Jelinek	POUR	POUR		✓ 96.4%
1.g	Re-elect Ms. Sally Jewell	POUR	POUR		✓ 98.7%
1.h	Re-elect Mr. Jeffrey S. Raikes	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.8%
1.i	Re-elect Mr. John W. Stanton	POUR	POUR		✓ 97.9%
1.j	Re-elect Mr. Ron M. Vachris	POUR	POUR		✓ 98.4%
1.k	Re-elect Ms. Mary Agnes Wilderotter	POUR	POUR		✓ 96.7%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 96.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.6%
4	Shareholder resolution: Fiduciary carbon-emission relevance report	CONTRE	CONTRE		✗ 1.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.8%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR	✓ 99.9%
4	Approval of the agreements of the VAT Group's single taxable person "Crédit Agricole VAT Group ASU"	POUR	POUR	✓ 100.0%
5	Approval of the framework partnership agreement between the Group's entities and Worldline	POUR	POUR	✓ 100.0%
6	Approval of the business transfer agreement between the Company and Crédit Agricole CIB	POUR	POUR	✓ 100.0%
7	Approval of the shareholders' agreement between the Company, Banco Santander and their jointly-owned subsidiary CACEIS	POUR	POUR	✓ 100.0%
Elections to the board of directors				
8	Re-elect SAS Rue La Boétie	POUR	POUR	✓ 86.0%
9	Re-elect Mr. Olivier Auffray	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 87.4%
10	Re-elect Ms. Nicole Gourmelon	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 90.7%
11	Re-elect Ms. Marianne Laigneau	POUR	POUR	✓ 98.6%
12	Re-elect Mr. Louis Tercinier	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 85.2%
13	Ratify the co-optation of Ms. Christine Gandon	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 91.9%
14	Re-elect Mr. Christophe Lesur	POUR	POUR	✓ 98.0%

No.	Ordre du jour	Board	Ethos	Résultat
15	Ratify PricewaterhouseCoopers as statutory auditors	POUR	POUR	✓ 95.8%
16	Ratify Mazars as statutory auditors	POUR	POUR	✓ 99.6%
17	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR	✓ 98.5%
18	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.9%
19	Approve the remuneration policy of Mr. Dominique Lefebvre, chair	POUR	POUR	✓ 99.9%
20	Approve the remuneration policy of Mr. Philippe Brassac, CEO	POUR	POUR	✓ 95.9%
21	Approve the remuneration policy of Mr. Olivier Gavalda, Deputy CEO	POUR	POUR	✓ 96.1%
22	Approve the remuneration policy of Mr. Jérôme Grivet, Deputy CEO	POUR	POUR	✓ 96.1%
23	Approve the remuneration policy of Mr. Xavier Musca, Deputy CEO	POUR	POUR	✓ 96.0%
24	Approve the remuneration policy of directors	POUR	POUR	✓ 99.9%
25	Approve the 2023 remuneration of Mr. Dominique Lefebvre, chair	POUR	POUR	✓ 99.9%
26	Approve the 2023 remuneration of Mr. Philippe Brassac, CEO	POUR	POUR	✓ 97.7%
27	Approve the 2023 remuneration of Mr. Olivier Gavalda, Deputy CEO	POUR	POUR	✓ 97.9%
28	Approve the 2023 remuneration of Mr. Jérôme Grivet, Deputy CEO	POUR	POUR	✓ 97.9%
29	Approve the 2023 remuneration of Mr. Xavier Musca, Deputy CEO	POUR	POUR	✓ 97.5%
30	Approve the remuneration report	POUR	POUR	✓ 99.8%
31	Consultative vote on the remuneration 2023 paid to the material key risk takers	POUR	POUR	✓ 99.7%
32	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The authorisation is not in the long-term interest of shareholders. ✓ 99.8%
33	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights. ✓ 97.9%
34	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	The potential maximum discount exceeds market practice. ✓ 97.1%
35	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The potential maximum discount exceeds market practice. ✓ 98.0%
36	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights. ✓ 96.3%

No.	Ordre du jour	Board	Ethos	Résultat
37	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 99.5%
38	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	The potential maximum discount exceeds market practice. ✓ 98.4%
39	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR	✓ 98.8%
40	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 99.9%
41	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR	✓ 99.2%
42	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.7%
43	Authorisation to reduce share capital via cancellation of shares	POUR	● CONTRE	The authorisation is not in the long-term interest of shareholders. ✓ 98.9%
44	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
Elections to the board of directors				
1(a)	Re-elect Mr. Richard Boucher	POUR	POUR	✓ 97.8%
1(b)	Re-elect Ms. Caroline Dowling	POUR	POUR	✓ 99.4%
1(c)	Re-elect Mr. Richard H. Fearon	POUR	POUR	✓ 95.5%
1(d)	Re-elect Mr. Johan Karlström	POUR	POUR	✓ 99.3%
1(e)	Re-elect Mr. Shaun Kelly	POUR	POUR	✓ 99.3%
1(f)	Re-elect Mr. Badar Khan	POUR	POUR	✓ 99.3%
1(g)	Re-elect Mr. Lamar McKay	POUR	POUR	✓ 98.6%
1(h)	Re-elect Mr. Albert Manifold	POUR	POUR	✓ 99.8%
1(i)	Re-elect Mr. Jim Mintern	POUR	POUR	✓ 98.0%
1(j)	Re-elect Ms. Gillian L. Platt	POUR	POUR	✓ 98.9%
1(k)	Re-elect Ms. Mary K. Rhinehart	POUR	POUR	✓ 98.9%
1(l)	Re-elect Ms. Siobhán Talbot	POUR	POUR	✓ 99.4%
1(m)	Re-elect Ms. Christina Verchere	POUR	POUR	✓ 99.9%
2	Executive compensation (advisory vote)	POUR	● CONTRE Excessive variable remuneration.	✓ 97.0%
3(a)	Continuation of Deloitte as auditors (non-binding vote)	POUR	POUR	✓ 100.0%
3(b)	Auditor's remuneration (binding vote)	POUR	POUR	✓ 100.0%
4	General authority to allot shares	POUR	POUR	✓ 97.0%
5	Disapplication of pre-emption rights	POUR	POUR	✓ 87.9%
6	Purchase of own shares	POUR	POUR	✓ 99.8%
7	Authority to re-issue Treasury Shares	POUR	POUR	✓ 99.6%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Re-elect Ms. Roxanne S. Austin	POUR	POUR	✓ 95.6%
1.2	Re-elect Mr. Sameer K. Gandhi	POUR	POUR	✓ 97.3%
1.3	Re-elect Mr. Gerhard Watzinger	POUR	POUR	✓ 74.3%
2	Re-election of the auditor	POUR	POUR	✓ 99.6%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors (Management nominees)			
1.a	Re-elect Mr. P. Robert Bartolo	POUR	POUR	✓ 98.1%
1.b	Re-elect Ms. Cindy Christy	POUR	POUR	✓ 90.0%
1.c	Re-elect Mr. Ari Q. Fitzgerald	POUR	POUR	✓ 86.1%
1.d	Elect Mr. Jason Genrich	POUR	POUR	✓ 99.2%
1.e	Re-elect Dr. Andrea J. Goldsmith	POUR	POUR	✓ 99.0%
1.f	Re-elect Ms. Tammy K. Jones	POUR	POUR	✓ 96.7%
1.g	Re-elect Mr. Kevin T. Kabat	POUR	POUR	✓ 95.7%
1.h	Re-elect Mr. Anthony J. Melone	POUR	POUR	✓ 99.1%
1.i	Elect Mr. Sunit S. Patel	POUR	POUR	✓ 99.3%
1.j	Elect Mr. Bradley Singer	POUR	POUR	✓ 99.3%
1.k	Re-elect Mr. Kevin A. Stephens	POUR	POUR	✓ 97.4%
1.l	Re-elect Mr. Matthew Thornton III	POUR	POUR	✓ 97.1%
	Election of directors (Boots Group nominees)			
1.m	Elect Dissident Nominee Charles Campbell Green III	S'ABSTENIR	S'ABSTENIR	✗ 10.5%
1.n	Elect Dissident Nominee Theodore B. Miller, Jr.	S'ABSTENIR	S'ABSTENIR	✗ 8.8%
1.o	Elect Dissident Nominee Tripp H. Rice	S'ABSTENIR	S'ABSTENIR	✗ 3.1%
1.p	Elect Dissident Nominee David P. Wheeler	S'ABSTENIR	S'ABSTENIR	✗ 0.7%
2	Re-election of the auditor	POUR	POUR	✓ 99.3%
3	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 95.5% An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	CONTRE	● POUR	✗ 11.3% In light of the current proxy fight, it would not be appropriate for the board of directors to change bylaws.

No.	Ordre du jour	Board	Ethos		Résultat
2	Election of directors				
2.a	Re-elect Dr. Brian McNamee	POUR	POUR		✓ 97.0%
2.b	Re-elect Prof. Andrew Cuthbertson	POUR	POUR		✓ 96.8%
2.c	Re-elect Ms. Alison Watkins	POUR	POUR		✓ 98.2%
2.d	Elect Ms. Samantha Lewis	POUR	POUR		✓ 99.7%
2.e	Elect Ms. Elaine Sorg	POUR	POUR		✓ 99.7%
3	Advisory vote on the remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 73.6%
4	Grant of performance shares to Dr. Paul McKenzie	POUR	● CONTRE	Potential excessive awards.	✓ 76.9%
5	Renewal of proportional takeover approval provisions in the Constitution	POUR	POUR		✓ 99.7%
6	Approval of potential leaving entitlements for directors of CSL subsidiary entities	POUR	POUR		✓ 99.5%
7	Increase to the non-executive director fee cap	PAS DE RECOMMANDE.	● POUR	The proposed increase is not excessive and can be accepted.	✓ 98.9%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1a	Re-elect Ms. Donna M. Alvarado	POUR	● CONTRE	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 95.0%
1b	Re-elect Mr. Thomas P. Bostick	POUR	POUR		✓ 98.2%
1c	Elect Ms. Anne H. Chow	POUR	POUR		✓ 99.3%
1d	Re-elect Mr. Steven T. Halverson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.0%
1e	Re-elect Mr. Paul C. Hilal	POUR	POUR		✓ 97.9%
1f	Re-elect Mr. Joseph R. Hinrichs	POUR	POUR		✓ 99.3%
1g	Re-elect Mr. David M. Moffett	POUR	POUR		✓ 98.3%
1h	Re-elect Ms. Linda H. Riefler	POUR	POUR		✓ 96.5%
1i	Re-elect Ms. Suzanne M. Vautrinot	POUR	POUR		✓ 97.8%
1j	Re-elect Mr. James L. Wainscott	POUR	POUR		✓ 98.4%
1k	Re-elect Mr. J. Steven Whisler	POUR	POUR		✓ 96.2%
1l	Re-elect Mr. John J. Zillmer	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 75.8%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 93.9%
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 83.2%
4	Shareholder resolution: Establish a Railroad Safety Committee	CONTRE	● POUR	The resolution aims to increase railroad safety.	✗ 7.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Fernando Aguirre	POUR	POUR	✓ 98.2%
1b	Re-elect Mr. Ph.D Jeffrey R. Balser	POUR	POUR	✓ 99.3%
1c	Re-elect Mr. C. David Brown II	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.9%
1d	Re-elect Ms. Alecia A. DeCoudreaux	POUR	POUR	✓ 99.0%
1e	Re-elect Ms. Nancy-Ann M. DeParle	POUR	POUR	✓ 98.4%
1f	Re-elect Mr. Roger N. Farah	POUR	POUR	✓ 97.8%
1g	Re-elect Ms. Anne M. Finucane	POUR	POUR	✓ 96.2%
1h	Elect Mr. Scott J. Kirby	POUR	POUR	✓ 99.3%
1i	Re-elect Ms. Karen S. Lynch	POUR	POUR	✓ 98.9%
1j	Elect Mr. Michael F. Mahoney	POUR	POUR	✓ 99.1%
1k	Re-elect Mr. Jean-Pierre Millon	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.6%
1l	Re-elect Ms. Mary L. Schapiro	POUR	POUR	✓ 99.3%
2	Re-election of the auditor	POUR	POUR	✓ 97.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 85.1%
4	To approve the amendment of the 2017 Incentive Remuneration Plan	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 95.7%
5	Shareholder resolution: Third Party Worker Rights Assessment and Report	CONTRE	● POUR	Enhanced disclosure on human rights. ✗ 23.4%
6	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	CONTRE	● POUR	The proposal aims at improving the company's corporate governance. ✗ 18.5%
7	Shareholder resolution: Termination Pay	CONTRE	● POUR	We strongly support the right of shareholders to address pay-related concerns. ✗ 6.0%
8	Shareholder resolution: Adopt Policy to Require Director Allocation of Hours Disclosure	CONTRE	CONTRE	✗ 2.5%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Seiji Inagaki	POUR	POUR	✓
2.2	Re-elect Mr. Tetsuya Kikuta	POUR	POUR	✓
2.3	Re-elect Mr. Hitoshi Yamaguchi	POUR	POUR	✓
2.4	Re-elect Mr. Hidehiko Sogano	POUR	POUR	✓
2.5	Re-elect Mr. Toshiaki Sumino	POUR	POUR	✓
2.6	Elect Ms. Takako Kitahori	POUR	POUR	✓
2.7	Re-elect Prof. Yuriko Inoue	POUR	POUR	✓
2.8	Re-elect Mr. Yasushi Shingai	POUR	POUR	✓
2.9	Re-elect Mr. Bruce Miller	POUR	POUR	✓
2.10	Elect Mr. Ichiro Ishii	POUR	POUR	✓
3	Election of directors to the audit and supervisory committee			
3.1	Re-elect Mr. Takahiro Shibagaki	POUR	● CONTRE	The director has held executive functions in the company during the last three years and sits on the audit committee. ✓
3.2	Re-elect Mr. Kenji Yamakoshi	POUR	● CONTRE	The director has held operational functions in the company during the last three years and sits on the audit and supervisory committee. ✓
3.3	Re-elect Ms. Rieko Sato	POUR	POUR	✓
3.4	Re-elect Mr. Koichi Masuda	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓
3.5	Elect Mr. Satoshi Nagase	POUR	POUR	✓
4.	Elect Mr. Katsura Sakurada as a substitute audit and supervisory committee member	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 100.0%
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Sunao Manabe	POUR	● CONTRE	Combined chairman and CEO. ✓ 93.5%
2.2	Re-elect Mr. Hiroyuki Okuzawa	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 96.3%
2.3	Re-elect Mr. Shoji Hirashima	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 99.0%
2.4	Re-elect Mr. Takashi Fukuoka	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 99.3%
2.5	Re-elect Mr. Kazuaki Kama	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 98.6%
2.6	Re-elect Ms. Sawako Nohara	POUR	POUR	✓ 99.3%
2.7	Re-elect Prof. Dr. Yasuhiro Komatsu	POUR	POUR	✓ 99.4%
2.8	Re-elect Mr. Takaaki Nishii	POUR	POUR	✓ 99.4%
2.9	Elect Mr. Takashi Matsumoto	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 99.1%
2.10	Elect Mr. Yo Honma	POUR	POUR	✓ 99.6%

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Dividend Allocation	POUR	POUR	✓ 94.5%	
2.	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Masanori Togawa	POUR	● CONTRE	<p>Combined chairman and CEO and executive director sitting on the remuneration committee, which is not best practice.</p> <p>Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p>	✓ 94.5%
2.2	Elect Mr. Naofumi Takenaka	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 97.1%
2.3	Re-elect Mr. Tatsuo Kawada	POUR	● CONTRE	<p>Concerns over the director's time commitments.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 97.5%
2.4	Re-elect Mr. Akiji Makino	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 99.6%
2.5	Re-elect Mr. Shingo Torii	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 99.6%
2.6	Re-elect Ms. Yuko Arai	POUR	POUR		✓ 99.7%
2.7	Re-elect Mr. Takashi Matsuzaki	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.9%
2.8	Re-elect Mr. Kanwal Jeet Jawa	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.0%
2.9	Elect Mr. Koichi Takahashi	POUR	● CONTRE	Executive chairman. The board is not sufficiently independent.	✓ 96.9%
2.10	Elect Ms. Keiko Mori	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.9%
3.	Elect Ms. Fumi Takatsuki as a Corporate Auditor	POUR	POUR		✓ 99.2%
4.	Elect Mr. Ichiro Ono as a Substitute Corporate Auditor	POUR	POUR		✓ 99.9%
5.	Approve Career Achievement Bonus for Director	POUR	● CONTRE	Excessive total remuneration.	✓ 68.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3.1	Approve Discharge of Management Board member Martin Daum (CEO)	POUR	POUR	✓ 99.4%
3.2	Approve Discharge of Management Board member Jochen Goetz (member until 5 August 2023)	POUR	POUR	✓ 99.6%
3.3	Approve Discharge of Management Board member Karl Deppen	POUR	POUR	✓ 99.6%
3.4	Approve Discharge of Management Board member Dr. Andreas Gorbach	POUR	POUR	✓ 99.6%
3.5	Approve Discharge of Management Board member Jürgen Hartwig	POUR	POUR	✓ 99.6%
3.6	Approve Discharge of Management Board member John O'Leary	POUR	POUR	✓ 99.6%
3.7	Approve Discharge of Management Board member Karin Rådström	POUR	POUR	✓ 99.6%
3.8	Approve Discharge of Management Board member Stephan Unger	POUR	POUR	✓ 99.6%
4.1	Approve Discharge of Supervisory Board member Joe Kaeser (Chair)	POUR	POUR	✓ 98.3%
4.2	Approve Discharge of Supervisory Board member Michael Brecht (Vice Chair)	POUR	POUR	✓ 99.5%
4.3	Approve Discharge of Supervisory Board member Michael Brosnan	POUR	POUR	✓ 99.6%
4.4	Approve Discharge of Supervisory Board member Bruno Buschbacher	POUR	POUR	✓ 99.6%
4.5	Approve Discharge of Supervisory Board member Raymond Curry (member until 15 October 2023)	POUR	POUR	✓ 99.6%
4.6	Approve Discharge of Supervisory Board member Jacques Esculier	POUR	POUR	✓ 99.6%
4.7	Approve Discharge of Supervisory Board member Akihiro Eto	POUR	POUR	✓ 99.6%
4.8	Approve Discharge of Supervisory Board member Laura Ipsen	POUR	POUR	✓ 99.6%
4.9	Approve Discharge of Supervisory Board member Renata Jungo Brünnger	POUR	POUR	✓ 99.6%
4.10	Approve Discharge of Supervisory Board member Carmen Klitzsch-Müller	POUR	POUR	✓ 99.6%



No.	Ordre du jour	Board	Ethos		Résultat
4.11	Approve Discharge of Supervisory Board member Jörg Köhlinger	POUR	POUR		✓ 99.4%
4.12	Approve Discharge of Supervisory Board member John Krafcik	POUR	POUR		✓ 99.3%
4.13	Approve Discharge of Supervisory Board member Jörg Lorz	POUR	POUR		✓ 99.6%
4.14	Approve Discharge of Supervisory Board member Andrea Reith	POUR	POUR		✓ 99.6%
4.15	Approve Discharge of Supervisory Board member Prof. Martin H. Richenhagen	POUR	POUR		✓ 99.6%
4.16	Approve Discharge of Supervisory Board member Andrea Seidel	POUR	POUR		✓ 99.6%
4.17	Approve Discharge of Supervisory Board member Shintaro Suzuki (member since 16 October 2023)	POUR	POUR		✓ 99.6%
4.18	Approve Discharge of Supervisory Board member Marie Wieck	POUR	POUR		✓ 99.3%
4.19	Approve Discharge of Supervisory Board member Harald Wilhelm	POUR	POUR		✓ 98.9%
4.20	Approve Discharge of Supervisory Board member Roman Zitzelsberger	POUR	POUR		✓ 99.6%
4.21	Approve Discharge of Supervisory Board member Thomas Zwick	POUR	POUR		✓ 99.5%
5	Appoint the Auditors	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 99.9%
6	Approve Remuneration Report	POUR	● CONTRE	Excessive variable remuneration.	✓ 96.2%
7	Authorise Share Repurchase	POUR	POUR		✓ 98.3%
8	Authorise Share Repurchase by use of Equity Derivatives	POUR	POUR		✓ 98.3%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Dividend Allocation	POUR	POUR		✓ 100.0%
2.	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Keiichi Yoshii	POUR	● CONTRE	Combined chairman and CEO.	✓ 92.7%
2.2	Re-elect Mr. Takeshi Kosokabe	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.0%
2.3	Re-elect Mr. Yoshiyuki Murata	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.5%
2.4	Re-elect Mr. Keisuke Shimonishi	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.5	Re-elect Mr. Hirotsugu Otomo	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.6	Re-elect Mr. Kazuhito Dekura	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.7	Re-elect Mr. Yoshinori Ariyoshi	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.8	Re-elect Mr. Toshiya Nagase	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.7%
2.9	Re-elect Mr. Yukinori Kuwano	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 74.6%
2.10	Re-elect Prof. Miwa Seki	POUR	POUR		✓ 99.7%
2.11	Re-elect Mr. Kazuhiro Yoshizawa	POUR	POUR		✓ 99.5%
2.12	Re-elect Mr. Yujiro Ito	POUR	POUR		✓ 93.9%
2.13	Elect Mr. Toshikazu Nambu	POUR	POUR		✓ 99.4%
2.14	Elect Ms. Tomomi Fukumoto	POUR	POUR		✓ 99.9%
3.	Elect Mr. Akihisa Watanabe as a Corporate Auditor	POUR	POUR		✓ 99.4%
4.	Approve bonus payment for executive directors	POUR	● CONTRE	The information provided is insufficient.	✓ 99.3%
5.	Approve Annual bonus ceiling for executive directors	POUR	● CONTRE	The information provided is insufficient.	✓ 99.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Rainer M. Blair	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice. <span style="float: right;">✔ 97.9%</span>
1b	Re-elect Mr. Feroz Dewan	POUR	POUR	<span style="float: right;">✔ 98.0%</span>
1c	Re-elect Ms. Linda Filler	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. <span style="float: right;">✔ 89.2%</span>  The director has been sitting on the board for over 16 years, which exceeds guidelines.  Non independent lead director, which is not best practice.
1d	Re-elect Ms. Teri L. List	POUR	POUR	<span style="float: right;">✔ 77.7%</span>
1e	Re-elect Dr. Jessica L. Mega	POUR	POUR	<span style="float: right;">✔ 98.5%</span>
1f	Re-elect Mr. Mitchell P. Rales	POUR	POUR	<span style="float: right;">✔ 94.5%</span>
1g	Re-elect Mr. Steven M. Rales	POUR	POUR	<span style="float: right;">✔ 93.7%</span>
1h	Re-elect Dr. Pardis C. Sabeti	POUR	POUR	<span style="float: right;">✔ 94.1%</span>
1i	Re-elect Mr. A. Shane Sanders	POUR	POUR	<span style="float: right;">✔ 79.1%</span>
1j	Re-elect Mr. John T. Schwieters	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 74.0%</span>  The director is over 75 years old, which exceeds guidelines.
1k	Re-elect Mr. Alan G. Spoon	POUR	● CONTRE	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. <span style="float: right;">✔ 85.9%</span>  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1l	Re-elect Prof. Dr. Raymond C. Stevens	POUR	POUR	<span style="float: right;">✔ 79.3%</span>
1m	Re-elect Dr. Elias A. Zerhouni	POUR	POUR	<span style="float: right;">✔ 95.3%</span>
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="float: right;">✔ 94.5%</span>
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="float: right;">✔ 93.0%</span>  An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting. <span style="float: right;">✘ 43.1%</span>

No.	Ordre du jour	Board	Ethos		Résultat
5	Shareholder resolution: Report on Effectiveness of the company's diversity, equity and inclusion efforts	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity.	✘ 14.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.7%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 99.7%
3	Approve allocation of income and dividend	POUR	POUR	✓ 98.9%
	Elections to the board of directors			
4	Re-elect Mr. Gilbert Ghostine	POUR	POUR	✓ 99.3%
5	Re-elect Ms. Lise Kingo	POUR	POUR	✓ 99.0%
6	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.6%
7	Approve the remuneration report	POUR	● CONTRE	The information provided is insufficient. ✓ 96.1%
8	Approve the 2023 remuneration of Mr. Antoine de Saint-Affrique, CEO	POUR	● CONTRE	Excessive discretion of the remuneration committee in determining the performance criteria. Excessive variable remuneration. ✓ 99.6%
9	Approve the 2023 remuneration of Mr. Gilles Schnepf, chair	POUR	POUR	✓ 98.9%
10	Approve the remuneration policy of members of the executive management	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 92.1%
11	Approve the remuneration policy of Mr. Gilles Schnepf, chair	POUR	POUR	✓ 99.8%
12	Approve the remuneration policy of directors	POUR	POUR	✓ 99.7%
13	Authorisation to purchase company shares (share buyback programme)	POUR	POUR	✓ 98.8%
14	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 98.6%
15	Amend articles of association: restriction on voting rights	POUR	POUR	✓ 94.9%
16	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 99.9%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
5	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.1%
6	Approve the remuneration policy of corporate officers	POUR	● CONTRE	The increase of the remuneration of the chair is excessive and not justified. The variable remuneration of the CEO highly exceed Ethos' limit of 300%.                     ✓ 80.5%
7	Approve the 2023 remuneration of Mr. Charles Edelstenne for his role as chair until 8 January 2023	POUR	POUR	✓ 98.2%
8	Approve the 2023 remuneration of Mr. Bernard Charlès, vice-chair/CEO until 8 January and chair/CEO from 9 January 2023 to 31 December 2023	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.                     ✓ 78.7%
9	Approve the 2023 remuneration of Mr. Pascal Daloz for his role as Deputy CEO from 9 January 2023 to 31 December 2023	POUR	● CONTRE	Excessive fixed and variable remuneration.                     ✓ 91.2%
10	Approve the remuneration report	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.                     ✓ 82.9%
Elections to the board of directors				
11	Elect Groupe Industriel Marcel Dassault as new nominee	POUR	POUR	✓ 90.5%
12	Re-elect Ms. Laurence Daures	POUR	● CONTRE	Chair of the remuneration committee. Ethos has serious concerns over the remuneration of the former CEO and new CEO.                     ✓ 89.9%
13	Authorisation to purchase company shares (share buyback programme)	POUR	POUR	✓ 99.7%
14	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 99.7%
15	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 100.0%
16	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 100.0%
17	Authorisation to decide on one or more mergers by absorption	POUR	POUR	✓ 77.8%

No.	Ordre du jour	Board	Ethos	Résultat
18	Authorisation to issue shares in the event of one or more mergers by absorption pursuant to ITEM 17	POUR	POUR	✓ 78.1%
19	Authorisation to decide one or more demergers	POUR	POUR	✓ 77.7%
20	Authorisation to issue shares in the event of on one or more demergers pursuant to ITEM 19	POUR	POUR	✓ 78.1%
21	Authorisation to decide one or more partial demergers	POUR	POUR	✓ 77.7%
22	Authorisation to issue shares in the event of one or more partial demergers pursuant to ITEM 21	POUR	POUR	✓ 78.1%
23	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	To receive the audited consolidated financial statements of the company	POUR	POUR	✓ 99.8%
2	Approve the final dividend	POUR	POUR	✓ 100.0%
3	Approve directors fees	POUR	● CONTRE	✓ 99.9%
			The remuneration of the non-executive chair largely exceeds that of the other non-executive board members without adequate justification.	
4	Re-election of the auditor and fix their remuneration	POUR	POUR	✓ 98.5%
	Elections of directors			
5	Re-elect Mr. Piyush Gupta	POUR	POUR	✓ 99.9%
6	Re-elect Mr. Kai Fong Chng	POUR	● CONTRE	✓ 84.9%
			Representative of an important shareholder who is sufficiently represented on the board.	
7	Re-elect Ms. Judy Lee	POUR	POUR	✓ 98.2%
8	Elect Mr. David H.Y. Ho	POUR	POUR	✓ 99.6%
9	To grant a mandate to issue shares with or without preemptive rights	POUR	● CONTRE	✓ 91.7%
			Excessive potential capital increase with pre-emptive rights.	
10	Authority to issue shares pursuant to the DBSH Scrip Dividend Scheme	POUR	POUR	✓ 97.5%
11	Approve the share repurchase program	POUR	POUR	✓ 99.8%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Leanne G. Caret	POUR	POUR	✓ 98.3%
1.b	Re-elect Ms. Tamra A. Erwin	POUR	POUR	✓ 97.9%
1.c	Re-elect Mr. Alan C. Heuberger	POUR	POUR	✓ 99.6%
1.d	Elect Mr. L. Neil Hunn	POUR	POUR	✓ 99.5%
1.e	Re-elect Mr. Michael O. Johanns	POUR	POUR	✓ 97.7%
1.f	Re-elect Mr. Clayton M. Jones	POUR	● CONTRE	<p>✓ 94.0%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.g	Re-elect Mr. John C. May	POUR	● CONTRE	<p>✓ 93.4%</p> <p>Combined chair and CEO.</p>
1.h	Re-elect Mr. Gregory R. Page	POUR	POUR	✓ 94.4%
1.i	Re-elect Ms. Sherry M. Smith	POUR	● CONTRE	<p>✓ 96.0%</p> <p>Non independent lead director, which is not best practice.</p>
1.j	Re-elect Mr. Dmitri L. Stockton	POUR	POUR	✓ 96.8%
1.k	Re-elect Ms. Sheila G. Talton	POUR	POUR	✓ 97.7%
2	Advisory vote on executive remuneration	POUR	● CONTRE	<p>✓ 92.4%</p> <p>Excessive total remuneration.</p> <p>Excessive variable remuneration.</p>
3	Re-election of the auditor	POUR	● CONTRE	<p>✓ 94.1%</p> <p>The auditor's long tenure raises independence concerns.</p>
4	Shareholder Resolution: Report on GHG Reduction Policies and Their Impact on Revenue Generation	CONTRE	CONTRE	✗ 1.5%
5	Shareholder Resolution: Civil Rights and Non-Discrimination Audit Proposal	CONTRE	CONTRE	✗ 1.0%
6	Shareholder Resolution: Termination Pay	CONTRE	● POUR	<p>✗ 38.0%</p> <p>The proposal aims at improving the remuneration policy.</p>

No.	Ordre du jour	Board	Ethos	Résultat
1	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Koji Arima	POUR	● CONTRE	Non independent director (former executive). The board is not sufficiently independent. ✓ 94.9%
1.2	Re-elect Mr. Shinnosuke Hayashi	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 96.7%
1.3	Re-elect Mr. Yasushi Matsui	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.5%
1.4	Elect Mr. Yasuhiko Yamakazi	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.8%
1.5	Re-elect Mr. Akio Toyoda	POUR	POUR	✓ 98.9%
1.6	Re-elect Mr. Shigeki Kushida	POUR	POUR	✓ 99.7%
1.7	Re-elect Ms. Yuko Mitsuya	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 99.7%
1.8	Re-elect Mr. Joseph P. Schmelzeis	POUR	POUR	✓ 99.7%
2	Elect Ms. Hiromi Kitagawa as a Substitute Corporate Auditor	POUR	POUR	✓ 100.0%
3	Approve Restricted Stock Plan	POUR	POUR	✓ 98.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.9%
3.1	Approve Discharge of Management Board member Christian Sewing (CEO)	POUR	POUR	✓ 97.4%
3.2	Approve Discharge of Management Board member James von Moltke (Deputy CEO, CFO and President)	POUR	POUR	✓ 97.5%
3.3	Approve Discharge of Management Board member Karl von Rohr (Deputy CEO, until 31 October 2023)	POUR	POUR	✓ 96.5%
3.4	Approve Discharge of Management Board member Fabrizio Campelli	POUR	POUR	✓ 97.4%
3.5	Approve Discharge of Management Board member Bernd Leukert	POUR	POUR	✓ 96.5%
3.6	Approve Discharge of Management Board member Alexander von zur Mühlen	POUR	POUR	✓ 97.4%
3.7	Approve Discharge of Management Board member Christiana Riley (until 17 May 2023)	POUR	POUR	✓ 97.4%
3.8	Approve Discharge of Management Board member Claudio de Sanctis (since 1 July 2023)	POUR	POUR	✓ 97.4%
3.9	Approve Discharge of Management Board member Rebecca Short	POUR	POUR	✓ 97.4%
3.10	Approve Discharge of Management Board member Prof. Dr. Stefan Simon	POUR	POUR	✓ 97.4%
3.11	Approve Discharge of Management Board member Olivier Vigneron	POUR	POUR	✓ 97.4%
4.1	Approve Discharge of Supervisory Board member Alexander Wynaendts (Chair)	POUR	POUR	✓ 95.9%
4.2	Approve Discharge of Supervisory Board member Detlef Polaschek (Vice Chair until 17 May 2023)	POUR	POUR	✓ 96.6%
4.3	Approve Discharge of Supervisory Board member Frank Schulze (Vice Chair since 17 May 2023)	POUR	POUR	✓ 96.6%
4.4	Approve Discharge of Supervisory Board member Professor Dr. Norbert Winkeljohann (Vice Chair)	POUR	POUR	✓ 96.5%

No.	Ordre du jour	Board	Ethos	Résultat
4.5	Approve Discharge of Supervisory Board member Susanne Bleidt (since 17 May 2023)	POUR	POUR	✓ 96.6%
4.6	Approve Discharge of Supervisory Board member Ludwig Blomeyer-Bartenstein (until 17 May 2023)	POUR	POUR	✓ 96.6%
4.7	Approve Discharge of Supervisory Board member Mayree Clark	POUR	POUR	✓ 96.6%
4.8	Approve Discharge of Supervisory Board member Jan Duscheck	POUR	POUR	✓ 96.6%
4.9	Approve Discharge of Supervisory Board member Manja Eifert	POUR	POUR	✓ 96.6%
4.10	Approve Discharge of Supervisory Board member Claudia Fieber (since 17 May 2023)	POUR	POUR	✓ 96.6%
4.11	Approve Discharge of Supervisory Board member Sigmar Gabriel	POUR	POUR	✓ 96.4%
4.12	Approve Discharge of Supervisory Board member Timo Heider	POUR	POUR	✓ 96.6%
4.13	Approve Discharge of Supervisory Board member Martina Klee (until 17 May 2023)	POUR	POUR	✓ 96.5%
4.14	Approve Discharge of Supervisory Board member Birgit Laumen (since 17 May 2023)	POUR	POUR	✓ 96.5%
4.15	Approve Discharge of Supervisory Board member Gabriele Platscher (until 17 May 2023)	POUR	POUR	✓ 96.5%
4.16	Approve Discharge of Supervisory Board member Bernd Rose (until 17 May 2023)	POUR	POUR	✓ 96.6%
4.17	Approve Discharge of Supervisory Board member Gerlinde M. Siebert (since 17 May 2023)	POUR	POUR	✓ 96.6%
4.18	Approve Discharge of Supervisory Board member Yngve Slyngstad	POUR	POUR	✓ 96.6%
4.19	Approve Discharge of Supervisory Board member Stephan Szukalski (since 17 May 2023)	POUR	POUR	✓ 96.6%
4.20	Approve Discharge of Supervisory Board member John Alexander Thain	POUR	POUR	✓ 96.6%
4.21	Approve Discharge of Supervisory Board member Jürgen Tögel (since 17 May 2023)	POUR	POUR	✓ 96.6%
4.22	Approve Discharge of Supervisory Board member Michele Trogni	POUR	POUR	✓ 96.5%
4.23	Approve Discharge of Supervisory Board member Dr. Dagmar Valcárcel	POUR	POUR	✓ 96.5%

No.	Ordre du jour	Board	Ethos		Résultat
4.24	Approve Discharge of Supervisory Board member Stefan Viertel (until 17 May 2023)	POUR	POUR		✓ 96.6%
4.25	Approve Discharge of Supervisory Board member Dr. Theodor Weimer	POUR	POUR		✓ 96.6%
4.26	Approve Discharge of Supervisory Board member Frank Werneke (until 17 May 2023)	POUR	POUR		✓ 96.5%
4.27	Approve Discharge of Supervisory Board member Frank Witter	POUR	POUR		✓ 96.5%
5.1	Appoint the Auditors	POUR	● CONTRE	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election.	✓ 99.6%
5.2	Appoint the Auditors for the sustainability reporting 2024	POUR	● CONTRE	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election.	✓ 99.6%
6	Approve Remuneration Report	POUR	● CONTRE	Excessive total remuneration.	✓ 86.8%
7	Approve Remuneration System for the Management Board members	POUR	● CONTRE	The information provided is insufficient.	✓ 97.3%
8	Authorise Share Repurchase	POUR	POUR		✓ 97.3%
9	Authorise Share Repurchase by use of Equity Derivatives	POUR	POUR		✓ 97.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 96.2%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 99.2%
5	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. ✓ 96.3%
6	Authorise Share Repurchase	POUR	POUR	✓ 95.7%
7	Authorise Share Repurchase by use of Equity Derivatives	POUR	POUR	✓ 95.2%
	Board main features			
8a	Elections to the Supervisory Board: Dr. Andreas Gottschling	POUR	POUR	✓ 99.7%
8b	Elections to the Supervisory Board: Martin Jetter	POUR	POUR	✓ 96.6%
8c	Elections to the Supervisory Board: Shannon Anastasia Johnston	POUR	POUR	✓ 99.7%
8d	Elections to the Supervisory Board: Sigrid Kozmiensky	POUR	POUR	✓ 99.9%
8e	Elections to the Supervisory Board: Barbara Lambert	POUR	POUR	✓ 93.0%
8f	Elections to the Supervisory Board: Charles G. T. Stonehill	POUR	POUR	✓ 99.7%
8g	Elections to the Supervisory Board: Clara-Christina Streit	POUR	POUR	✓ 93.9%
8h	Elections to the Supervisory Board: Chong Lee Tan	POUR	POUR	✓ 99.7%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	POUR	POUR	✓ 99.1%
10	Approve Remuneration Report	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration. ✓ 91.8%
11a	Appoint the Auditors	POUR	POUR	✓ 99.9%
11b	Appoint the Auditors for the sustainability reporting 2024	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 96.5%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 98.3%
5	Appoint the Auditors and the auditors of the sustainability report	POUR	POUR	✓ 99.9%
	Board main features			
6a	Elections to the Supervisory Board: Prof. Dr. Dr. Ann-Kristin Achleitner	POUR	POUR	✓ 99.2%
6b	Elections to the Supervisory Board: Dr. Hans-Ulrich Engel	POUR	POUR	✓ 99.2%
6c	Elections to the Supervisory Board: Dr. Heinrich Hiesinger	POUR	POUR	✓ 98.9%
7	Approve Remuneration Report	POUR	POUR	✓ 94.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.9%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.5%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 93.5%
5	Appoint the Auditors	POUR	POUR	✓ 99.0%
	Board main features			
6a	Elections to the Supervisory Board: Lars Hinrichs	POUR	POUR	✓ 99.3%
6b	Elections to the Supervisory Board: Karl-Heinz Streibich	POUR	POUR	✓ 93.9%
7	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	POUR	POUR	✓ 94.1%
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	POUR	POUR	✓ 99.2%
9	Approve Remuneration Report	POUR	● CONTRE	Excessive total remuneration. ✓ 91.0%



No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 100.0%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive fixed and variable remuneration. ✓ 96.1%
3	Final dividend	POUR	POUR	✓ 100.0%
Elections to the board of directors				
4	Elect Ms. Julie Brown	POUR	POUR	✓ 99.9%
5	Elect Mr. Nik (Manik) Jhangiani	POUR	POUR	✓ 99.8%
6	Re-elect Ms. Melissa Bethell	POUR	POUR	✓ 99.9%
7	Re-elect Ms. Karen Blackett OBE	POUR	POUR	✓ 99.9%
8	Re-elect Ms. Valérie Chapoulaud-Floquet	POUR	POUR	✓ 99.8%
9	Re-elect Ms. Debra Crew	POUR	POUR	✓ 99.9%
10	Re-elect Mr. Javier Ferràn	POUR	POUR	✓ 99.4%
11	Re-elect Ms. Susan Kilsby	POUR	POUR	✓ 99.5%
12	Re-elect Sir John Manzoni	POUR	POUR	✓ 99.9%
13	Re-elect Ms. Ireena Vittal	POUR	POUR	✓ 89.8%
14	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR	✓ 99.5%
15	Auditor's remuneration	POUR	POUR	✓ 99.8%
16	Political donations	POUR	POUR	✓ 98.1%
17	General authority to allot shares	POUR	POUR	✓ 96.0%
18	Disapplication of pre-emption rights	POUR	POUR	✓ 97.6%
19	Purchase of own shares	POUR	● CONTRE	The share repurchase is inconsistent with the long-term interests of shareholders. ✓ 99.5%
20	Notice of general meetings	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 95.0%

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Dividend Allocation	POUR	POUR	✓ 99.1%	
2.	Election of Directors (with 3-committees)				
2.1	Re-elect Mr. Kazuma Sekiya	POUR	● CONTRE	Combined chairman and CEO. Executive director sitting on the remuneration committee, which is not best practice.	✓ 95.1%
2.2	Re-elect Mr. Noboru Yoshinaga	POUR	POUR	✓ 99.7%	
2.3	Re-elect Mr. Takao Tamura	POUR	POUR	✓ 99.7%	
2.4	Re-elect Mr. Ichiro Inasaki	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 97.0%
2.5	Re-elect Mr. Shinichi Tamura	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 99.4%
2.6	Re-elect Mr. Yusei Yamaguchi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 99.6%
2.7	Re-elect Mr. Kazuyoshi Tokimaru	POUR	POUR	✓ 99.6%	
2.8	Re-elect Ms. Noriko Oki	POUR	POUR	✓ 99.6%	
2.9	Re-elect Prof. Akiko Matsuo	POUR	POUR	✓ 99.7%	
2.10	Elect Prof. Etsuko Kobayashi	POUR	POUR	✓ 99.9%	
2.11	Elect Ms. Miki Mogi	POUR	POUR	✓ 99.3%	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting and election of the chairman	POUR	POUR	✓ 100.0%
2.	Approval of the notice and the agenda	POUR	POUR	✓ 100.0%
3.	Election of (a) person(s) to verify the minutes of the Meeting	POUR	POUR	✓ 100.0%
4.	Adoption of the financial statements, including the allocation of profit	POUR	POUR	✓ 100.0%
5.	Reduce share capital via cancellation of shares	POUR	POUR	✓ 100.0%
6a.	Authorisation to repurchase own shares for cancellation	POUR	POUR	✓ 99.7%
6b.	Authorisation to repurchase own shares for hedging purposes	POUR	POUR	✓ 99.6%
7.	Authorisation to raise debt capital	POUR	POUR	✓ 98.9%
8a.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 95.9%
8b.	Approve remuneration policy (advisory vote)	POUR	POUR	✓ 95.1%
9.	Report on corporate governance	POUR	● CONTRE	Some important elements of best practice are missing from the report on corporate governance. ✓ 99.2%
10.	Election of the board of directors	POUR	POUR	✓ 97.8%
11.	Election of the nomination committee	POUR	● CONTRE	While Norwegian law allows for individual elections of directors, the company maintains bundled elections. ✓ 99.4%
12.	Approve remuneration of the board of directors and the nomination committee	POUR	POUR	✓ 100.0%
13.	Approve auditors' fees	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 97.6%
14.	Shareholder proposal: To eliminate equity investment programmes for employees, abstain from financing wind power projects and purchase of electric vehicle, approve monthly payout of accrued interest and approve Bitcoin exchange to cash	CONTRE	CONTRE	✗ 0.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.1	Approbation du rapport annuel, des comptes consolidés et des comptes annuels	POUR	POUR	✓ 99.2%
1.2	Approbation du rapport de durabilité	POUR	POUR	✓ 99.0%
2	Décharge aux membres du conseil d'administration et de la direction générale	POUR	POUR	✓ 88.2%
3	Décision sur l'emploi du bénéfice et sur le dividende	POUR	POUR	✓ 98.9%
4.1	Elections au conseil d'administration			
4.1.1	Réélection de M. Thomas Leysen en tant que membre et président du conseil d'administration	POUR	POUR	✓ 98.7%
4.1.2	Réélection de M. Patrick Firmenich	POUR	POUR	✓ 90.4%
4.1.3	Réélection de Dr. Cotte-Tan	POUR	POUR	✓ 99.9%
4.1.4	Réélection de Dr. Antoine Firmenich	POUR	POUR	✓ 88.2%
4.1.5	Réélection de Mme Erica Mann	POUR	POUR	✓ 99.9%
4.1.6	Réélection de Mme Carla Mahieu	POUR	POUR	✓ 98.5%
4.1.7	Réélection de M. Frits Dirk van Paasschen	POUR	POUR	✓ 98.6%
4.1.8	Réélection de M. André Pometta	POUR	POUR	✓ 92.5%
4.1.9	Réélection de M. John Ramsay	POUR	POUR	✓ 95.0%
4.1.10	Réélection de M. Richard Ridinger	POUR	POUR	✓ 97.9%
4.1.11	Réélection de Mme Corien Wortmann-Kool	POUR	POUR	✓ 99.5%
4.2	Elections au comité de rémunération			
4.2.1	Réélection de Mme Carla Mahieu au comité de rémunération	POUR	POUR	✓ 97.0%
4.2.2	Réélection de M. Thomas Leysen au comité de rémunération	POUR	POUR	✓ 98.8%
4.2.3	Réélection de M. Frits Dirk van Paasschen au comité de rémunération	POUR	POUR	✓ 98.3%
4.2.4	Réélection de M. André Pometta au comité de rémunération	POUR	POUR	✓ 95.2%
5.1	Vote contraignant prospectif sur la rémunération totale du conseil d'administration	POUR	POUR	✓ 98.1%

No.	Ordre du jour	Board	Ethos	Résultat
5.2	Vote contraignant prospectif sur la rémunération totale de la direction générale	POUR	● CONTRE	<p>L'information fournie est insuffisante. ✓ 98.2%</p> <p>Le montant global maximal permettrait de verser des rémunérations significativement supérieures aux rémunérations versées par des sociétés comparables.</p> <p>Le montant maximal qui pourrait être finalement payé est significativement supérieur au montant demandé à l'assemblée générale.</p>
5.3	Vote consultatif sur le rapport de rémunération	POUR	POUR	✓ 89.4%
6	Réélection de KPMG en tant qu'organe de révision	POUR	POUR	✓ 94.9%
7	Réélection de Mr. Christian Hochstrasser en tant que représentant indépendant	POUR	POUR	✓ 98.9%















No.	Ordre du jour	Board	Ethos	Résultat
1.	Report on the company's activities	SANS VOTE	SANS VOTE	
2.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
3.	Approve allocation of income and dividend	POUR	POUR	✓ 99.1%
4.	Approve directors' fees	POUR	POUR	✓ 100.0%
5.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive base salary and all of the variable remuneration depends on the previous year's performance, without forward looking performance conditions. ✓ 70.7%
6.	Composition of the board of directors			
6.1.	Re-elect Mr. Thomas Plenborg	POUR	POUR	✓ 88.1%*
6.2.	Re-elect Mr. Jørgen Møller	POUR	POUR	✓ 100.0%*
6.3.	Re-elect Ms. Malou Aamund	POUR	● ABSTENTION	Concerns over the director's time commitments. ✓ 98.5%*
6.4.	Re-elect Mr. Beat Walti	POUR	● ABSTENTION	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. ✓ 97.7%*
6.5.	Re-elect Mr. Niels Smedegaard	POUR	POUR	✓ 100.0%*
6.6.	Re-elect Mr. Tarek Sultan Al-Essa	POUR	POUR	✓ 85.7%*
6.7.	Re-elect Ms. Benedikte Leroy	POUR	POUR	✓ 93.7%*
6.8.	Elect Ms. Helle Østergaard Kristiansen	POUR	POUR	✓ 99.0%*
7.	Election of auditor	POUR	POUR	✓ 99.0%*
8.1.	Reduce share capital via cancellation of shares	POUR	● CONTRE	The cancellation of shares is connected to share repurchase program which is opposed. ✓ 100.0%
8.2.	Authorisation to repurchase own shares	POUR	● CONTRE	The share repurchase replaces part of the dividend in cash. ✓ 99.4%
8.3.	Indemnification programme			
8.3 (a).	Approve indemnification programme	POUR	POUR	✓ 99.9%
8.3 (b).	Amendment to the articles of association: indemnification programme	POUR	POUR	✓ 100.0%
8.4.	Shareholder proposal: To continue to develop the reporting on the company's efforts to respect human rights and labour rights in accordance with the United Nations Guiding Principles on Business and Human Rights	POUR	POUR	✓ 99.8%

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

No.	Ordre du jour	Board	Ethos		Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE		
2	Approve the Dividend	POUR	● CONTRE	The proposed dividend is inconsistent with the company's financial situation.	✓ 98.7%
3	Approve Discharge of Management Board (in globo)	RETIRÉE	● POUR	Upon request of a shareholder, the discharge for the Management Board has been voted individually.	-
3.a	Approve Discharge of Management Board member Leonhard Birnbaum	POUR	POUR		✓ 98.3%
3.b	Approve Discharge of Management Board member Thomas König	POUR	POUR		✓ 98.3%
3.c	Approve Discharge of Management Board member Patrick Lammers	POUR	POUR		✓ 98.3%
3.d	Approve Discharge of Management Board member Victoria Ossadnik	POUR	POUR		✓ 98.3%
3.e	Approve Discharge of Management Board member Marc Spieker	POUR	POUR		✓ 98.3%
4	Approve Discharge of Supervisory Board (in globo)	RETIRÉE	● POUR	Upon request of a shareholder, the discharge for the Supervisory Board has been voted individually.	-
4.a	Approve Discharge of Supervisory Board member Erich Clementi	POUR	POUR		✓ 99.7%
4.b	Approve Discharge of Supervisory Board member Karl-Ludwig Kley	POUR	POUR		✓ 99.7%
4.c	Approve Discharge of Supervisory Board member Ulrich Grillo	POUR	POUR		✓ 99.7%
4.d	Approve Discharge of Supervisory Board member Christoph Schmitz	POUR	POUR		✓ 99.7%
4.e	Approve Discharge of Supervisory Board member Katja Bauer	POUR	POUR		✓ 99.7%
4.f	Approve Discharge of Supervisory Board member Klaus Fröhlich	POUR	POUR		✓ 99.7%
4.g	Approve Discharge of Supervisory Board member Anke Groth	POUR	POUR		✓ 99.7%
4.h	Approve Discharge of Supervisory Board member Eugene-Gheorghe Luha	POUR	POUR		✓ 99.7%
4.i	Approve Discharge of Supervisory Board member Stefan May	POUR	POUR		✓ 99.7%
4.j	Approve Discharge of Supervisory Board member Szilvia Pinczésné Márton	POUR	POUR		✓ 99.7%
4.k	Approve Discharge of Supervisory Board member Miroslav Pelouch	POUR	POUR		✓ 99.7%
4.l	Approve Discharge of Supervisory Board member Nadège Petit	POUR	POUR		✓ 99.7%

No.	Ordre du jour	Board	Ethos		Résultat
4.m	Approve Discharge of Supervisory Board member René Pöhls	POUR	POUR		✓ 99.7%
4.n	Approve Discharge of Supervisory Board member Andreas Schmitz	POUR	POUR		✓ 99.7%
4.o	Approve Discharge of Supervisory Board member Rolf Martin Schmitz	POUR	POUR		✓ 99.7%
4.p	Approve Discharge of Supervisory Board member Fred Schulz	POUR	POUR		✓ 99.7%
4.q	Approve Discharge of Supervisory Board member Karen de Segundo	POUR	POUR		✓ 99.7%
4.r	Approve Discharge of Supervisory Board member Elisabeth Wallbaum	POUR	POUR		✓ 99.7%
4.s	Approve Discharge of Supervisory Board member Deborah Wilkens	POUR	POUR		✓ 99.7%
4.t	Approve Discharge of Supervisory Board member Axel Winterwerber	POUR	POUR		✓ 99.7%
4.u	Approve Discharge of Supervisory Board member Ewald Woste	POUR	POUR		✓ 99.7%
5.a	Appoint the Auditors for the annual and consolidated financial statements	POUR	POUR		✓ 99.8%
5.b	Appoint the Auditors for the sustainability reporting	POUR	POUR		✓ 99.9%
6	Approve Remuneration Report	POUR	● CONTRE	Excessive total remuneration.	✓ 93.8%
7	Amend Articles: Transactions requiring consent (Section 10 (3))	POUR	POUR		✓ 99.9%
8	Approve the creation of a new Authorised Capital 2024, the cancellation of the existing Authorised Capital 2020 and related amendments to the Articles of Association	POUR	POUR		✓ 97.0%
9	Authorisation to issue warrant bonds, convertible bonds and/or participation bonds, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	POUR	POUR		✓ 96.7%
10	Authorise Share Repurchase	POUR	● CONTRE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 96.3%
11	Authorise Share Repurchase by use of Equity Derivatives	POUR	● CONTRE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 96.6%



No.	Ordre du jour	Board	Ethos	Résultat
Elections to the board of directors				
1a	Re-elect Mr. Craig Arnold	POUR	● CONTRE	Combined chairman and CEO.  92.9%
1b	Re-elect Mr. Silvio Napoli	POUR	POUR	 98.4%
1c	Re-elect Mr. Gregory R. Page	POUR	● CONTRE	Non independent lead director, which is not best practice.  90.2%
1d	Re-elect Ms. Sandra Pianalto	POUR	● CONTRE	Non-independent member of the audit committee, the composition of the audit committee is unsatisfactory.  99.5%
1e	Re-elect Mr. Robert V. Pragada	POUR	POUR	 98.1%
1f	Re-elect Ms. Lori J. Ryerkerk	POUR	POUR	 93.6%
1g	Re-elect Mr. Gerald B. Smith	POUR	● CONTRE	Non-independent chair the audit committee, the composition of the audit committee is unsatisfactory.  94.9%
1h	Re-elect Ms. Dorothy C. Thompson CBE	POUR	POUR	 98.2%
1i	Re-elect Mr. Darryl L. Wilson	POUR	POUR	 98.6%
2	Re-appoint Ernst & Young as auditors and authorise the auditor's remuneration	POUR	● CONTRE	The auditor's long tenure raises independence concerns.  94.0%
3	Advisory vote on the company's executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  92.2%
4	General authority to allot shares	POUR	POUR	 97.1%
5	Disapplication of pre-emption rights	POUR	POUR	 93.5%
6	Authority to make overseas market purchases of company shares	POUR	● CONTRE	The repurchase price is too high.  98.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a.	Elect Mr. Judson B. Althoff	POUR	POUR		✓ 99.5%
1b.	Re-elect Ms. Shari L. Ballard	POUR	POUR		✓ 98.7%
1c.	Re-elect Mr. Christophe Beck	POUR	● CONTRE	Combined chair and CEO.	✓ 93.4%
1d.	Re-elect Mr. Eric M. Green	POUR	POUR		✓ 95.5%
1e.	Re-elect Mr. Arthur J. Higgins	POUR	POUR		✓ 96.4%
1f.	Re-elect Mr. Michael Larson	POUR	POUR		✓ 98.0%
1g.	Re-elect Mr. David W. MacLennan	POUR	POUR		✓ 95.3%
1h.	Re-elect Ms. Tracy B. McKibben	POUR	POUR		✓ 97.3%
1i.	Re-elect Mr. Lionel L. Nowell III	POUR	POUR		✓ 94.4%
1j.	Re-elect Ms. Victoria J. Reich	POUR	POUR		✓ 91.5%
1k.	Re-elect Ms. Suzanne M. Vautrinot	POUR	POUR		✓ 97.8%
1l.	Re-elect Mr. John J. Zillmer	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.  Concerns over the director's time commitments.	✓ 75.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 90.1%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 88.1%
4	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management.	✗ 33.9%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR		✓ 98.4%
	Elections to the board of directors				
4	Re-elect Mr. Dominique D'Hinnin	POUR	POUR		✓ 77.2%
5	Elect Ms. Nathalie Balla	POUR	POUR		✓ 100.0%
6	Approve the remuneration policy of Mr. Bertrand Dumazy, chair/CEO	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines.	✓ 65.7%
7	Approve the remuneration policy of directors	POUR	POUR		✓ 99.0%
8	Approve the maximum amount to be allocated to directors	POUR	POUR		✓ 98.5%
9	Approve the remuneration report	POUR	● CONTRE	The information provided is insufficient.	✓ 91.9%
10	Approve the 2023 remuneration of Mr. Bertrand Dumazy, chair/CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 70.1%
11	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
12	Ratify Deloitte as statutory auditors	POUR	POUR		✓ 98.9%
13	Ratify Deloitte as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.2%
14	Ratify Ernst & Young as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.5%
15	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximum repurchase price is too high.	✓ 99.7%
16	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 99.7%
17	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 97.1%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	POUR		✓ 98.7%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	POUR		✓ 95.9%
20	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	POUR		✓ 90.8%

No.	Ordre du jour	Board	Ethos	Résultat
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 98.3%
22	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 99.9%
23	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR	✓ 99.3%
24	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a	Re-elect Mr. Lewis Hay III	POUR	POUR		✓ 97.8%
1b	Re-elect Mr. Antonio F. Neri	POUR	POUR		✓ 96.7%
1c	Re-elect Mr. Ramiro G. Peru	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 91.9%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 89.2%
4	Shareholder resolution: Third Party Groups to Report Their Political Expenditures	CONTRE	● POUR	Enhanced disclosure on political donations.	✗ 5.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Dr. Katherine Baicker	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. <span style="float: right;">✔ 99.4%</span>
1b	Re-elect Mr. J. Erik Fyrwald	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. <span style="float: right;">✔ 91.4%</span>  Non independent director (business connections with the company). The board is not sufficiently independent.  The director has been sitting on the board for over 16 years, which exceeds guidelines.  Concerns over the director's time commitments.
1c	Re-elect Mr. Jamere Jackson	POUR	POUR	<span style="float: right;">✔ 97.8%</span>
1d	Re-elect Ms. Gabrielle Sulzberger	POUR	POUR	<span style="float: right;">✔ 98.1%</span>
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="float: right;">✔ 95.0%</span>
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="float: right;">✔ 95.8%</span>
4	Declassify the board of directors	POUR	POUR	<span style="float: right;">✘ 77.8%</span>
5	Eliminate Supermajority Vote Requirement	POUR	POUR	<span style="float: right;">✘ 77.7%</span>
6	Shareholder resolution: Report on Lobbying Payments and Policy	CONTRE	● POUR	Enhanced disclosure on lobbying expenses. <span style="float: right;">✘ 25.5%</span>
7	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity. <span style="float: right;">✘ 23.8%</span>
8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	CONTRE	● POUR	The proposal would demonstrate the commitment of the company to expanding patient access to its products. <span style="float: right;">✘ 8.9%</span>
9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	CONTRE	● POUR	The proposed policy would encourage social responsibility. <span style="float: right;">✘ 10.0%</span>

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Mark A. Blinn	POUR	POUR	✓ 91.8%
1b	Elect Ms. Leticia Gonçalves Lourenco	POUR	POUR	✓ 98.4%
1c	Elect Mr. James McKelvey	POUR	POUR	✓ 97.4%
1d	Re-elect Mr. James S. Turley	POUR	POUR	✓ 83.4%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 93.8%
3.	Declassify the board of directors	POUR	POUR	✗ 98.5%
4.	To approve the 2024 Equity Incentive Plan	POUR	● CONTRE	Potential excessive awards. ✓ 95.6%
5.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.1%
6.	Shareholder resolution: Introduce simple majority voting	CONTRE	CONTRE	✓ 71.5%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Re-elect Mr. Mayank (Mike) M. Ashar	POUR	POUR	✓ 97.3%
1.2	Re-elect Mr. Gaurdie E. Banister	POUR	POUR	✓ 97.6%
1.3	Re-elect Ms. Pamela L. Carter	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 92.8%
1.4	Re-elect Ms. Susan M. Cunningham	POUR	POUR	✓ 97.0%
1.5	Re-elect Mr. Gregory L. Ebel	POUR	POUR	✓ 96.1%
1.6	Re-elect Mr. Jason B. Few	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 97.6%
1.7	Elect Ms. Theresa B.Y. Jang	POUR	POUR	✓ 99.6%
1.8	Re-elect Ms. Teresa S. Madden	POUR	POUR	✓ 97.1%
1.9	Elect Ms. Manjit Minhas	POUR	POUR	✓ 99.5%
1.10	Re-elect Dr. Stephen S. Poloz	POUR	POUR	✓ 97.6%
1.11	Re-elect Ms. Jane S. Rowe	POUR	POUR	✓ 97.3%
1.12	Re-elect Mr. Steven W. Williams	POUR	POUR	✓ 92.9%
2	Re-election of the auditor	POUR	● S'ABSTENIR	The auditor's long tenure raises independence concerns. ✓ 91.5%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 89.5%  An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Report on Governance Systems in Light of Climate and Environmental Misrepresentations	CONTRE	● POUR	Enhanced disclosure on environmental issues. ✗ 3.2%
5	Shareholder resolution: Disclose the Company's Scope 3 Emissions	CONTRE	● POUR	Precise greenhouse gas emission details are vital for investors' informed decisions on the company's environmental impact and long-term sustainability. ✗ 27.3%



No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the 2023 financial statements	POUR	POUR	✓ 99.6%
2	Allocation of net result and distribution of dividend	POUR	● CONTRE	✓ 99.2% The proposed dividend is inconsistent with the company's financial situation.
3	Authorization for the purchase and disposal of treasury shares	POUR	POUR	✓ 99.6%
4	Long-term incentive Plan 2024	POUR	POUR	✓ 98.8%
5.1	Binding vote on the remuneration policy	POUR	● CONTRE	✓ 95.1% Potential excessive variable remuneration.
5.2	Advisory vote on the remuneration paid in 2023	POUR	● CONTRE	✓ 97.6% Excessive fixed and variable remuneration.

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 96.5%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
5	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximal repurchase price is too high. ✓ 99.8%
Elections to the board of directors				
6	Re-elect Mr. Fabrice Brégier	POUR	POUR	✓ 98.5%
7	Elect Mr. Michel Giannuzzi	POUR	POUR	✓ 97.9%
8	Ratify Deloitte as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.9%
9	Ratify Ernst & Young as auditor in charge of the sustainability reporting	POUR	POUR	✓ 98.8%
10	Approve the remuneration report	POUR	POUR	✓ 97.8%
11	Approve the 2023 remuneration of Mr. Jean-Pierre Clamadieu, chair	POUR	POUR	✓ 99.9%
12	Approve the 2023 remuneration of Ms. Catherine MacGregor, CEO	POUR	POUR	✓ 94.6%
13	Approve the maximum amount to be allocated to directors	POUR	POUR	✓ 96.5%
14	Approve the remuneration policy of directors	POUR	POUR	✓ 97.1%
15	Approve the remuneration policy of Mr. Jean-Pierre Clamadieu, chair	POUR	POUR	✓ 99.9%
16	Approve the remuneration policy of Ms. Catherine MacGregor, CEO	POUR	POUR	✓ 94.6%
17	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR	✓ 99.7%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The maximum potential discount is not clearly specified and might exceed market practice. ✓ 96.4%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	The maximum potential discount is not clearly specified and might exceed market practice. ✓ 95.2%
20	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	POUR	✓ 88.1%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 98.9%

No.	Ordre du jour	Board	Ethos	Résultat
22	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR	✓ 99.8%
23	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 99.8%
24	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 97.1%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 99.5%
26	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.5%
27	Approve distribution of performance shares to certain employees of group companies	POUR	POUR	✓ 98.9%
28	Approve distribution of performance shares to certain employees of the group	POUR	POUR	✓ 98.2%
29	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting and election of the chairman	POUR	POUR	✓
2.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Approval of the agenda	POUR	POUR	✓
5.	Determination whether the meeting has been duly convened	POUR	POUR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
7.	Address by the CEO	SANS VOTE	SANS VOTE	
8a.	Adoption of the financial statements	POUR	POUR	✓ 99.9%
8b.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8b (i).	Discharge of Anthea Bath	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (ii).	Discharge of Lennart Evrell	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (iii).	Discharge of Johan Forssell	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (iv).	Discharge of Helena Hedblom	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (v).	Discharge of Jeane Hull	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (vi).	Discharge of Ronnie Leten	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.6%
8b (vii).	Discharge of Ulla Litzén	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (viii).	Discharge of Sigurd Mareels	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (ix).	Discharge of Astrid Skarheim Onsum	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (x).	Discharge of Kristina Kanestad	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (xi).	Discharge of Daniel Rundgren	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8b (xii).	Discharge of the CEO (Helena Hedblom)	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8c.	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
8d.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 96.8%
9a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
9b.	Resolution on the number of auditors to be appointed	POUR	POUR	✓ 100.0%
10.	Composition of the board of directors			
10a (i).	Re-elect Ms. Anthea Bath	POUR	POUR	✓ 99.8%
10a (ii).	Re-elect Mr. Lennart Evrell	POUR	POUR	✓ 99.1%
10a (iii).	Re-elect Mr. Johan Forssell	POUR	POUR	✓ 88.6%
10a (iv).	Re-elect Ms. Helena Hedblom	POUR	POUR	✓ 99.8%
10a (v).	Re-elect Ms. Jeane Hull	POUR	POUR	✓ 99.7%
10a (vi).	Re-elect Mr. Ronnie Leten	POUR	POUR	✓ 89.2%
10a (vii).	Re-elect Ms. Ulla Litzén	POUR	POUR	✓ 97.4%
10a (viii).	Re-elect Mr. Sigurd Mareels	POUR	POUR	✓ 99.8%
10a (ix).	Re-elect Ms. Astrid Onsum Skarheim	POUR	POUR	✓ 99.7%
10b.	Re-elect the chair of the board of directors	POUR	POUR	✓ 86.3%
10c.	Election of auditor	POUR	POUR	✓ 100.0%
11a.	Approve directors' fees	POUR	POUR	✓ 98.9%
11b.	Approve auditors' fees	POUR	POUR	✓ 100.0%
12a.	Approve remuneration policy (binding vote)	POUR	POUR	✓ 87.8%
12b.	Approve share-related incentive plan	POUR	POUR	✓ 96.5%
13a.	Authorisation to repurchase own shares in connection with share-related incentive plan 2024	POUR	POUR	✓ 97.8%
13b.	Authorisation to repurchase own shares in connection with the remuneration of the board of directors in the form of synthetic shares	POUR	POUR	✓ 98.9%
13c.	Authorisation to transfer own shares in connection with share-related incentive plan 2024	POUR	POUR	✓ 97.8%
13d.	Authorisation to transfer own shares in connection with the remuneration of the board of directors in the form of synthetic shares	POUR	POUR	✓ 99.0%
13e.	Authorisation to transfer own shares in connection with share-related incentive plans 2018, 2019, 2020 and 2021	POUR	POUR	✓ 98.2%
14.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Election of the chair of the meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Approval of the agenda	POUR	POUR	✓
5.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
6.	Determination whether the meeting has been duly convened	POUR	POUR	✓
7.	Address by the CEO	SANS VOTE	SANS VOTE	
8.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
9.	Adoption of the financial statements	POUR	POUR	✓
10.	Approve allocation of income and dividend	POUR	POUR	✓
11.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
11a.	Discharge of Conni Jonsson	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
11b.	Discharge of Brooks Entwistle	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
11c.	Discharge of Diony Lebot	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
11d.	Discharge of Gordon Orr	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
11e.	Discharge of Johan Forssell	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
11f.	Discharge of Marcus Wallenberg	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
11g.	Discharge of Margo Cook	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
11h.	Discharge of Nicola Kimm	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
11i.	Discharge of the CEO (Mr. Christian Sinding)	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
12a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
12b.	Resolution on the number of auditors to be appointed	POUR	POUR	✓
13a.	Approve directors' fees	POUR	● CONTRE	The proposed increase relative to the previous year is excessive. ✓

No.	Ordre du jour	Board	Ethos		Résultat
13b.	Authorisation to transfer own shares in connection with the remuneration of the board of directors in the form of shares	POUR	● CONTRE	Ethos opposes ITEM 13a which includes the share portion of the award.	✓
13c.	Approve auditors' fees	POUR	POUR		✓
14.	Composition of the board of directors				
14a.	Re-elect Mr. Conni Jonsson	POUR	POUR		✓
14b.	Re-elect Mr. Brooks Entwistle	POUR	POUR		✓
14c.	Re-elect Ms. Diony Lebot	POUR	POUR		✓
14d.	Re-elect Mr. Gordon Orr	POUR	POUR		✓
14e.	Re-elect Mr. Marcus Wallenberg	POUR	● CONTRE	Concerns over the director's time commitments.	✓
14f.	Re-elect Ms. Margo Cook	POUR	POUR		✓
14g.	Elect Ms. Richa Goswami	POUR	POUR		✓
14h.	Re-elect the chair of the board of directors	POUR	POUR		✓
15.	Election of auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓
16.	Resolution on the nomination committee	POUR	POUR		✓
17.	Approve remuneration report (advisory vote)	POUR	POUR		✓
18.	Approve remuneration policy (binding vote)	POUR	● CONTRE	No individual caps are disclosed.	✓
19.	Authorisation to issue shares, convertible bonds and/or warrants	POUR	POUR		✓
20.	Authorisation to repurchase own shares	POUR	POUR		✓
21.	Reduce share capital via cancellation of shares held in treasury and increase of share capital through bonus issue	POUR	POUR		✓
22.	Closing of the Meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Ms. Nanci E. Caldwell	POUR	POUR	✓ 97.0%
1b.	Re-elect Ms. Adaire Fox-Martin	POUR	POUR	✓ 98.7%
1c.	Re-elect Mr. Gary Hromadko	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.                     ✓ 97.6%
1d.	Re-elect Mr. Charles Meyers	POUR	POUR	✓ 98.2%
1e.	Re-elect Mr. Thomas Olinger	POUR	POUR	✓ 100.0%
1f.	Re-elect Prof. Christopher Paisley	POUR	● CONTRE	Non independent lead director, which is not best practice.                     ✓ 92.1% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1g.	Re-elect Mr. Jeetu Patel	POUR	● CONTRE	Concerns over the director's time commitments.                     ✓ 99.3%
1h.	Re-elect Ms. Sandra Rivera	POUR	POUR	✓ 98.6%
1i.	Re-elect Ms. Fidelma Russo	POUR	POUR	✓ 99.9%
1j.	Re-elect Mr. Peter Van Camp	POUR	● CONTRE	Former executive chairman. The board is not sufficiently independent.                     ✓ 98.2%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.                     ✓ 87.9% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	To approve the 2004 Employee Stock Purchase Plan	POUR	POUR	✓ 99.9%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.                     ✓ 94.1%



No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Registration of attending shareholders and proxies	SANS VOTE	SANS VOTE	
3.	Election of the chairman of the meeting	POUR	POUR	✓ 100.0%
4.	Approval of the notice and the agenda	POUR	POUR	✓ 100.0%
5.	Election of (a) person(s) to verify the minutes of the Meeting	POUR	POUR	✓ 100.0%
6.	Adoption of the financial statements, including the allocation of profit	POUR	POUR	✓ 99.4%
7.	Authorisation to distribute interim dividend	POUR	POUR	✓ 100.0%
8.	Shareholder proposal: To eliminate management bonuses, pensions and severance pay for former executives, use clothing containing hemp, etc...	CONTRE	CONTRE	✗ 0.1%
9.	Shareholder proposal: To gradually divest from all international operations	CONTRE	CONTRE	✗ 0.2%
10.	Shareholder proposal: That the board of directors of Equinor resigns and makes room for a new board of directors with better sustainability expertise and higher ambitions	CONTRE	● POUR	Better sustainability expertise and a stronger commitment to Equinor's role in achieving climate goals will benefit future generations. ✗ 0.1%
11.	Shareholder proposal: That Equinor acquaints themselves with the suffering and death caused by global warming, and let this influence their future strategy, and strengthen and implement its Energy Transition Plan	CONTRE	● POUR	This resolution asks the company and the Norwegian Government to transition to a fossil free economy as soon as possible. ✗ 0.6%
12.	Shareholder proposal: To make arrangements to become a leading renewable energy producer, halt plans for electrification of Melkøya, etc....	CONTRE	● POUR	This resolution asks the company and the Norwegian Government to transition to a fossil free economy as soon as possible. ✗ 0.7%
13.	Shareholder proposal: To work dismantling the corporate assembly, strengthen the board, change the articles of association, and that the renewable energy business become an autonomous entity	CONTRE	● POUR	The proposal aims at improving the company's corporate governance. ✗ 0.2%
14.	Shareholder proposal: To nominate candidates for future board appointments with good competency on the energy transition and sustainability	CONTRE	● POUR	This resolution asks the board to appoint directors with competencies in energy transition and sustainability. ✗ 3.2%

No.	Ordre du jour	Board	Ethos		Résultat
15.	Shareholder proposal: To update the company strategy and capital expenditure plan according to the commitment to the goals of the Paris Agreement	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 6.5%
16.	Report on corporate governance	POUR	● CONTRE	All members of the board of directors should be present at the general meeting.	✓ 100.0%
17.	Approve remuneration report (advisory vote)	POUR	POUR		✓ 97.0%
18.	Approve auditors' fees	POUR	POUR		✓ 99.7%
19.	Election of the corporate assembly				
19.1.	Elect Mr. Nils Morten Huseby as chairman of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.2.	Re-elect Mr. Nils Bastiansen as deputy chairman of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.3.	Re-elect Mr. Finn Kinserdal as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.4.	Re-elect Ms. Kari Skeidsvoll Moe as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.5.	Re-elect Ms. Kjerstin Rasmussen Braathen as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.6.	Re-elect Ms. Kjerstin Fyllingen as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.7.	Re-elect Ms. Mari Rege as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.8.	Re-elect Mr. Trond Straume as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.9.	Re-elect Mr. Martin Wien Fjell as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.10.	Re-elect Ms. Merete Hverven as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.11.	Re-elect Mr. Helge Aasen as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.12.	Re-elect Ms. Liv B. Ulriksen as member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%
19.13.	Re-elect Mr. Per Axel Koch as deputy member of the corporate assembly	POUR	● CONTRE	The corporate assembly structure does not allow annual election of the board of directors by shareholders.	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
19.14.	Re-elect Ms. Catrine Kristiseter Marti as deputy member of the corporate assembly	POUR	● CONTRE	✓ 100.0% The corporate assembly structure does not allow annual election of the board of directors by shareholders.
19.15.	Elect Mr. Bjørn Tore Markussen as deputy member of the corporate assembly	POUR	● CONTRE	✓ 100.0% The corporate assembly structure does not allow annual election of the board of directors by shareholders.
19.16.	Elect Ms. Elisabeth Maråk Støle as deputy member of the corporate assembly	POUR	● CONTRE	✓ 100.0% The corporate assembly structure does not allow annual election of the board of directors by shareholders.
20.	Approve corporate assembly fees	POUR	POUR	✓ 100.0%
21.	Election of the nomination committee			
21.1.	Elect Mr. Nils Morten Huseby as chairman of the nomination committee	POUR	POUR	✓ 99.9%
21.2.	Re-elect Ms. Berit L. Henriksen as member of the nomination committee	POUR	POUR	✓ 99.9%
21.3.	Re-elect Ms. Merete Hverven as member of the nomination committee	POUR	POUR	✓ 99.9%
21.4.	Re-elect Mr. Jan Tore Føsund as member of the nomination committee	POUR	POUR	✓ 99.9%
22.	Approve nomination committee fees	POUR	POUR	✓ 100.0%
23.	Authorisation to repurchase own shares in connection with the company's share savings plan for employees	POUR	POUR	✓ 100.0%
24.	Reduce share capital via cancellation of shares	POUR	POUR	✓ 100.0%
25.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Election of the chair of the meeting	POUR	POUR	✓ 100.0%
2	Preparation and approval of the voting register	POUR	POUR	✓ 100.0%
3	Approval of the agenda	POUR	POUR	✓ 100.0%
4	Determination whether the meeting has been duly convened	POUR	POUR	✓ 100.0%
5	Election of persons to verify the minutes of the meeting	SANS VOTE	SANS VOTE	
6	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
7	Adress by the CEO	SANS VOTE	SANS VOTE	
8.1	Adoption of the financial statements	POUR	POUR	✓ 100.0%
8.2	Approve remuneration report (advisory vote)	POUR	POUR	✓ 97.2%
8.3	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8.3.1	Discharge of Jan Carlson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.7%
8.3.2	Discharge of Ronnie Leten	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.3	Discharge of Jacob Wallenberg	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.4	Discharge of Jon Fredrik Baksaas	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.5	Discharge of Nora Denzel	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.6	Discharge of Carolina Dybeck Happe	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.7	Discharge of Börje Ekholm	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.8	Discharge of Eric A. Elzvik	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.9	Discharge of Kurt Jofs	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.10	Discharge of Kristin S. Rinne	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.11	Discharge of Helena Stjernholm	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.12	Discharge of Jonas Synnergren	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.13	Discharge of Christy Wyatt	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.14	Discharge of Torbjörn Nyman	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%
8.3.15	Discharge of Anders Ripa	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓ 99.9%

No.	Ordre du jour	Board	Ethos		Résultat
8.3.16	Discharge of Ulf Rosberg	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓ 99.9%
8.3.17	Discharge of Annika Salomonsson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓ 99.9%
8.3.18	Discharge of Kjell-Åke Soting	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓ 99.9%
8.3.19	Discharge of Frans Frejdestedt	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓ 99.9%
8.3.20	Discharge of Loredana Roslund	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓ 99.9%
8.3.21	Discharge of Stefan Wänstedt	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓ 99.9%
8.3.22	Discharge of the CEO	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓ 99.9%
8.4	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
9	Resolution on the number of shareholder-elected members of the board of directors and auditors to be appointed	POUR	POUR		✓ 100.0%
10	Approve directors' fees	POUR	● CONTRE	The board fees are excessive.	✓ 95.4%
11	Composition of the board of directors				
11.1	Re-elect Mr. Jon Fredrik Baksaaas	POUR	POUR		✓ 98.3%
11.2	Re-elect Mr. Jan Carlson	POUR	POUR		✓ 94.5%
11.3	Re-elect Ms. Carolina Dybeck Happe	POUR	POUR		✓ 98.5%
11.4	Re-elect Mr. Börje Ekholm	POUR	POUR		✓ 97.8%
11.5	Re-elect Mr. Eric A. Elzvik	POUR	● CONTRE	Non-independent chair of the audit committee. The independence of this committee is insufficient.	✓ 98.1%
11.6	Re-elect Ms. Kristin S. Rinne	POUR	POUR		✓ 96.2%
11.7	Re-elect Mr. Jonas Synnergren	POUR	POUR		✓ 95.9%
11.8	Re-elect Mr. Jacob Wallenberg	POUR	POUR		✓ 95.1%
11.9	Re-elect Ms. Christy Wyatt	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 98.4%
11.10	Elect Mr. Karl Åberg	POUR	POUR		✓ 94.9%
12	Re-elect the chair of the board of directors	POUR	POUR		✓ 96.5%
13	Resolution on the number of auditors to be appointed	POUR	POUR		✓ 100.0%
14	Approve auditors' fees	POUR	POUR		✓ 100.0%
15	Election of auditor	POUR	POUR		✓ 100.0%
16.1	Approve share-related incentive plan: "Long-Term Variable Compensation Program 2024"	POUR	● CONTRE	Potential excessive awards.	✓ 88.4%

No.	Ordre du jour	Board	Ethos	Résultat
16.2	Authorisation to transfer own shares in connection with Long-Term Variable Compensation Program 2024	POUR	● CONTRE	Potential excessive awards under the LTI. ✘ 89.8%
16.3	Approve equity swap agreement to secure the delivery of shares to participants in connection with Long-Term Variable Compensation Program 2024	POUR	● CONTRE	Potential excessive awards under the LTI. ✔ 89.8%
17	Authorisation to transfer own shares in connection with share-related incentive plan 2023	POUR	POUR	✔ 96.1%
18.1	Authorisation to transfer own shares on an exchange to cover expenses in connection with share-related incentive plans 2021, 2022 and 2023	POUR	POUR	✔ 98.2%
18.2	Authorisation to transfer own shares on an exchange to cover costs for tax and social security liabilities for the participants in connection with share-related incentive plans 2021, 2022 and 2023	POUR	POUR	✔ 98.2%
19	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.7%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR		✓ 99.3%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	● CONTRE	Ethos has concerns regarding a regulated agreement.	✓ 96.8%
5	Approve the remuneration report	POUR	● CONTRE	The information provided is insufficient.  Excessive variable and total remuneration.	✓ 82.6%
6	Approve the 2023 remuneration of Mr. Francesco Milleri, chair and CEO	POUR	● CONTRE	Excessive total remuneration.  Excessive variable remuneration.	✓ 86.1%
7	Approve the 2023 remuneration of Mr. Paul du Saillant, Deputy CEO	POUR	● CONTRE	Excessive total remuneration.  Excessive variable remuneration.	✓ 88.8%
8	Approve the remuneration policy of directors	POUR	POUR		✓ 99.3%
9	Approve the remuneration policy of Mr. Francesco Milleri, chair and CEO	POUR	● CONTRE	Excessive total remuneration.  Excessive variable remuneration.	✓ 72.7%
10	Approve the remuneration policy of Mr. Paul du Saillant, Deputy CEO	POUR	● CONTRE	Excessive total remuneration.  Excessive variable remuneration.	✓ 75.3%
Elections to the board of directors					
11	Re-elect Mr. Francesco Milleri	POUR	● CONTRE	Combined chair and CEO.	✓ 83.0%
12	Re-elect Mr. Paul du Saillant	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice.	✓ 98.0%
13	Re-elect Mr. Romolo Bardin	POUR	POUR		✓ 88.9%
14	Re-elect Mr. Jean-Luc Biamonti	POUR	● CONTRE	Non independent lead director, which is not best practice.	✓ 91.3%
15	Re-elect Ms. Marie-Christine Coisne-Roquette	POUR	POUR		✓ 99.7%
16	Re-elect Mr. José Gonzalo	POUR	POUR		✓ 97.2%
17	Re-elect Ms. Virginie Mercier Pitre	POUR	● CONTRE	Representative of an important shareholder who is sufficiently represented on the board.	✓ 98.3%
18	Re-elect Mr. Mario Notari	POUR	POUR		✓ 98.4%
19	Re-elect Ms. Swati Piramal	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 92.3%
20	Re-elect Ms. Cristina Scocchia	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 99.3%
21	Re-elect Dr. Nathalie von Siemens	POUR	POUR		✓ 98.7%
22	Re-elect Mr. Andrea Zappia	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 88.3%

No.	Ordre du jour	Board	Ethos	Résultat
23	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR	✓ 98.2%
24	Authorisation to purchase company shares (share buyback programme)	POUR	POUR	✓ 99.0%
25	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 99.6%
26	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	POUR	✓ 97.7%
27	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	POUR	✓ 96.4%
28	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	POUR	✓ 96.5%
29	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 98.6%
30	Authorisation to issue shares in the event of a public exchange offer initiated by the company	POUR	POUR	✓ 99.1%
31	Determination of the overall limit for capital increase pursuant to items 26, 27, 29 and 30.	POUR	POUR	✓ 99.5%
32	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 99.7%
33	Approve distribution of performance shares	POUR	● CONTRE	The information provided is insufficient. ✓ 96.1%
34	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%



No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of the chair of the meeting	POUR	POUR	✓
2.	Preparation and approval of the voting register	POUR	POUR	✓
3.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
4.	Determination whether the meeting has been duly convened	POUR	POUR	✓
5.	Approval of the agenda	POUR	POUR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
7.	Adress by the chair of the board of directors, CEO, and auditor in charge	SANS VOTE	SANS VOTE	
8a.	Adoption of the financial statements	POUR	POUR	✓
8b.	Approve allocation of income and dividend	POUR	POUR	✓
8c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
8c (i).	Discharge of Ewa Björling	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (ii).	Discharge of Pär Boman	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (iii).	Discharge of Maria Carell	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (iv).	Discharge of Annemarie Gardshol	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (v).	Discharge of Magnus Groth	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (vi).	Discharge of Bjørn Gulden	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (vii).	Discharge of Jan Gurander	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (viii).	Discharge of Torbjörn Lööf	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (ix).	Discharge of Barbara Milian Thoralfsson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (x).	Discharge of Bert Nordberg	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (xi).	Discharge of Lars Rebien Sørensen	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (xii).	Discharge of Louise Svanberg	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (xiii).	Discharge of Susanna Lind	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (xiv).	Discharge of Örjan Svensson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓

No.	Ordre du jour	Board	Ethos	Résultat
8c (xv).	Discharge of Niclas Thulin	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
8c (xvi).	Discharge of the CEO	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed ✓
9.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
10.	Resolution on the number of auditors to be appointed	POUR	POUR	✓
11a.	Approve directors' fees	POUR	POUR	✓
11b.	Approve auditors' fees	POUR	POUR	✓
12.	Composition of the board of directors			
12a.	Re-elect Ms. Ewa Björling	POUR	POUR	✓
12b.	Re-elect Ms. Maria Carell	POUR	POUR	✓
12c.	Re-elect Ms. Annemarie Gardshol	POUR	● CONTRE	Concerns over the director's time commitments. ✓
12d.	Re-elect Mr. Magnus Groth	POUR	POUR	✓
12e.	Re-elect Mr. Jan Gurander	POUR	POUR	✓
12f.	Re-elect Mr. Torbjörn Lööf	POUR	POUR	✓
12g.	Re-elect Mr. Bert Nordberg	POUR	POUR	✓
12h.	Re-elect Ms. Barbara Milian Thoralfsson	POUR	POUR	✓
12i.	Elect Mr. Karl Åberg	POUR	POUR	✓
13.	Election of the chair of the board of directors	POUR	POUR	✓
14.	Election of auditor	POUR	POUR	✓
15.	Approve remuneration report (advisory vote)	POUR	POUR	✓
16.	Approve remuneration policy (binding vote)	POUR	POUR	✓
17.	Approve cash-based LT incentive plan	POUR	POUR	✓
18a.	Authorisation to repurchase own shares	POUR	POUR	✓
18b.	Authorisation to transfer own shares in connection with company acquisitions	POUR	POUR	✓

## Evolution

26.04.2024

AGO

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Election of the chairman of the meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Approval of the agenda	POUR	POUR	✓
5.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
6.	Determination whether the meeting has been duly convened	POUR	POUR	✓
7a.	Adoption of the financial statements	POUR	POUR	✓
7b.	Approve allocation of income and dividend	POUR	POUR	✓
7c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
7c (i).	Discharge of Jens von Bahr	POUR	● CONTRE	The 2023 AGM voting results are not disclosed. ✓
7c (ii).	Discharge of Fredrik Österberg	POUR	● CONTRE	The 2023 AGM voting results are not disclosed. ✓
7c (iii).	Discharge of Ian Livingstone	POUR	● CONTRE	The 2023 AGM voting results are not disclosed. ✓
7c (iv).	Discharge of Joel Citron	POUR	● CONTRE	The 2023 AGM voting results are not disclosed. ✓
7c (v).	Discharge of Jonas Engwall	POUR	● CONTRE	The 2023 AGM voting results are not disclosed. ✓
7c (vi).	Discharge of Mimi Drake	POUR	● CONTRE	The 2023 AGM voting results are not disclosed. ✓
7c (vii).	Discharge of Sandra Urie	POUR	● CONTRE	The 2023 AGM voting results are not disclosed. ✓
7c (viii).	Discharge of the CEO	POUR	● CONTRE	The 2023 AGM voting results are not disclosed. ✓
8.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
9.	Approve directors' fees	POUR	● CONTRE	The potential remuneration is far higher than the median of the peer group. ✓
10.	Composition of the board of directors			
10.1.	Re-elect Mr. Jens von Bahr	POUR	POUR	✓
10.2.	Re-elect Mr. Joel Citron	POUR	POUR	✓
10.3.	Re-elect Ms. Mimi Drake	POUR	POUR	✓
10.4.	Re-elect Mr. Ian Livingstone	POUR	POUR	✓
10.5.	Re-elect Ms. Sandra Urie	POUR	POUR	✓

## Evolution

26.04.2024

AGO

No.	Ordre du jour	Board	Ethos		Résultat
10.6.	Re-elect Mr. Fredrik Österberg	POUR	● CONTRE	Representative of an important shareholder who is sufficiently represented on the board.	✓
11.	Approve auditors' fees	POUR	POUR		✓
12.	Election of auditor	POUR	POUR		✓
13.	Resolution on the nomination committee	POUR	POUR		✓
14.	Approve remuneration policy (binding vote)	POUR	● CONTRE	Some important elements of best practice are missing from the structure of the executive remuneration.	✓
15.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive base salary.	✓
16.	Authorisation to repurchase own shares	POUR	POUR		✓
17.	Authorisation to transfer own shares	POUR	POUR		✓
18.	Authorisation to issue shares, warrants and/or convertible debt	POUR	POUR		✓
19.	Reduce share capital by cancellation of shares and increase of the share capital through a bonus issue without issue of new shares	POUR	POUR		✓
20.	Approve transfer of shares to the sellers of Big Time Gaming Pty Ltd.	POUR	POUR		✓
21.	Closing of the Meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 100.0%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.2%
Elections to the board of directors				
3	Re-elect Mr. Craig Boundy	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice. ✓ 99.9%
4	Re-elect Ms. Alison Brittain	POUR	POUR	✓ 98.4%
5	Re-elect Mr. Brian Cassin	POUR	POUR	✓ 99.9%
6	Re-elect Ms. Kathleen DeRose	POUR	POUR	✓ 98.2%
7	Re-elect Ms. Caroline Donahue	POUR	POUR	✓ 98.4%
8	Re-elect Mr. Luiz Fleury	POUR	● CONTRE	Non independent director sitting on the audit and remuneration committees, which is not line with the UK code. ✓ 98.3%
9	Re-elect Mr. Jonathan Howell	POUR	POUR	✓ 97.8%
10	Re-elect Ms. Esther Lee	POUR	POUR	✓ 98.7%
11	Re-elect Ms. Louise Pentland	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 96.4%
12	Re-elect Mr. Lloyd Pitchford	POUR	POUR	✓ 99.5%
13	Re-elect Mr. Mike Rogers	POUR	POUR	✓ 94.6%
14	Re-appoint KPMG as auditors	POUR	POUR	✓ 99.4%
15	Auditor's remuneration	POUR	POUR	✓ 99.9%
16	General authority to allot shares	POUR	POUR	✓ 94.8%
17	Disapplication of pre-emption rights	POUR	POUR	✓ 92.9%
18	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 89.3%
19	Purchase of own shares	POUR	● CONTRE	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme. ✓ 99.3%

No.	Ordre du jour	Board	Ethos		Résultat
1,	Elections of directors				
1.1	Re-elect Mr. Michael J. Angelakis	POUR	● CONTRE	All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 96.8%
1.2	Re-elect Ms. Angela F. Braly	POUR	● CONTRE	All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 94.6%
1.3	Re-elect Mr. Gregory J. Goff	POUR	● CONTRE	All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 96.4%
1.4	Re-elect Mr. John D. Harris II	POUR	● CONTRE	All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 97.2%
1.5	Re-elect Ms. Kaisa H. Hietala	POUR	● CONTRE	All directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 96.7%
1.6	Re-elect Mr. Joseph L. Hooley	POUR	● CONTRE	As lead director, he is held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 87.1%
1.7	Re-elect Mr. Steven A. Kandarian	POUR	● CONTRE	All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 96.5%
1.8	Re-elect Mr. Alexander A. Karsner	POUR	● CONTRE	All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 95.4%
1.9	Re-elect Mr. Lawrence W. Kellner	POUR	● CONTRE	All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 96.3%
1.10	Elect Ms. Dina Powell McCormick	POUR	POUR		✓ 98.4%
1.11	Re-elect Mr. Jeffrey W. Ubben	POUR	● CONTRE	All incumbent directors are held responsible for the company's lack of a compelling climate strategy and violent attacks and intimidation of its own investors.	✓ 95.7%

No.	Ordre du jour	Board	Ethos		Résultat
1.12	Re-elect Mr. Darren W. Woods	POUR	● CONTRE	<p>Combined chair and CEO.</p> <p>Chair of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p> <p>He is held responsible for violent attacks, disparaging and intimidation of the company's investors.</p>	✓ 91.6%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 97.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 97.1%
4	Shareholder resolution: Revisit Executive Pay Incentives for GHG Emission Reductions	CONTRE	CONTRE		✗ 1.7%
5	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	Enhanced disclosure on gender equality.	✗ 20.0%
6	Shareholder resolution: Report on Reduced Plastics Demand Impact on Financial Assumptions	CONTRE	● POUR	The report would be useful to evaluate opportunities to shift the company's business model from virgin to recycled plastics.	✗ 20.8%
7	Shareholder resolution: Report on Social Impact from Plant Closure on Energy Transition	CONTRE	● POUR	The report will mitigate the impact of future plant closings on workers.	✗ 7.5%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 100.0%
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Yoshiharu Inaba	POUR	POUR	✓ 93.8%
2.2	Re-elect Mr. Kenji Yamaguchi	POUR	POUR	✓ 95.5%
2.3	Re-elect Mr. Ryuji Sasuga	POUR	POUR	✓ 99.1%
2.4	Re-elect Mr. Michael J. Cicco	POUR	POUR	✓ 95.8%
2.5	Re-elect Ms. Naoko Yamazaki	POUR	POUR	✓ 94.7%
2.6	Re-elect Mr. Hiroto Uozumi	POUR	POUR	✓ 99.6%
2.7	Re-elect Ms. Yoko Takeda	POUR	POUR	✓ 99.4%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Elect Ms. Silvia Davila	POUR	● CONTRE	Concerns over the director's time commitments. <span style="float: right;">✓ 99.2%</span>
1.b	Re-elect Mr. Marvin R. Ellison	POUR	POUR	<span style="float: right;">✓ 98.6%</span>
1.c	Re-elect Mr. Stephen E. Gorman	POUR	● CONTRE	Non independent director (representative of a shareholder). The board is not sufficiently independent. <span style="float: right;">✓ 98.6%</span>
1.d	Re-elect Ms. Susan Patricia Griffith	POUR	POUR	<span style="float: right;">✓ 98.2%</span>
1.e	Re-elect Ms. Amy B. Lane	POUR	● CONTRE	Non independent director (representative of a shareholder). The board is not sufficiently independent. <span style="float: right;">✓ 99.0%</span>
1.f	Re-elect Mr. R. Brad Martin	POUR	● CONTRE	Non-independent chair of the audit committee. The independence of this committee is insufficient. <span style="float: right;">✓ 96.9%</span>
1.g	Re-elect Vice Admiral Nancy A. Norton	POUR	POUR	<span style="float: right;">✓ 99.6%</span>
1.h	Re-elect Mr. Frederick P. Perpall	POUR	POUR	<span style="float: right;">✓ 98.6%</span>
1.i	Re-elect Mr. Joshua C. Ramo	POUR	POUR	<span style="float: right;">✓ 97.4%</span>
1.j	Re-elect Prof. Susan C. Schwab	POUR	POUR	<span style="float: right;">✓ 97.6%</span>
1.k	Re-elect Mr. Frederick W. Smith	POUR	POUR	<span style="float: right;">✓ 97.6%</span>
1.l	Re-elect Mr. David P. Steiner	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. <span style="float: right;">✓ 95.2%</span>
				Non independent lead director, which is not best practice.
1.m	Re-elect Mr. Rajesh Subramaniam	POUR	● CONTRE	Executive director (CEO). The board is not sufficiently independent. <span style="float: right;">✓ 98.9%</span>
1.n	Re-elect Mr. Paul S. Walsh	POUR	● CONTRE	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. <span style="float: right;">✓ 95.2%</span>
				Concerns over the director's time commitments.
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="float: right;">✓ 90.6%</span>
				An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="float: right;">✓ 96.2%</span>
4	Amend certificate of incorporation: limit liability of certain officers	POUR	POUR	<span style="float: right;">✓ 72.1%</span>

No.	Ordre du jour	Board	Ethos		Résultat
5	Amend certificate of incorporation: remove the "pass-through voting" provision	POUR	POUR		✓ 78.0%
6	Shareholder resolution: Just Transition report	CONTRE	● POUR	Enhanced disclosure to better assess the company's climate change strategy.	✗ 22.3%
7	Shareholder resolution: advisory vote on amendment to the bylaws	CONTRE	● POUR	The proposal aims at improving shareholder rights.	✗ 1.7%
8	Shareholder resolution: report on climate lobbying alignment	CONTRE	● POUR	Enhanced disclosure to ensure that climate lobbying activities are aligned to the climate strategy.	✗ 20.3%












No.	Ordre du jour	Board	Ethos	Résultat	
1	Opening	SANS VOTE	SANS VOTE		
2.a	Report of the board of directors for the financial year 2023	SANS VOTE	SANS VOTE		
2.b	Policy on additions to reserves and on dividends	SANS VOTE	SANS VOTE		
2.c	Corporate Governance chapter of the Report of the Board of Directors	SANS VOTE	SANS VOTE		
2.d	Remuneration Report 2023 (advisory voting)	POUR	● CONTRE	The information provided on the performance targets is insufficient. Excessive variable remuneration.	✓ 99.2%
2.e	Adoption of the Annual Accounts 2023	POUR	POUR		✓ 100.0%
2.f	Determination and distribution of dividend	POUR	POUR		✓ 100.0%
2.g	Granting of discharge to the Directors in respect of the performance of their duties during the financial year 2023	POUR	POUR		✓ 99.4%
3	Appointment of the members of the board of directors: composition of the board	SANS VOTE	SANS VOTE		
3.a	Re-appointment of Mr. John Elkann (executive director)	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice.	✓ 85.1%
3.b	Re-appointment of Mr. Benedetto Vigna (executive director)	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice.	✓ 99.6%
3.c	Re-appointment of Mr. Piero Ferrari (non-executive director)	POUR	POUR		✓ 88.9%
3.d	Re-appointment of Ms. Delphine Arnault (non-executive director)	POUR	POUR		✓ 91.8%
3.e	Re-appointment of Ms. Francesca Bellettini (non-executive director)	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 86.4%
3.f	Re-appointment of Mr. Eduardo H. Cue (non-executive director)	POUR	POUR		✓ 92.6%
3.g	Re-appointment of Mr. Sergio Duca (non-executive director)	POUR	POUR		✓ 94.0%
3.h	Re-appointment of Mr. John Galantic (non-executive director)	POUR	POUR		✓ 99.5%
3.i	Re-appointment of Ms. Maria Patrizia Grieco (non-executive director)	POUR	POUR		✓ 99.7%
3.j	Re-appointment of Mr. Adam Keswick (non-executive director)	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 89.3%
3.k	Re-appointment of Mr. Michelangelo Volpi (non-executive director)	POUR	POUR		✓ 99.0%

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No.	Ordre du jour	Board	Ethos	Résultat
4.1	Authorization to issue common shares and to grant rights to subscribe for common shares	POUR	POUR	✓ 99.8%
4.2	Authorization to limit or exclude pre-emptive rights	POUR	POUR	✓ 99.8%
5	Amendment to the remuneration policy of the board of directors	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 99.5%
6	Authorization to purchase treasury shares	POUR	POUR	✓ 99.7%
7	Re-appointment of independent auditor	POUR	POUR	✓ 99.9%
8	Approval of awards to the executive directors	POUR	POUR	✓ 99.2%
9	Close of meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2a.	Report of the executive - and supervisory board of the past financial year	SANS VOTE	SANS VOTE	
2b.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
2c.	Report on corporate governance	SANS VOTE	SANS VOTE	
2d.	Approve remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.  99.7%
2e.	Adoption of the financial statements	POUR	POUR	 100.0%
3.	Approve climate strategy report (advisory vote)	POUR	● CONTRE	The company has not set CO2e emission reduction targets consistent with limiting the global temperature increase to 1.5°.  93.2%
4.	Discharge of the board of directors	POUR	POUR	 93.5%
5.	Election of auditor	POUR	POUR	 100.0%
6a.	Authorisation to issue shares for general purposes	POUR	POUR	 98.4%
6b.	Authorisation to issue shares for scrip dividends	POUR	POUR	 99.2%
7a.	Authorisation to restrict or exclude pre-emptive rights for general purposes	POUR	POUR	 93.2%
7b.	Authorisation to restrict or exclude pre-emptive rights for scrip dividends	POUR	POUR	 98.8%
8.	Authorisation to repurchase own shares	POUR	POUR	 99.8%
9.	Reduce share capital via cancellation of shares	POUR	POUR	 99.9%
10.	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Frank J. Bisignano	POUR	● S'ABSTENIR Combined chairman and CEO.	✓ 93.9%
1b	Re-elect Mr. Henrique De Castro	POUR	POUR	✓ 98.8%
1c	Re-elect Mr. Harry F. DiSimone	POUR	POUR	✓ 99.7%
1d	Elect Mr. Lance M. Fritz	POUR	POUR	✓ 99.4%
1e	Elect Dr. Ajei S. Gopal	POUR	POUR	✓ 99.4%
1f	Re-elect Ms. Wafaa Mamilli	POUR	POUR	✓ 98.2%
1g	Re-elect Ms. Heidi G. Miller	POUR	POUR	✓ 96.4%
1h	Re-elect Mr. Doyle R. Simons	POUR	● S'ABSTENIR Non independent lead director, which is not best practice.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.7%
1i	Re-elect Mr. Kevin M. Warren	POUR	POUR	✓ 98.2%
1j	Elect Ms. Charlotte B. Yarkoni	POUR	POUR	✓ 99.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 91.0%
3	Re-election of the auditor	POUR	● CONTRE The auditor's long tenure raises independence concerns.	✓ 94.6%

No.	Ordre du jour	Board	Ethos	Résultat
Elections to the board of directors				
1	Elect Mr. John Bryant	POUR	POUR	✓ 94.6%
2(a)	Re-elect Ms. Nancy Cruickshank	POUR	POUR	✓ 99.3%
2(b)	Re-elect Ms. Nancy Dubuc	POUR	● CONTRE	✓ 98.1%
				The director was implicated in a serious controversy in the past or does not have a good reputation or his activities and attitude are not irreproachable.
2(c)	Re-elect Mr. Paul Edgecliffe-Johnson	POUR	POUR	✓ 100.0%
2(d)	Re-elect Mr. Alfred Jr. Hurley	POUR	POUR	✓ 97.8%
2(e)	Re-elect Mr. Peter Jackson	POUR	POUR	✓ 100.0%
2(f)	Re-elect Ms. Holly Keller Koeppel	POUR	● CONTRE	✓ 95.9%
				Chair of the audit committee, the auditor's long tenure raises independence concerns.
2(g)	Re-elect Ms. Carolan Lennon	POUR	POUR	✓ 98.2%
2(h)	Re-elect Mr. Atif Rafiq	POUR	POUR	✓ 99.9%
3	Remuneration report (advisory vote)	POUR	● CONTRE	✓ 97.2%
4	Auditor's remuneration	POUR	POUR	✓ 98.8%
5	Authority to call general meetings on short notice	POUR	● CONTRE	✓ 96.7%
				14-days is insufficient for shareholders to vote in an informed manner.
6	General authority to allot shares	POUR	POUR	✓ 97.4%
7A	Disapplication of pre-emption rights	POUR	POUR	✓ 100.0%
7B	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 99.8%
8	Purchase of own shares	POUR	● CONTRE	✓ 99.8%
				The amount of the repurchase is excessive given the financial situation and perspectives of the company.
9	Determination of the price range for the re-issue of treasury shares off market	POUR	POUR	✓ 100.0%
10	Transfer of Flutter's Listing Category from a Premium Listing to a Standard Listing	POUR	POUR	✓ 98.2%
11	Adoption of new articles of association	POUR	POUR	✓ 98.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Advisory vote on the remuneration report Election of directors	POUR	POUR	✓ 99.2%
2	Re-elect Mr. Sebastian Coe	POUR	● CONTRE	Concerns over the director's attendance rate, which was below 75% during the year under review. ✓ 99.8%
3	Re-elect Dr. Jean Baderschneider	POUR	POUR	✓ 99.4%
4	Elect Ms. Usha Rao-Monari	POUR	POUR	✓ 99.8%
5	Elect Mr. Noel Pearson	POUR	POUR	✓ 99.9%
6	Approval of the Performance Rights Plan	POUR	POUR	✓ 99.7%
7	Grant of performance shares to Mr. Dino Otranto	POUR	POUR	✓ 88.3%
8	Grant of performance shares to Mr. Mark Hutchinson	POUR	POUR	✓ 88.3%
9	Conditional spill resolution	RETIRÉE	● POUR	As ITEM 1 obtained more than 75% of approval by shareholders, ITEM 9 was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:  If the remuneration report is rejected by more than 25% of the shareholders two years in a row, shareholders should have the possibility to vote on the re-election of all directors at an EGM (Spill Meeting). -



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. David P. Abney	POUR	POUR	✓ 99.4%
1b	Re-elect Mr. Richard C. Adkerson	POUR	● CONTRE	✓ 98.2% The director is over 75 years old, which exceeds guidelines.
1c	Re-elect Ms. Marcela E. Donadio	POUR	POUR	✓ 97.3%
1d	Re-elect Mr. Robert W. Dudley	POUR	POUR	✓ 99.1%
1e	Re-elect Mr. Hugh Grant	POUR	POUR	✓ 99.6%
1f	Re-elect Ms. Lydia H. Kennard	POUR	POUR	✓ 97.7%
1g	Re-elect Mr. Ryan M. Lance	POUR	POUR	✓ 99.2%
1h	Re-elect Ms. Sara Grootwassink Lewis	POUR	POUR	✓ 99.8%
1i	Re-elect Mr. Dustan E. McCoy	POUR	● CONTRE	✓ 95.5% The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1j	Re-elect Ms. Kathleen L. Quirk	POUR	POUR	✓ 99.4%
1k	Re-elect Mr. John J. Stephens	POUR	POUR	✓ 99.1%
1l	Re-elect Ms. Frances Fragos Townsend	POUR	POUR	✓ 99.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 94.9% Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	✓ 96.4% The auditor's long tenure raises independence concerns.
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	✓ 90.3% This amendment reduces shareholder rights to take legal action against certain company officers.

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 98.8%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Kenji Sukeno	POUR	POUR	✓ 94.9%
2.2	Re-elect Mr. Teiichi Goto	POUR	POUR	✓ 96.9%
2.3	Re-elect Mr. Masayuki Higuchi	POUR	POUR	✓ 97.6%
2.4	Re-elect Mr. Naoki Hama	POUR	POUR	✓ 97.6%
2.5	Re-elect Ms. Chisato Yoshizawa	POUR	POUR	✓ 97.6%
2.6	Re-elect Mr. Yoji Ito	POUR	POUR	✓ 97.6%
2.7	Re-elect Mr. Kunitaro Kitamura	POUR	POUR	✓ 96.6%
2.8	Re-elect Ms. Makiko Eda	POUR	POUR	✓ 99.5%
2.9	Re-elect Mr. Tsuyoshi Nagano	POUR	POUR	✓ 99.5%
2.10	Re-elect Mr. Ikuro Sugawara	POUR	POUR	✓ 99.5%
2.11	Elect Mr. Takaki Suzuki	POUR	POUR	✓ 99.9%
3.	Election of 2 Corporate Auditors			
3.1	Elect Mr. Tsumugu Ishigaki as a Corporate Auditor	POUR	POUR	✓ 91.3%
3.2	Elect Mr. Yoshio Iteya as a Corporate Auditor	POUR	POUR	✓ 99.8%
4.	Approve revision to the maximum amount of remuneration for directors	POUR	POUR	✓ 99.7%
5.	Approve revision of the maximum amount of remuneration for corporate auditors	POUR	POUR	✓ 99.6%
6.	Approve restricted share based remuneration	POUR	● CONTRE	An important part of the variable remuneration is based on continued employment only.                     ✓ 88.7%
7.	Approve medium-term performance based share remuneration	POUR	POUR	✓ 97.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Hidenori Furuta	POUR	POUR	✓ 96.6%
1.2	Re-elect Mr. Takahito Tokita	POUR	POUR	✓ 93.3%
1.3	Re-elect Mr. Takeshi Isobe	POUR	POUR	✓ 99.0%
1.4	Elect Mr. Hiroki Hiramatsu	POUR	POUR	✓ 99.4%
1.5	Re-elect Prof. Dr. Chiaki Mukai	POUR	POUR	✓ 99.5%
1.6	Re-elect Prof. Yoshiko Kojo	POUR	POUR	✓ 99.6%
1.7	Re-elect Mr. Kenichiro Sasae	POUR	POUR	✓ 96.2%
1.8	Re-elect Mr. Brian Gill	POUR	POUR	✓ 99.6%
1.9	Elect Mr. Takuya Hirano	POUR	POUR	✓ 99.9%
2.	Election of 2 Corporate Auditors			
2.1	Elect Mr. Yuuichi Koseki as a Corporate Auditor	POUR	POUR	✓ 98.2%
2.2	Re-elect Mr. Hideo Makuta as a Corporate Auditor	POUR	POUR	✓ 99.6%
3.	Revision to the Performance-based Stock Compensation Plan for Executive Directors	POUR	● CONTRE	Potential excessive awards. ✓ 96.1%
4.	Revision to the Restricted Stock Unit Plan for Independent Directors	POUR	POUR	✓ 92.9%

No.	Ordre du jour	Board	Ethos	Résultat
	Launching GE Aerospace and GE Vernova			
1	Elections of directors			
1a	Re-elect Mr. Stephen F. Angel	POUR	POUR	✓ 99.1%
1b	Re-elect Mr. Sébastien Bazin	POUR	POUR	✓ 97.3%
1c	Elect Ms. Margaret Billson	POUR	POUR	✓ 99.7%
1d	Re-elect Mr. H. Lawrence Culp Jr.	POUR	● CONTRE	Combined chair and CEO. ✓ 96.0%
1e	Elect Dr. phil. Thomas Enders	POUR	POUR	✓ 98.2%
1f	Re-elect Mr. Edward P. Garden	POUR	POUR	✓ 99.2%
1g	Re-elect Ms. Isabella D. Goren	POUR	POUR	✓ 99.3%
1h	Re-elect Mr. Thomas W. Horton	POUR	POUR	✓ 98.5%
1i	Re-elect Ms. Catherine Lesjak	POUR	● CONTRE	Chair of the nomination committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 97.0%
1j	Re-elect Mr. Darren W. McDew	POUR	POUR	✓ 99.0%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.5%
3	Re-election of the auditor	POUR	POUR	✓ 99.7%
4	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management. ✗ 16.2%
5	Shareholder resolution: Report Analyzing Risks Arising from Voluntary Carbon Reduction Commitments	CONTRE	CONTRE	✗ 1.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Richard D. Clarke	POUR	POUR	✓ 98.3%
1.b	Re-elect Mr. Rudy F. deLeon	POUR	POUR	✓ 98.4%
1.c	Re-elect Mr. Cecil D. Haney	POUR	POUR	✓ 89.4%
1.d	Elect Mr. Charles W. Hooper	POUR	POUR	✓ 99.2%
1.e	Re-elect Mr. Mark M. Malcolm	POUR	POUR	✓ 99.4%
1.f	Re-elect Mr. James N. Mattis	POUR	POUR	✓ 97.9%
1.g	Re-elect Ms. Phebe N. Novakovic	POUR	● CONTRE	Combined chairman and CEO. ✓ 96.4%
1.h	Re-elect Mr. C. Howard Nye	POUR	POUR	✓ 98.2%
1.i	Re-elect Ms. Catherine B. Reynolds	POUR	POUR	✓ 98.9%
1.j	Re-elect Ms. Laura J. Schumacher	POUR	POUR	✓ 97.2%
1.k	Re-elect Mr. Robert K. Steel	POUR	POUR	✓ 98.3%
1.l	Re-elect Mr. John G. Stratton	POUR	POUR	✓ 92.0%
1.m	Re-elect Mr. Sir Peter A. Wall	POUR	POUR	✓ 97.8%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 97.2%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.9%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 3.6%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Ms. Mary T. Barra	POUR	● CONTRE	Combined chairman and CEO. <span style="color: green;">✔</span> 94.6%
1b.	Re-elect Mr. Wesley G. Bush	POUR	POUR	<span style="color: green;">✔</span> 96.1%
1c.	Re-elect Ms. Joanne C. Crevoiserat	POUR	POUR	<span style="color: green;">✔</span> 99.4%
1d.	Re-elect Ms. Linda R. Gooden	POUR	POUR	<span style="color: green;">✔</span> 99.7%
1e.	Re-elect Mr. Joseph Jimenez	POUR	POUR	<span style="color: green;">✔</span> 97.0%
1f.	Re-elect Mr. Jonathan (Jon) McNeill	POUR	POUR	<span style="color: green;">✔</span> 99.4%
1g.	Re-elect Ms. Judith A. Miscik	POUR	POUR	<span style="color: green;">✔</span> 99.8%
1h.	Re-elect Ms. Patricia F. Russo	POUR	● CONTRE	Non independent lead director, which is not best practice. <span style="color: green;">✔</span> 98.9%
1i.	Re-elect Mr. Thomas M. Schoewe	POUR	POUR	<span style="color: green;">✔</span> 97.1%
1j.	Re-elect Mr. Mark A. Tatum	POUR	POUR	<span style="color: green;">✔</span> 99.9%
1k.	Re-elect Dr. Jan E. Tighe	POUR	POUR	<span style="color: green;">✔</span> 99.8%
1l.	Re-elect Mr. Devin N. Wenig	POUR	POUR	<span style="color: green;">✔</span> 97.2%
2	Re-election of the auditor	POUR	POUR	<span style="color: green;">✔</span> 99.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="color: green;">✔</span> 57.7%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Report on the Use of Child Labour in Connection with Electric Vehicles	CONTRE	CONTRE	<span style="color: red;">✘</span> 12.6%
5	Shareholder resolution: Eliminate EV Targets from Incentive Compensation Programs	CONTRE	CONTRE	<span style="color: red;">✘</span> 0.8%
6	Shareholder resolution: Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	CONTRE	● POUR	Enhanced disclosure on environmental issues. <span style="color: red;">✘</span> 12.5%
7	Shareholder resolution: Report on Sustainability Risk in the Company's Supply Chain	CONTRE	● POUR	Enhanced disclosure on environmental issues. <span style="color: red;">✘</span> 13.6%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Report on the company's activities	SANS VOTE	SANS VOTE		
2.	Adoption of the financial statements and discharge of the supervisory board and executive management from liability	POUR	POUR		✓ 99.9%
3.	Approve allocation of income and dividend	POUR	● CONTRE	Ethos no longer considers it appropriate to refrain from dividend payments.	✓ 99.7%
4.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 93.0%
5.	Composition of the board of directors				
5a.	Re-elect Ms. Deirdre P. Connelly	POUR	POUR		✓ 87.6%*
5b.	Re-elect Ms. Pernille Erenbjerg	POUR	POUR		✓ 92.5%*
5c.	Re-elect Mr. Rolf Hoffmann	POUR	POUR		✓ 100.0%*
5d.	Re-elect Ms. Elizabeth O'Farrell	POUR	POUR		✓ 98.5%*
5e.	Re-elect Mr. Paolo Paoletti	POUR	POUR		✓ 98.8%*
5f.	Re-elect Mr. Anders Gersel Pedersen	POUR	● ABSTENTION	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 78.7%*
6.	Election of auditor	POUR	POUR		✓ 99.9%*
7a.	Approve directors' fees	POUR	● CONTRE	The proposed increase relative to the previous year is excessive.	✓ 66.8%
7b.	Indemnification of members of the board of directors	POUR	POUR		✓ 99.1%
7c.	Amend articles of association: scheme of indemnification	POUR	POUR		✓ 100.0%
7d.	Approve remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 63.0%
7e.	Authorisation to issue shares and/or convertible debt instruments	POUR	POUR		✓ 97.5%
7f.	Authorisation to issue warrants to company employees	POUR	POUR		✓ 99.8%
7g.	Authorisation to repurchase own shares	POUR	● CONTRE	The share repurchase replaces the dividend in cash.	✓ 98.3%
8.	To authorise the meeting chairperson	POUR	POUR		✓ 100.0%
9.	Any other business	SANS VOTE	SANS VOTE		

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

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Dr. Jacqueline K. Barton	POUR	POUR	✓ 98.8%
1b	Re-elect Dr. Jefferey A. Bluestone	POUR	POUR	✓ 99.3%
1c	Re-elect Dr. Sandra J. Horning	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 97.8%
1d	Re-elect Ms. Kelly A. Kramer	POUR	POUR	✓ 97.3%
1e	Elect Mr. Ted W. Love	POUR	POUR	✓ 99.5%
1f	Re-elect Mr. Harish Manwani	POUR	POUR	✓ 96.1%
1g	Re-elect Mr. Daniel O'Day	POUR	● CONTRE	Combined chairman and CEO. ✓ 93.7%
1h	Re-elect Mr. Javier J. Rodriguez	POUR	POUR	✓ 99.3%
1i	Re-elect Mr. Anthony Welters	POUR	POUR	✓ 92.5%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.2%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.0%  An important part of the variable remuneration is based on continued employment only.
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 81.2%
5	Shareholder resolution: Employee representation on board of directors	CONTRE	● POUR	The proposal aims at improving the company's corporate governance. ✗ 5.9%
6	Shareholder resolution: Report on Risks of Supporting Abortion	CONTRE	CONTRE	✗ 1.8%
7	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	CONTRE	CONTRE	✗ 35.8%



No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a	Re-elect Ms. Michele Burns	POUR	POUR		✓ 96.0%
1b	Re-elect Mr. Mark Flaherty	POUR	POUR		✓ 97.2%
1c	Re-elect Ms. Kimberley Harris	POUR	POUR		✓ 96.3%
1d	Re-elect Mr. Kevin R. Johnson	POUR	POUR		✓ 97.8%
1e	Re-elect Ms. Ellen J. Kullman	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 96.2%
1f	Re-elect Mr. Lakshmi Niwas Mittal	POUR	● CONTRE	Concerns over the director's time commitments.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.5%
1g	Elect Mr. Thomas Montag	POUR	POUR		✓ 99.5%
1h	Re-elect Mr. Peter Oppenheimer	POUR	POUR		✓ 96.9%
1i	Re-elect Mr. David M. Solomon	POUR	● CONTRE	Combined chair and CEO.	✓ 95.3%
1j	Re-elect Dr. Jan E. Tighe	POUR	POUR		✓ 98.3%
1k	Re-elect Mr. David A. Viniar	POUR	● CONTRE	Non independent lead director, which is not best practice.	✓ 95.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 86.4%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.8%
4	Shareholder resolution: Independent chair	CONTRE	CONTRE		✗ 33.7%
5	Shareholder resolution: Report on climate lobbying	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✗ 39.4%
6	Shareholder resolution: Report on Efforts Regarding Protected Classes of Employees	CONTRE	● POUR	Enhanced disclosure on social issues.	✗ 15.1%
7	Shareholder resolution: Environmental Justice Impact Assessment	CONTRE	● POUR	Assessing the energy sector's environmental justice effects will mitigate and address these risks to ensure fairness and equity for all communities.	✗ 10.0%
8	Shareholder resolution: Report Disclosure of Clean Energy Supply Financing Ratio	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 28.8%
9	Shareholder resolution: Proxy Voting Review	CONTRE	● POUR	The proposal is in line with the long-term interests of the majority of the company's stakeholders.	✗ 8.3%
10	Shareholder resolution: Report on Financial Statement Assumptions Regarding Climate Change	CONTRE	CONTRE		✗ 0.8%
11	Shareholder resolution: Pay Equity Reporting	CONTRE	● POUR	Enhanced disclosure on gender equality.	✗ 30.0%
12	Shareholder resolution: Directors to be Elected by Majority Vote	RETIRÉE	RETIRÉE		-

No.	Ordre du jour	Board	Ethos		Résultat
1	Re-election of KPMG as the auditor of Goodman Logistics (HK) Limited	POUR	POUR		✓ 93.1%
	Election of directors				
2.a	Re-elect Mr. Danny Peeters	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice.	✓ 90.6%
2.b	Re-elect Mr. Danny Peeters as board member of Goodman Logistics (HK) Limited	POUR	POUR		✓ 90.7%
3	Re-elect Mr. David Collins as board member of Goodman Logistics (HK) Limited	POUR	POUR		✓ 99.0%
4	Advisory vote on the remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 65.1%
5	Grant of Performance Rights to Mr. Gregory Goodman (CEO)	POUR	● CONTRE	Excessive variable remuneration.	✓ 63.3%
6	Grant of Performance Rights to Mr. Danny Peeters (CEO Brazil)	POUR	● CONTRE	Excessive variable remuneration.	✓ 63.3%
7	Grant of Performance Rights to Mr. Anthony Rozic (Deputy CEO and CEO North America)	POUR	● CONTRE	Excessive variable remuneration.	✓ 63.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration. Concerns over the excessive sign-on bonus granted to the new CFO.
Elections to the board of directors				
3	Elect Ms. Wendy Becker	POUR	POUR	✓ 95.9%
4	Elect Dr Jeannie Lee	POUR	POUR	✓ 99.9%
5	Re-elect Sir Jonathan Symonds, CBE	POUR	POUR	✓ 99.5%
6	Re-elect Dame Emma Walmsley	POUR	POUR	✓ 99.8%
7	Re-elect Ms. Julie Brown	POUR	POUR	✓ 99.7%
8	Re-elect Ms. Elizabeth McKee Anderson	POUR	POUR	✓ 97.6%
9	Re-elect Mr. Charles A. Bancroft	POUR	POUR	✓ 99.5%
10	Re-elect Dr. Hal Barron	POUR	POUR	✓ 99.6%
11	Re-elect Dr. Anne Beal	POUR	POUR	✓ 99.6%
12	Re-elect Dr. Harry C. Dietz	POUR	POUR	✓ 99.8%
13	Re-elect Dr. Jesse Goodman	POUR	POUR	✓ 99.8%
14	Re-elect Dr. Vishal Sikka	POUR	POUR	✓ 94.6%
15	Re-appoint Deloitte as auditors	POUR	POUR	✓ 99.9%
16	Auditor's remuneration	POUR	POUR	✓ 99.9%
17	Political donations	POUR	POUR	✓ 98.8%
18	General authority to allot shares	POUR	POUR	✓ 95.7%
19	Disapplication of pre-emption rights	POUR	POUR	✓ 97.7%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 96.9%
21	Purchase of own shares	POUR	POUR	✓ 99.2%
22	Exemption from statement of the name of the senior statutory auditor in published copies of the auditor's reports (ordinary resolution)	POUR	POUR	✓ 99.7%
23	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 100.0%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 95.7%
3	Final dividend	POUR	POUR		✓ 100.0%
	Elections to the board of directors				
4	Re-elect Sir Dave Lewis	POUR	POUR		✓ 98.1%
5	Re-elect Mr. Brian McNamara	POUR	POUR		✓ 99.6%
6	Re-elect Mr. Tobias Hestler	POUR	POUR		✓ 99.2%
7	Re-elect Mr. Manvinder Singh Banga	POUR	POUR		✓ 99.1%
8	Re-elect Ms. Marie-Anne Aymerich	POUR	POUR		✓ 99.4%
9	Re-elect Ms. Tracy Jayne Clarke	POUR	POUR		✓ 98.6%
10	Re-elect Dame Vivienne Cox	POUR	POUR		✓ 99.3%
11	Re-elect Ms. Asmita Dubey	POUR	POUR		✓ 99.7%
12	Re-elect Ms. Deirdre Mahlan	POUR	POUR		✓ 88.3%
13	Re-elect Mr. David Denton	POUR	POUR		✓ 99.6%
14	Re-elect Mr. Bryan Supran	POUR	POUR		✓ 99.6%
15	Re-appoint KPMG as auditors	POUR	POUR		✓ 99.8%
16	Auditor's remuneration	POUR	POUR		✓ 100.0%
17	Political donations	POUR	POUR		✓ 99.4%
18	General authority to allot shares	POUR	POUR		✓ 96.8%
19	Disapplication of pre-emption rights	POUR	POUR		✓ 97.3%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 96.1%
21	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.8%
22	On-market purchase of own shares	POUR	POUR		✓ 99.7%
23	Off-market purchase of own shares	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.9%

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 100.0%
2	Final dividend	POUR	POUR		✓ 100.0%
3	Remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.	✓ 95.1%
				Excessive variable remuneration.	
4	Remuneration policy (binding vote)	POUR	● CONTRE	Potential excessive awards.	✓ 94.3%
	Elections to the board of directors				
5	Elect Mr. Liam Condon	POUR	POUR		✓ 99.5%
6	Elect Mr. Giles Kerr	POUR	POUR		✓ 99.9%
7	Re-elect Dame Louise Makin	POUR	POUR		✓ 95.8%
8	Re-elect Mr. Marc Ronchetti	POUR	POUR		✓ 99.9%
9	Re-elect Mr. Stephen Gunning	POUR	POUR		✓ 99.5%
10	Re-elect Ms. Jennifer Ward	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice.	✓ 99.8%
11	Re-elect Ms. Carole Cran	POUR	POUR		✓ 98.7%
12	Re-elect Ms. Jo Harlow	POUR	POUR		✓ 97.4%
13	Re-elect Mr. Dharmash Mistry	POUR	POUR		✓ 98.7%
14	Re-elect Ms. Sharmila Nebhrajani OBE	POUR	POUR		✓ 98.5%
15	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR		✓ 99.2%
16	Auditor's remuneration	POUR	POUR		✓ 99.9%
17	General authority to allot shares	POUR	POUR		✓ 96.4%
18	Political donations	POUR	POUR		✓ 97.0%
19	Disapplication of pre-emption rights	POUR	POUR		✓ 99.5%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 98.8%
21	Purchase of own shares	POUR	● CONTRE	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.	✓ 99.0%
22	Notice of general meetings	POUR	● CONTRE	A 14-day notice is insufficient for shareholders to vote in an informed manner.	✓ 91.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3a	Approve Discharge of Management Board member Jean-Jacques Henchoz (CEO)	POUR	POUR	✓ 97.0%
3b	Approve Discharge of Management Board member Sven Althoff	POUR	POUR	✓ 97.1%
3c	Approve Discharge of Management Board member Claude Chèvre	POUR	POUR	✓ 97.1%
3d	Approve Discharge of Management Board member Clemens Jungsthöfel	POUR	POUR	✓ 97.1%
3e	Approve Discharge of Management Board member Dr. Klaus Miller	POUR	POUR	✓ 97.1%
3f	Approve Discharge of Management Board member Sharon Ooi (since 11 January 2023)	POUR	POUR	✓ 97.1%
3g	Approve Discharge of Management Board member Dr. Michael Pickel	POUR	POUR	✓ 97.1%
3h	Approve Discharge of Management Board member Silke Sehm	POUR	POUR	✓ 97.1%
4a	Approve Discharge of Supervisory Board member Torsten Leue (Chair)	POUR	POUR	✓ 93.8%
4b	Approve Discharge of Supervisory Board member Natalie Bani Ardalan	POUR	POUR	✓ 93.8%
4c	Approve Discharge of Supervisory Board member Herbert K. Haas (Vice Chair)	POUR	POUR	✓ 93.8%
4d	Approve Discharge of Supervisory Board member Frauke Heitmüller	POUR	POUR	✓ 93.8%
4e	Approve Discharge of Supervisory Board member Ilka Hundeshagen	POUR	POUR	✓ 93.8%
4f	Approve Discharge of Supervisory Board member Dr. Ursula Lipowsky	POUR	POUR	✓ 93.8%
4g	Approve Discharge of Supervisory Board member Dr. Michael Ollmann	POUR	POUR	✓ 93.8%
4h	Approve Discharge of Supervisory Board member Dr. Andrea Pollak	POUR	POUR	✓ 93.8%
4i	Approve Discharge of Supervisory Board member Dr. Erhard Schipporeit	POUR	POUR	✓ 93.8%

No.	Ordre du jour	Board	Ethos	Résultat
5	Appoint the Auditors	POUR	POUR	✓ 99.9%
6	Approve Remuneration Report	POUR	POUR	✓ 94.8%
Board main features				
7a	Elections to the Supervisory Board: Herbert K. Haas	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 76.9%
7b	Elections to the Supervisory Board: Harald Kayser	POUR	POUR	✓ 96.1%
7c	Elections to the Supervisory Board: Dr. Alena Kouba	POUR	POUR	✓ 99.9%
7d	Elections to the Supervisory Board: Torsten Leue	POUR	POUR	✓ 72.5%
7e	Elections to the Supervisory Board: Dr. Ursula Lipowsky	POUR	POUR	✓ 99.8%
7f	Elections to the Supervisory Board: Dr. Michael Ollmann	POUR	POUR	✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Thomas F. Frist III	POUR	POUR	✓ 96.9%
1.b	Re-elect Mr. Samuel N. Hazen	POUR	POUR	✓ 99.3%
1.c	Re-elect Ms. Meg G. Crofton	POUR	POUR	✓ 99.1%
1.d	Re-elect Mr. Robert J. Dennis	POUR	POUR	✓ 96.4%
1.e	Re-elect Ms. Nancy-Ann M. DeParle	POUR	POUR	✓ 97.9%
1.f	Re-elect Mr. William R. Frist	POUR	POUR	✓ 99.0%
1.g	Re-elect Mr. Hugh F. Johnston	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 89.1%
1.h	Re-elect Mr. Michael W. Michelson	POUR	POUR	✓ 99.0%
1.i	Re-elect Dr. Wayne J. Riley	POUR	POUR	✓ 98.0%
1.j	Re-elect Ms. Andrea B. Smith	POUR	POUR	✓ 99.1%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 92.3%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.1%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.5%
5	Shareholder resolution: Report on risk mitigation regarding state restrictions for emergency abortions	CONTRE	● POUR	The report will address potential risks and safeguard the interests of patients who are faced with emergency abortions. ✗ 8.2%
6	Shareholder resolution: Report on patient feedback regarding quality of care	CONTRE	● POUR	We support corporate policies aiming to deliver safe patient care. ✗ 15.4%
7	Shareholder resolution: Report on maternal health outcomes	CONTRE	● POUR	The report will address urgent maternal health crisis issues and significant racial disparities in maternal morbidity. ✗ 8.5%



No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3.1	Approve Discharge of Management Board member Dr. Dominik von Achten (CEO)	POUR	POUR	✓ 99.6%
3.2	Approve Discharge of Management Board member René Aldach	POUR	POUR	✓ 99.7%
3.3	Approve Discharge of Management Board member Kevin Gluskie	POUR	POUR	✓ 99.7%
3.4	Approve Discharge of Management Board member Hakan Gurdal	POUR	POUR	✓ 99.7%
3.5	Approve Discharge of Management Board member Ernest Jelito	POUR	POUR	✓ 99.7%
3.6	Approve Discharge of Management Board member Dr. Nicola Kimm	POUR	POUR	✓ 99.7%
3.7	Approve Discharge of Management Board member Dennis Lentz	POUR	POUR	✓ 99.7%
3.8	Approve Discharge of Management Board member Jon Morrish	POUR	POUR	✓ 99.7%
3.9	Approve Discharge of Management Board member Chris Ward	POUR	POUR	✓ 99.7%
4.1	Approve Discharge of Supervisory Board member Dr. Bernd Scheifele (Chair)	POUR	POUR	✓ 98.1%
4.2	Approve Discharge of Supervisory Board member Heinz Schmitt (Vice Chair)	POUR	POUR	✓ 98.6%
4.3	Approve Discharge of Supervisory Board member Barbara Breuninger	POUR	POUR	✓ 98.6%
4.4	Approve Discharge of Supervisory Board member Birgit Jochens	POUR	POUR	✓ 98.8%
4.5	Approve Discharge of Supervisory Board member Ludwig Merckle	POUR	POUR	✓ 97.1%
4.6	Approve Discharge of Supervisory Board member Luka Mucic	POUR	POUR	✓ 98.1%
4.7	Approve Discharge of Supervisory Board member Dr. Ines Ploss	POUR	POUR	✓ 98.8%
4.8	Approve Discharge of Supervisory Board member Peter Riedel	POUR	POUR	✓ 98.6%
4.9	Approve Discharge of Supervisory Board member Werner Schraeder	POUR	POUR	✓ 98.6%
4.10	Approve Discharge of Supervisory Board member Margret Suckale	POUR	POUR	✓ 98.1%

No.	Ordre du jour	Board	Ethos		Résultat
4.11	Approve Discharge of Supervisory Board member Dr. Sopna Sury	POUR	POUR		✓ 98.1%
4.12	Approve Discharge of Supervisory Board member Univ.-Prof. Dr. Marion Weissenberger-Eibl	POUR	POUR		✓ 98.1%
5	Appoint the Auditors	POUR	POUR		✓ 99.9%
6	Approve Remuneration Report	POUR	● CONTRE	Excessive variable remuneration.	✓ 95.8%
7	Approve Remuneration System for the Management Board members	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines.	✓ 96.2%
	Board main features				
8.1	Elections to the Supervisory Board: Dr. Bernd Scheifele	POUR	POUR		✓ 69.7%
8.2	Elections to the Supervisory Board: Ludwig Merckle	POUR	POUR		✓ 85.0%
8.3	Elections to the Supervisory Board: Luka Mucic	POUR	POUR		✓ 99.6%
8.4	Elections to the Supervisory Board: Margret Suckale	POUR	POUR		✓ 98.6%
8.5	Elections to the Supervisory Board: Dr. Sopna Sury	POUR	POUR		✓ 99.6%
8.6	Elections to the Supervisory Board: Gunnar Groebler	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 90.7%
9	Amend Articles: Adjustment of record date (Section 16 (1) sentence 1)	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
	Opening of the meeting	SANS VOTE	SANS VOTE	
1.	Report of the board of directors on the past financial year	SANS VOTE	SANS VOTE	
2.	Report on corporate governance	SANS VOTE	SANS VOTE	
3.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 99.6%
4.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
5.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
6.	Discharge of the board of directors	POUR	POUR	✓ 99.8%
7a.	Authorisation to repurchase own shares	POUR	POUR	✓ 100.0%
7b.	Authorisation to issue shares	POUR	POUR	✓ 98.7%
7c.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 98.2%
8.	Approve remuneration policy of the board of directors (binding vote)	POUR	POUR	✓ 99.6%
	Composition of the board of directors			
9.	Re-elect Mr. Jean-François van Boxmeer	POUR	● CONTRE	Former executive director. The board is not sufficiently independent. ✓ 79.1%
10.	Election of auditor	POUR	POUR	✓ 100.0%
	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
	Opening of the meeting	SANS VOTE	SANS VOTE	
1a.	Report of the executive board on the past financial year	SANS VOTE	SANS VOTE	
1b.	Report on corporate governance	SANS VOTE	SANS VOTE	
1c.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 96.4%
1d.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
1e.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
1f.	Approve allocation of income	POUR	POUR	✓ 100.0%
1g.	Discharge of executive board	POUR	POUR	✓ 98.0%
1h.	Discharge of supervisory board	POUR	POUR	✓ 98.0%
2a.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.6%
2b.	Authorisation to issue shares	POUR	POUR	✓ 99.6%
2c.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 99.1%
3.	Approve remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 97.4%
4a.	Approve remuneration policy of the supervisory board (binding vote)	POUR	POUR	✓ 99.5%
4b.	Adjustment of the remuneration fees of the supervisory board (binding vote)	POUR	● CONTRE	The proposed increase relative to the previous year is excessive. ✓ 99.5%
5.	Re-elect Mr. Dolf van den Brink as member of the executive board	POUR	POUR	✓ 99.9%
6.	Composition of the supervisory board			
6a.	Re-elect Mr. Jean-Marc Huët	POUR	POUR	✓ 98.2%
6b.	Re-elect Ms. Pamela Mars-Wright	POUR	POUR	✓ 98.5%
6c.	Elect Mr. Peter Wennink	POUR	POUR	✓ 99.5%
7.	Election of auditor	POUR	POUR	✓ 100.0%
	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos		Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE		
2.	Election of the chair of the meeting	POUR	POUR		✓
3.	Preparation and approval of the voting register	POUR	POUR		✓
4.	Approval of the agenda	POUR	POUR		✓
5.	Election of persons to verify the minutes of the meeting	POUR	POUR		✓
6.	Determination whether the meeting has been duly convened	POUR	POUR		✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE		
8.	Address by the CEO	SANS VOTE	SANS VOTE		
9a.	Adoption of the financial statements	POUR	POUR		✓
9b (i).	Approve allocation of income and dividend	POUR	POUR		✓
9b (ii).	Shareholder proposal: To distribute the whole dividend decided by the AGM in one occasion	PAS DE RECOMMANDE.	● CONTRE	This proposal is based on a specific interest from a single shareholder.	✗
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
9c (i).	Discharge of Karl-Johan Persson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (ii).	Discharge of Stina Bergfors	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (iii).	Discharge of Anders Dahlvig	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (iv).	Discharge of Danica Kragic Jensfelt	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (v).	Discharge of Lena Patriksson Keller	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (vi).	Discharge of Christian Sievert	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (vii).	Discharge of Christina Synnergren	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (viii).	Discharge of Erica Wiking Häger	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (ix).	Discharge of Niklas Zennström	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (x).	Discharge of Ingrid Godin	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (xi).	Discharge of Tim Gahnström	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
9c (xii).	Discharge of Louise Wikholm	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓

No.	Ordre du jour	Board	Ethos	Résultat
9c (xiii).	Discharge of Margareta Welinder	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (xiv).	Discharge of Hampus Glanzelius	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (xv).	Discharge of Agneta Gustafsson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (xvi).	Discharge of Ramon Horváth	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (xvii).	Discharge of the CEO (Helena Helmersson)	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
10.2.	Resolution on the number of auditors to be appointed	POUR	POUR	✓
11.1.	Approve directors' fees	POUR	POUR	✓
11.2.	Approve auditors' fees	POUR	POUR	✓
12.	Composition of the board of directors			
12.1.	Re-elect Ms. Stina Bergfors	POUR	POUR	✓
12.2.	Re-elect Mr. Anders Dahlvig	POUR	POUR	✓
12.3.	Re-elect Ms. Danica Kragic Jensfelt	POUR	POUR	✓
12.4.	Re-elect Ms. Lena Patriksson Keller	POUR	POUR	✓
12.5.	Re-elect Mr. Karl-Johan Persson	POUR	POUR	✓
12.6.	Re-elect Mr. Christian Sievert	POUR	● CONTRE	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓
12.7.	Re-elect Ms. Christina Synnergren	POUR	POUR	✓
12.8.	Elect Ms. Helena Saxon	POUR	POUR	✓
12.9.	Re-elect the chair of the board of directors	POUR	POUR	✓
13.	Election of auditor	POUR	POUR	✓
14.	Approve remuneration report (advisory vote)	POUR	POUR	✓
15.	Reduce share capital by cancellation of shares and increase of the share capital through a bonus issue without issue of new shares	POUR	POUR	✓
16.	Authorisation to repurchase own shares	POUR	POUR	✓
17.	Shareholder proposal: To adopt zero tolerance of clothes as waste in 2025	PAS DE RECOMMANDE.	● POUR	The proposal aims to reduce waste. ✗

No.	Ordre du jour	Board	Ethos		Résultat
18.	Shareholder proposal: To prepare a report on costs to H&M's reputation and estimated lost sales of clothing containing down	PAS DE RECOMMANDE	● POUR	Enhanced disclosure on animal welfare.	✘
19.	Closing of the Meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Executive management discharge	POUR	POUR	✓ 99.6%
4	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
5	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 92.8%
6	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	✓ 94.4% The authorisation allows for share repurchase during a period of public offer and can potentially be used as an anti-takeover device.
7	Approve the remuneration report	POUR	● CONTRE	✓ 91.8% The information provided is insufficient.  Excessive fixed remuneration.
8	Approve the 2023 remuneration of Mr. Axel Dumas, CEO	POUR	● CONTRE	✓ 91.7% The information provided is insufficient.  Excessive fixed remuneration.
9	Approve the 2023 remuneration attributable to Emile Hermès SAS, active partner of the company	POUR	● CONTRE	✓ 92.0% The information provided is insufficient.  Excessive total remuneration.
10	Approve the 2023 remuneration of Mr. Eric de Seynes, chair	POUR	POUR	✓ 100.0%
11	Approve the remuneration policy of members of the executive management	POUR	POUR	✓ 91.4%
12	Approve the remuneration policy of directors	POUR	POUR	✓ 100.0%
Elections to the board of directors				
13	Re-elect Mr. Matthieu Dumas	POUR	● CONTRE	✓ 94.1% Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.  Representative of an important shareholder who is sufficiently represented on the board.
14	Re-elect Mr. Blaise Guerrand	POUR	● CONTRE	✓ 96.0% Executive director. The board is not sufficiently independent.  Representative of an important shareholder who is sufficiently represented on the board.



No.	Ordre du jour	Board	Ethos	Résultat	
15	Re-elect Ms. Olympia Guerrand	POUR	● CONTRE	Executive director. The board is not sufficiently independent.  Representative of an important shareholder who is sufficiently represented on the board.	✓ 96.0%
16	Re-elect Mr. Alexandre Viros	POUR	POUR		✓ 99.8%
17	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.9%
18	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 99.8%
19	Approve distribution of performance shares	POUR	● CONTRE	The information provided is insufficient.	✓ 92.7%
20	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Election of the chairman of the meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Approval of the agenda	POUR	POUR	✓
5.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
6.	Determination whether the meeting has been duly convened	POUR	POUR	✓
7.	Adress by the CEO	SANS VOTE	SANS VOTE	
8a.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
8b.	Presentation of the auditor's statement regarding whether the guidelines for remuneration of senior executives adopted on the previous AGM have been complied with	SANS VOTE	SANS VOTE	
8c.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	SANS VOTE	SANS VOTE	
9a.	Adoption of the financial statements	POUR	POUR	✓
9b.	Approve allocation of income and dividend	POUR	POUR	✓
9c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
9c (i).	Discharge of Ola Rollén	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (ii).	Discharge of Gun Nilsson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (iii).	Discharge of Märta Schörling Andreen	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (iv).	Discharge of John Brandon	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (v).	Discharge of Sofia Schörling Högberg	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (vi).	Discharge of Brett Watson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (vii).	Discharge of Erik Huggers	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (viii).	Discharge of Ulrika Francke	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (ix).	Discharge of Henrik Henriksson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓

No.	Ordre du jour	Board	Ethos	Résultat
9c (x).	Discharge of Patrick Söderlund	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (xi).	Discharge of the CEO (Mr. Paolo Guglielmini)	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
9c (xii).	Discharge of the former CEO (Mr. Ola Rollén)	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
11.1.	Approve directors' fees	POUR	POUR	✓
11.2.	Approve auditors' fees	POUR	POUR	✓
12.	Composition of the board of directors			
12.1.	Re-elect Mr. Ola Rollén	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.  Non independent director (former executive). The board is not sufficiently independent. ✓
12.2.	Re-elect Ms. Märta Schörling Andreen	POUR	POUR	✓
12.3.	Re-elect Mr. John Brandon	POUR	POUR	✓
12.4.	Re-elect Ms. Sofia Schörling Högberg	POUR	POUR	✓
12.5.	Re-elect Ms. Gun Nilsson	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓
12.6.	Re-elect Brett Watson	POUR	POUR	✓
12.7.	Re-elect Mr. Erik Huggers	POUR	POUR	✓
12.8.	Elect Ms. Annika Falkengren	POUR	POUR	✓
12.9.	Elect Mr. Ralph Haupter	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓
12.10.	Re-elect the chair of the board of directors	POUR	● CONTRE	Non independent director (former executive). The board is not sufficiently independent. ✓
12.11.	Election of auditor	POUR	POUR	✓
13.	Resolution on the nomination committee	POUR	● CONTRE	Insufficient independent representation on the board of directors proposed by the nomination committee. ✓
14.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Serious concerns over the level of base salary of the members of the executive management. ✓

No.	Ordre du jour	Board	Ethos	Résultat
15.	Approve remuneration policy (binding vote)	POUR	POUR	✓
16.	Approve share-related incentive plan 2024/2027	POUR	POUR	✓
17.	Authorisation to repurchase own shares	POUR	POUR	✓
18.	Authorisation to issue shares, warrants and/or convertible debt	POUR	POUR	✓
19.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Katsumi Ihara	POUR	POUR	✓ 96.8%
1.2	Re-elect Mr. Ravi Venkatesan	POUR	POUR	✓ 99.8%
1.3	Re-elect Mr. Ikuro Sugawara	POUR	POUR	✓ 99.7%
1.4	Elect Ms. Isabelle Deschamps	POUR	POUR	✓ 99.9%
1.5	Re-elect Mr. Joe Harlan	POUR	POUR	✓ 99.8%
1.6	Re-elect Ms. Louise Pentland	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.8%
1.7	Re-elect Mr. Takatoshi Yamamoto	POUR	POUR	✓ 99.6%
1.8	Re-elect Mr. Hiroaki Yoshihara	POUR	POUR	✓ 94.8%
1.9	Re-elect Prof. Helmuth Ludwig	POUR	POUR	✓ 99.7%
1.10	Re-elect Mr. Keiji Kojima	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 95.5%
1.11	Re-elect Mr. Mitsuaki Nishiyama	POUR	POUR	✓ 96.4%
1.12	Re-elect Mr. Toshiaki Higashihara	POUR	● CONTRE	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 96.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Gerard J. Arpey	POUR	POUR	✓ 95.1%
1.b	Re-elect Mr. Ari Bousbib	POUR	● CONTRE	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 96.3%</p>
1.c	Re-elect Mr. Jeffery H. Boyd	POUR	● CONTRE	<p>Chair of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p> <p>✓ 89.2%</p>
1.d	Re-elect Mr. Gregory D. Brenneman	POUR	● CONTRE	<p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>✓ 96.3%</p>
1.e	Re-elect Mr. J. Frank Brown	POUR	POUR	✓ 95.7%
1.f	Re-elect Mr. Edward P. Decker	POUR	● CONTRE	<p>Combined chair and CEO.</p> <p>✓ 93.5%</p>
1.g	Re-elect Mr. Wayne M. Hewett	POUR	POUR	✓ 97.5%
1.h	Re-elect Mr. Manuel Kadre	POUR	POUR	✓ 98.8%
1.i	Re-elect Ms. Stephanie C. Linnartz	POUR	POUR	✓ 99.0%
1.j	Re-elect Ms. Paula Santilli	POUR	POUR	✓ 96.0%
1.k	Re-elect Ms. Caryn Seidman-Becker	POUR	POUR	✓ 95.9%
2	Re-election of the auditor	POUR	● CONTRE	<p>The auditor's long tenure raises independence concerns.</p> <p>✓ 94.8%</p>
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p> <p>✓ 92.6%</p>
4	Shareholder resolution: Disclosure of Director Donations	CONTRE	CONTRE	✗ 1.4%
5	Shareholder resolution: Political Contributions Congruency Analysis	CONTRE	● POUR	<p>The resolution will allow for the assessment of the congruence of the company's political, lobbying, and electioneering expenditures with its stated values and goals.</p> <p>✗ 11.9%</p>
6	Shareholder resolution: Report on Corporate Contributions	CONTRE	CONTRE	✗ 1.9%
7	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	CONTRE	CONTRE	✗ 1.9%
8	Shareholder resolution: Disclose a Biodiversity Impact and Dependency Assessment	CONTRE	● POUR	<p>Enhanced disclosure on environmental issues.</p> <p>✗ 16.1%</p>
9	Shareholder resolution: Amend Clawback Policy	CONTRE	● POUR	<p>The proposal aims at improving the remuneration policy.</p> <p>✗ 30.1%</p>

No.	Ordre du jour	Board	Ethos	Résultat
	Ethos' ongoing engagement with Honda Motor			
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Toshihiro Mibe	POUR	● CONTRE	Combined chairman and CEO. Chairman of the company which does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 92.3%
1.2	Re-elect Mr. Shinji Aoyama	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 97.6%
1.3	Re-elect Mr. Noriya Kaihara	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 97.6%
1.4	Elect Mr. Eiji Fujimura	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 95.5%
1.5	Re-elect Ms. Asako Suzuki	POUR	● CONTRE	Non independent director (former executive). The board is not sufficiently independent. ✓ 95.0%
1.6	Elect Mr. Jiro Morisawa	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 95.3%
1.7	Re-elect Mr. Kunihiko Sakai	POUR	POUR	✓ 97.7%
1.8	Re-elect Mr. Fumiya Kokubu	POUR	POUR	✓ 94.8%
1.9	Re-elect Mr. Yoichiro Ogawa	POUR	POUR	✓ 98.8%
1.10	Re-elect Mr. Kazuhiro Higashi	POUR	POUR	✓ 97.3%
1.11	Re-elect Ms. Ryoko Nagata	POUR	POUR	✓ 99.4%
1.12	Elect Ms. Miga Agatsuma	POUR	POUR	✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Darius Adamczyk	POUR	● CONTRE	Executive chair. The board is not sufficiently independent. <span style="float: right;">✓ 97.0%</span>
1b	Re-elect Mr. Duncan B. Angove	POUR	POUR	<span style="float: right;">✓ 98.1%</span>
1c	Re-elect Mr. William S. Ayer	POUR	● CONTRE	Chair of the nomination committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. <span style="float: right;">✓ 94.4%</span>
1d	Re-elect Mr. Kevin Burke	POUR	POUR	<span style="float: right;">✓ 97.3%</span>
1e	Re-elect Mr. D. Scott Davis	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✓ 95.8%</span>
1f	Re-elect Ms. Deborah Flint	POUR	POUR	<span style="float: right;">✓ 98.5%</span>
1g	Re-elect Mr. Vimal Kapur	POUR	● CONTRE	Combined chair and CEO. <span style="float: right;">✓ 97.8%</span>
1h	Elect Mr. Michael W. Lamach	POUR	POUR	<span style="float: right;">✓ 99.4%</span>
1i	Re-elect Ms. Rose Lee	POUR	POUR	<span style="float: right;">✓ 98.7%</span>
1j	Re-elect Ms. Grace D. Lieblein	POUR	POUR	<span style="float: right;">✓ 96.0%</span>
1k	Re-elect Ms. Robin L. Washington	POUR	POUR	<span style="float: right;">✓ 97.4%</span>
1l	Re-elect Mr. Robin Watson	POUR	POUR	<span style="float: right;">✓ 98.7%</span>
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. <span style="float: right;">✓ 93.1%</span>
3	Re-election of the auditor	POUR	POUR	<span style="float: right;">✓ 98.7%</span>
4	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management. <span style="float: right;">✗ 25.8%</span>



No.	Ordre du jour	Board	Ethos	Résultat
1	To receive the audited consolidated financial statements of the company	POUR	POUR	✓ 99.6%
2	Elections of directors			
a	Re-elect Mr. Nicholas Charles Allen	POUR	POUR	✓ 98.8%
b	Re-elect Ms. Anna Ming Ming Cheung	POUR	POUR	✓ 99.8%
c	Re-elect Mr. Yichen Zhang	POUR	POUR	✓ 95.0%
3	Re-elect the auditor and fix their remuneration	POUR	POUR	✓ 93.9%
4	To authorise the buy back of shares in the company	POUR	POUR	✓ 99.8%
5	To issue and deal with additional shares without pre-emptive rights in the company	POUR	POUR	✓ 91.7%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Hiroaki Yoshihara	POUR	POUR	✓ 96.3%
1.2	Re-elect Mr. Yasuyuki Abe	POUR	POUR	✓ 97.0%
1.3	Re-elect Ms. Takayo Hasegawa	POUR	POUR	✓ 97.6%
1.4	Re-elect Ms. Mika Nishimura	POUR	POUR	✓ 99.2%
1.5	Re-elect Mr. Mototsugu Sato	POUR	POUR	✓ 97.1%
1.6	Re-elect Mr. Eiichiro Ikeda	POUR	● CONTRE	Combined chairman and CEO. ✓ 96.9%
1.7	Re-elect Mr. Ryo Hirooka	POUR	POUR	✓ 98.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 99.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 97.4%
3	Approval for the remuneration committee to set appropriate variable to fixed pay ratio(s) for Material Risk Takers	POUR	● CONTRE	No individual caps are disclosed.	✓ 99.3%
Elections to the board of directors					
4(a)	Elect Ms. Ann Godbehere	POUR	POUR		✓ 98.4%
4(b)	Elect Mr. Brendan Nelson	POUR	● CONTRE	The director is 75 years old, which exceeds guidelines.	✓ 99.8%
4(c)	Elect Ms. Swee Lian Teo	POUR	POUR		✓ 99.7%
4(d)	Re-elect Ms. Geraldine Buckingham	POUR	POUR		✓ 99.9%
4(e)	Re-elect Ms. Rachel Duan	POUR	POUR		✓ 95.5%
4(f)	Re-elect Mr. Georges Elhedery	POUR	POUR		✓ 99.8%
4(g)	Re-elect Dame Carolyn Fairbairn	POUR	POUR		✓ 99.1%
4(h)	Re-elect Mr. James Forese	POUR	POUR		✓ 99.9%
4(i)	Re-elect Mr. Steven Craig Guggenheimer	POUR	POUR		✓ 99.9%
4(j)	Re-elect Dr. José Antonio Meade Kuribreña	POUR	POUR		✓ 99.9%
4(k)	Re-elect Ms. Kalpana Morparia	POUR	POUR		✓ 98.1%
4(l)	Re-elect Ms. Eileen K. Murray	POUR	POUR		✓ 99.9%
4(m)	Re-elect Mr. Noel Quinn	POUR	POUR		✓ 83.9%
4(n)	Re-elect Mr. Mark Tucker	POUR	POUR		✓ 99.8%
5	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR		✓ 99.2%
6	Auditor's remuneration	POUR	POUR		✓ 99.5%
7	Political donations	POUR	● CONTRE	Authorisation to make political donations exceeds Ethos' guidelines.	✓ 96.9%
8	General authority to allot shares	POUR	POUR		✓ 95.3%
9	Disapplication of pre-emption rights	POUR	POUR		✓ 98.5%
10	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 97.5%
11	Addition of any repurchased shares to general authority to allot shares	POUR	POUR		✓ 98.5%
12	Market purchase of own shares	POUR	POUR		✓ 99.2%
13	Off-market purchase of own shares	POUR	POUR		✓ 99.2%
14	Authority to issue Regulatory Capital Convertible Instruments	POUR	POUR		✓ 98.2%

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No.	Ordre du jour	Board	Ethos	Résultat
15	Disapplication of pre-emption rights in relation to issuances of SII Instruments	POUR	POUR	✓ 98.0%
16	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 95.4%
17	Shareholder proposal: Midland Clawback Campaign	CONTRE	CONTRE	✗ 4.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Dr. Raquel C. Bono	POUR	POUR	✓ 99.0%
1b	Re-elect Mr. Bruce D. Broussard	POUR	POUR	✓ 98.5%
1c	Re-elect Mr. Frank A. D'Amelio	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 90.7%
1d	Re-elect Dr. David T. Feinberg	POUR	POUR	✓ 93.8%
1e	Re-elect Dr. Wayne A.I. Frederick	POUR	POUR	✓ 95.5%
1f	Re-elect Mr. John W. Garratt	POUR	POUR	✓ 98.8%
1g	Re-elect Mr. Kurt J. Hilzinger	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.8%
1h	Re-elect Ms. Karen W. Katz	POUR	POUR	✓ 86.3%
1i	Re-elect Ms. Marcy S. Klevorn	POUR	POUR	✓ 99.0%
1j	Re-elect Mr. Jorge S. Mesquita	POUR	POUR	✓ 98.8%
1k	Re-elect Mr. Brad D. Smith	POUR	POUR	✓ 98.7%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 92.8%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.4%
4	Amend Certificate of Incorporation Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 85.4%
5	Eliminate supermajority voting requirement in connection with certain transactions	POUR	● CONTRE	An affirmative vote of two-thirds of the majority of the outstanding capital (>50%) would better protect the strategic future of a company. ✓ 98.9%
6	Shareholder resolution: Introduce simple majority voting	CONTRE	CONTRE	✓ 51.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the individual and consolidated accounts	POUR	POUR	✓ 99.8%
2	Approval of the individual and consolidated director's reports	POUR	POUR	✓ 99.9%
3	Approval of the non-financial information statement	POUR	POUR	✓ 99.7%
4	Discharge the Board	POUR	POUR	✓ 99.0%
5	Re-elect KPMG as auditors	POUR	POUR	✓ 99.4%
6	Amendment of the Bylaws: differentiate the references to "Iberdrola, S.A." and the "Iberdrola Group"	POUR	POUR	✓ 99.9%
7	Amendment of the Bylaws: strengthen the continuous and ongoing engagement of the shareholders in company life and to encourage their effective and sustainable involvement in the Company	POUR	POUR	✓ 99.8%
8	Amendment of the Regulations for the General Shareholders' Meeting: revision of the rules governing attendance at the General Shareholders' Meeting	POUR	● CONTRE	✓ 99.6% The amendment allows the company to organise a virtual general meeting without any adequate justification.
9	Approval of the remuneration policy	POUR	● CONTRE	✓ 95.6% The remuneration of the executive chair and of the non-executive board members is excessive.
10	Approval and payment of an engagement dividend	POUR	POUR	✓ 99.7%
11	Allocation of profit and payment of a dividend	POUR	POUR	✓ 99.6%
12	First share capital increase	POUR	POUR	✓ 99.6%
13	Second share capital increase	POUR	POUR	✓ 99.6%
14	Reduction of the share capital	POUR	POUR	✓ 99.2%
15	Advisory vote on the remuneration report	POUR	● CONTRE	✓ 92.5% Excessive total remuneration.
Elections to the board of directors				
16	Re-elect Ms. Nicola Mary Brewer	POUR	POUR	✓ 99.4%
17	Re-elect Ms. Regina Helena Jorge Nunes	POUR	POUR	✓ 99.5%
18	Re-elect Mr. Iñigo Victor de Oriol Ibarra	POUR	● CONTRE	✓ 92.6% The director has been sitting on the board for over 16 years, which exceeds guidelines.
19	Setting the number of Directors at 14	POUR	POUR	✓ 99.8%
20	Increase share capital	POUR	POUR	✓ 92.4%
21	Authorization to issue convertible securities with a maximum limit of €5 billion	POUR	POUR	✓ 94.7%

No.	Ordre du jour	Board	Ethos	Résultat
22	Delegation of powers	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a	Elect Ms. Marianne C. Brown	POUR	POUR		✓ 98.6%
1b	Re-elect Mr. Thomas Buberl	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 97.4%
1c	Re-elect Mr. David N. Farr	POUR	POUR		✓ 96.7%
1d	Re-elect Mr. Alex Gorsky	POUR	POUR		✓ 98.6%
1e	Re-elect Prof. Michelle J. Howard	POUR	POUR		✓ 98.8%
1f	Re-elect Dr. Arvind Krishna	POUR	● CONTRE	Combined chairman and CEO.	✓ 93.7%
1g	Re-elect Mr. Andrew N. Liveris	POUR	POUR		✓ 78.9%
1h	Re-elect Mr. Frederick William McNabb III	POUR	POUR		✓ 98.6%
1i	Elect Mr. Michael Miebach	POUR	POUR		✓ 98.3%
1j	Re-elect Dr. Martha E. Pollack	POUR	POUR		✓ 97.6%
1k	Re-elect Mr. Peter R. Voser	POUR	POUR		✓ 96.7%
1l	Re-elect Mr. Frederick H. Waddell	POUR	POUR		✓ 95.7%
1m	Re-elect Mr. Alfred W. Zollar	POUR	POUR		✓ 94.5%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 92.2%
4	Shareholder resolution: Public Report on Lobbying Activities	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✗ 37.7%
5	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	CONTRE	CONTRE		✗ 5.6%
6	Shareholder resolution: Allow shareholders to act by written consent	CONTRE	● POUR	Taking action by written consent in lieu of a meeting is a mechanism shareholders can use to raise important matters without convening an EGM.	✗ 43.0%
7	Shareholder resolution: Public Report on Climate Lobbying	CONTRE	● POUR	Enhanced disclosure on the alignment between the company's emissions goals and lobbying.	✗ 31.8%
8	Shareholder resolution: Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 30.8%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Daniel J. Brutto	POUR	POUR	✓ 97.2%
1.b	Re-elect Ms. Susan Crown	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.1%
1.c	Re-elect Mr. Darrell L. Ford	POUR	POUR	✓ 96.0%
1.d	Re-elect Ms. Kelly J. Grier	POUR	POUR	✓ 99.6%
1.e	Re-elect Mr. James W. Griffith	POUR	POUR	✓ 95.2%
1.f	Re-elect Mr. Jay L. Henderson	POUR	POUR	✓ 97.7%
1.g	Elect Mr. Jaime Irick	POUR	POUR	✓ 99.3%
1.h	Re-elect Mr. Richard H. Lenny	POUR	POUR	✓ 94.5%
1.i	Elect Mr. Christopher A. O'Herlihy	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.3%
1.j	Re-elect Mr. E. Scott Santi	POUR	● CONTRE	Non independent director (former executive). The board is not sufficiently independent. ✓ 96.8%
1k	Re-elect Mr. David B. Smith Jr.	POUR	POUR	✓ 96.9%
1.l	Re-elect Ms. Pamela B. Strobel	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 90.5%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 93.2%
3	To approve the 2024 Long-Term Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 94.6%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 96.5%
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 34.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 100.0%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive fixed remuneration. ✓ 97.7%
3	Remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 95.5%
4	Final dividend	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
5	Re-elect Ms. Thérèse Esperdy	POUR	POUR	✓ 97.8%
6	Re-elect Mr. Stefan Bomhard	POUR	POUR	✓ 99.7%
7	Re-elect Ms. Susan Clark	POUR	POUR	✓ 99.0%
8	Re-elect Ms. Diane de Saint Victor	POUR	POUR	✓ 99.3%
9	Re-elect Ms. Ngozi Edozien	POUR	POUR	✓ 99.3%
10	Re-elect Mr. Alan Johnson	POUR	POUR	✓ 99.3%
11	Re-elect Mr. Robert Kunze-Concewitz	POUR	POUR	✓ 99.7%
12	Re-elect Mr. Lukas Paravicini	POUR	POUR	✓ 99.5%
13	Re-elect Mr. Jon Stanton	POUR	POUR	✓ 99.7%
14	Elect Mr. Andrew Gilchrist	POUR	POUR	✓ 99.9%
15	Re-appoint Ernst & Young as auditor	POUR	POUR	✓ 99.6%
16	Auditor's remuneration	POUR	POUR	✓ 100.0%
17	Political donations	POUR	POUR	✓ 99.5%
18	Authority to allot shares	POUR	POUR	✓ 99.6%
19	Disapplication of pre-emption rights	POUR	POUR	✓ 99.5%
20	Purchase of own shares	POUR	POUR	✓ 99.6%
21	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 96.6%

No.	Ordre du jour	Board	Ethos	Résultat
1.a	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
1.b	Discharge board members	POUR	POUR	✓ 99.1%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve sustainability report	POUR	● CONTRE	<p>✓ 100.0%</p> <p>The reporting is insufficient given the company's size and exposure.</p> <p>Some material topics such as forced labour are not adequately covered.</p>
4	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
5	Amend articles of association			
5.a	Amend articles of association: transfer of shares	POUR	POUR	✓ 100.0%
5.b	Amend articles of association: general meetings	POUR	● CONTRE	<p>✓ 99.1%</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>
5.c	Amend articles of association: board of directors	POUR	POUR	✓ 100.0%
5.d	Amend articles of association: approval of accounts	POUR	POUR	✓ 99.9%
5.e	Amend articles of association: liquidation	POUR	POUR	✓ 100.0%
6	Amend company regulations regarding general meetings	POUR	● CONTRE	<p>✓ 99.6%</p> <p>Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.</p> <p>The amendment allows the company to organise a virtual general meeting without any adequate justification.</p>
7	Elections to the board of directors			
7.a	Elect Ms. Flora Pérez Marcote	POUR	POUR	✓ 98.5%
7.b	Elect Ms. Belén Romana Garcia	POUR	POUR	✓ 100.0%
7.c	Re-elect Baroness Denise Patricia Kingsmill	POUR	● CONTRE	<p>✓ 98.7%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
8	Consultative vote on the remuneration report	POUR	● CONTRE	<p>✓ 98.3%</p> <p>The information provided on the performance targets is insufficient.</p> <p>The remuneration of the CEO and chair are excessive compared to peers.</p>

No.	Ordre du jour	Board	Ethos		Résultat
9	Authorization to reduce the notice period for calling extraordinary general meetings	POUR	● CONTRE	A 15-day notice is insufficient for shareholders to vote in an informed manner.	✓ 95.4%
10	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.8%
3.1	Approve Discharge of Management Board member Jochen Hanebeck (CEO)	POUR	POUR	✓ 97.3%
3.2	Approve Discharge of Management Board member Constanze Hufenbecher	POUR	POUR	✓ 97.3%
3.3	Approve Discharge of Management Board member Dr. Sven Schneider	POUR	POUR	✓ 97.3%
3.4	Approve Discharge of Management Board member Andreas Urschitz	POUR	POUR	✓ 97.3%
3.5	Approve Discharge of Management Board member Dr. Rutger Wijburg	POUR	POUR	✓ 97.3%
4.1	Approve Discharge of Supervisory Board member Dr. Herbert Diess (member and Chair since 16 February 2023)	POUR	POUR	✓ 96.8%
4.2	Approve Discharge of Supervisory Board member Xiaoqun Clever-Steg	POUR	POUR	✓ 97.3%
4.3	Approve Discharge of Supervisory Board member Johann Dechant (Vice Chair)	POUR	POUR	✓ 97.3%
4.4	Approve Discharge of Supervisory Board member Dr. Wolfgang Eder (Chair and member until 16 February 2023)	POUR	POUR	✓ 97.3%
4.5	Approve Discharge of Supervisory Board member Dr. Friedrich Eichiner	POUR	POUR	✓ 96.8%
4.6	Approve Discharge of Supervisory Board member Annette Engelfried	POUR	POUR	✓ 97.3%
4.7	Approve Discharge of Supervisory Board member Peter Gruber	POUR	POUR	✓ 97.3%
4.8	Approve Discharge of Supervisory Board member Klaus Helmrich (member since 16 February 2023)	POUR	POUR	✓ 97.3%
4.9	Approve Discharge of Supervisory Board member Hans-Ulrich Holdenried (member until 16 February 2023)	POUR	POUR	✓ 97.3%
4.10	Approve Discharge of Supervisory Board member Dr. Susanne Lachenmann	POUR	POUR	✓ 97.3%
4.11	Approve Discharge of Supervisory Board member Géraldine Picaud (member until 2 February 2023)	POUR	POUR	✓ 97.3%

No.	Ordre du jour	Board	Ethos	Résultat
4.12	Approve Discharge of Supervisory Board member Dr. Manfred Puffer	POUR	POUR	✓ 97.3%
4.13	Approve Discharge of Supervisory Board member Melanie Riedl	POUR	POUR	✓ 97.3%
4.14	Approve Discharge of Supervisory Board member Jürgen Scholz	POUR	POUR	✓ 97.3%
4.15	Approve Discharge of Supervisory Board member Dr. Ulrich Spiesshofer	POUR	POUR	✓ 97.3%
4.16	Approve Discharge of Supervisory Board member Margret Suckale	POUR	POUR	✓ 97.3%
4.17	Approve Discharge of Supervisory Board member Mirco Synde	POUR	POUR	✓ 97.3%
4.18	Approve Discharge of Supervisory Board member Diana Vitale	POUR	POUR	✓ 97.3%
4.19	Approve Discharge of Supervisory Board member Ute Wolf (member since 22 April 2023)	POUR	POUR	✓ 97.3%
5	Appoint the Auditors Board main features	POUR	POUR	✓ 99.0%
6.1	Elections to the Supervisory Board: Ute Wolf	POUR	POUR	✓ 89.3%
6.2	Elections to the Supervisory Board: Prof. Dr. Hermann Eul	POUR	POUR	✓ 99.4%
7	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	POUR	POUR	✓ 99.0%
8	Approve the creation of a new Authorised Capital 2024/I, the cancellation of the existing Authorised Capital 2020/I and related amendments to the Articles of Association	POUR	POUR	✓ 94.9%
9	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024/I as well as related amendments to the Articles of Association	POUR	POUR	✓ 95.1%
10	Approve Remuneration Report	POUR	POUR	✓ 93.6%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2a.	Report of the executive board of the past financial year	SANS VOTE	SANS VOTE	
2b.	Report of the supervisory board of the past financial year	SANS VOTE	SANS VOTE	
2c.	Report on corporate governance	SANS VOTE	SANS VOTE	
2d.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 95.4%
2e.	Adoption of the financial statements	POUR	POUR	✓ 99.7%
3a.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
3b.	Approve allocation of income	POUR	POUR	✓ 100.0%
4a.	Discharge of executive board	POUR	POUR	✓ 97.6%
4b.	Discharge of supervisory board	POUR	POUR	✓ 97.3%
5.	Election of auditor	POUR	POUR	✓ 100.0%
6a.	Approve remuneration policy (binding vote)	POUR	POUR	✓ 95.3%
6b.	Approve remuneration policy of the supervisory board (binding vote)	POUR	POUR	✓ 97.9%
7.	Composition of the supervisory board			
7a.	Re-elect Mr. Juan Colombás	POUR	POUR	✓ 91.2%
7b.	Re-elect Mr. Herman Hulst	POUR	POUR	✓ 90.7%
7c.	Re-elect Mr. Harold Naus	POUR	POUR	✓ 90.9%
8a.	Authorisation to issue shares	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights. ✓ 95.5%
8b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 97.8%
9.	Authorisation to repurchase own shares	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital. ✓ 98.2%
10.	Reduce share capital via cancellation of shares	POUR	● CONTRE	Concerns over the company's proposal to cancel 20% of its share capital. ✓ 99.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Patrick P. Gelsinger	POUR	POUR	✓ 97.7%
1b	Re-elect Mr. James J. Goetz	POUR	POUR	✓ 97.1%
1c	Re-elect Dr. Andrea J. Goldsmith	POUR	POUR	✓ 98.5%
1d	Re-elect Ms. Alyssa H. Henry	POUR	POUR	✓ 97.6%
1e	Re-elect Dr. S. Omar Ishrak	POUR	POUR	✓ 96.2%
1f	Re-elect Dr. Risa Lavizzo-Mourey	POUR	POUR	✓ 90.2%
1g	Re-elect Dr. Tsu-Jae King Liu	POUR	POUR	✓ 96.3%
1h	Re-elect Ms. Barbara G. Novick	POUR	POUR	✓ 96.4%
1i	Re-elect Mr. Gregory D. Smith	POUR	POUR	✓ 98.1%
1j	Elect Mr. Stacy J. Smith	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.2%
1k	Re-elect Mr. Lip-Bu Tan	POUR	POUR	✓ 98.4%
1l	Re-elect Mr. Dion J. Weisler	POUR	POUR	✓ 96.1%
1m	Re-elect Mr. Frank D. Yeary	POUR	POUR	✓ 95.0%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 88.9% An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Establish a Corporate Financial Sustainability Board Committee	CONTRE	CONTRE	✗ 1.2%
5	Shareholder resolution: Report of Opposing State Abortion Regulation	CONTRE	CONTRE	✗ 0.8%
6	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 7.3%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Sharon Y. Bowen	POUR	POUR	✓ 99.9%
1b	Re-elect Ms. Shantella E. Cooper	POUR	POUR	✓ 99.1%
1c	Re-elect Ms. Duriya M. Farooqui	POUR	POUR	✓ 99.9%
1d	Re-elect Mr. William Hague	POUR	POUR	✓ 98.8%
1e	Re-elect Mr. Mark F. Mulhern	POUR	POUR	✓ 97.1%
1f	Re-elect Mr. Thomas E. Noonan	POUR	POUR	✓ 97.7%
1g	Re-elect Ms. Caroline Silver	POUR	POUR	✓ 97.3%
1h	Re-elect Mr. Jeffrey C. Sprecher	POUR	● CONTRE	Combined chair and CEO. ✓ 95.9%
1i	Re-elect Ms. Judith A. Sprieser	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.4%
1j	Re-elect Ms. Martha A. Tirinnanzi	POUR	POUR	✓ 99.9%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 79.3% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.4%
4	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management. ✗ 29.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the 2023 financial statements	POUR	POUR		✓ 99.9%
2	Allocation of net result and distribution of dividend	POUR	POUR		✓ 99.8%
3	Binding vote on the remuneration policy	POUR	● CONTRE	Excessive fixed remuneration.	✓ 88.6%
4	Advisory vote on remuneration paid in 2023	POUR	● CONTRE	Excessive fixed remuneration.	✓ 93.0%
5	2024 Annual Incentive Plan based on financial instruments	POUR	POUR		✓ 98.0%
6	Authorization to purchase own shares for annulment with no reduction of the share capital	POUR	POUR		✓ 99.8%
7	Authorization to purchase and dispose of own shares to serve incentive plans	POUR	POUR		✓ 99.1%
8	Authorization to purchase and dispose of own shares for trading purposes	POUR	POUR		✓ 99.6%
9	Cancellation of own shares with no reduction of the share capital (extraordinary agenda)	POUR	POUR		✓ 99.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Eve Burton	POUR	POUR	✓ 98.3%
1.b	Re-elect Mr. Scott D. Cook	POUR	POUR	✓ 99.8%
1.c	Re-elect Mr. Richard L. Dalzell	POUR	POUR	✓ 99.7%
1.d	Re-elect Mr. Sasan k. Goodarzi	POUR	POUR	✓ 99.9%
1.e	Re-elect Ms. Deborah Liu	POUR	POUR	✓ 99.4%
1.f	Re-elect Ms. Tekedra Mawakana	POUR	POUR	✓ 98.6%
1.g	Re-elect Ms. Suzanne Nora Johnson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.3%
1.h	Elect Mr. Ryan Roslansky	POUR	POUR	✓ 99.3%
1.i	Re-elect Mr. Thomas Szkutak	POUR	POUR	✓ 98.5%
1.j	Re-elect Mr. Raul Vazquez	POUR	POUR	✓ 99.5%
1.k	Elect Mr. Eric S. Yuan	POUR	POUR	✓ 98.2%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.5%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.3%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.4%
5	To approve the Amended and Restated 2005 Equity Incentive Plan	POUR	● CONTRE	Potential excessive awards. ✓ 92.2%
6	Shareholder resolution: Report on climate risk in retirement plan options	CONTRE	● POUR	Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation. ✗ 13.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Dr. Craig H. Barratt	POUR	POUR	✓ 97.0%
1b	Re-elect Mr. Joseph C. Beery	POUR	POUR	✓ 99.7%
1c	Elect Mr. Lewis Chew	POUR	POUR	✓ 99.1%
1d	Re-elect Dr. Gary S. Guthart	POUR	POUR	✓ 99.6%
1e	Re-elect Ms. Amal M. Johnson	POUR	POUR	✓ 94.9%
1f	Elect Ms. Sreelakshmi Kolli	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 93.2%
1g	Re-elect Dr. Amy L. Ladd	POUR	POUR	✓ 98.9%
1h	Re-elect Mr. Keith R. Leonard Jr.	POUR	POUR	✓ 99.6%
1i	Re-elect Ms. Jami Dover Nachtsheim	POUR	POUR	✓ 98.2%
1j	Re-elect Dr. med. Monica P. Reed	POUR	POUR	✓ 98.9%
1k	Re-elect Mr. Mark J. Rubash	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only. ✓ 93.8%
3	Re-election of the auditor	POUR	POUR	✓ 99.4%
4	To approve the amendment of the 2010 Incentive Award Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 89.5%
5	To approve the Employee Stock Purchase Plan	POUR	POUR	✓ 99.6%
6	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	Enhanced disclosure on gender equality. ✗ 33.1%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of the chair of the meeting	POUR	POUR	✓
2.	Preparation and approval of the voting register	POUR	POUR	✓
3.	Approval of the agenda	POUR	POUR	✓
4.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
5.	Determination whether the meeting has been duly convened	POUR	POUR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
7.	Address by the CEO	SANS VOTE	SANS VOTE	
8.	Adoption of the financial statements	POUR	POUR	✓
9.	Approve remuneration report (advisory vote)	POUR	POUR	✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10a.	Discharge of Gunnar Brock	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10b.	Discharge of Johan Forssell	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10c.	Discharge of Magdalena Gerger	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10d.	Discharge of Tom Johnstone	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10e.	Discharge of Isabelle Kocher	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10f.	Discharge of Sven Nyman	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10g.	Discharge of Grace Reksten Skaugen	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10h.	Discharge of Hans Stråberg	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10i.	Discharge of Jacob Wallenberg	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10j.	Discharge of Marcus Wallenberg	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
10k.	Discharge of Sara Öhrvall	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed. ✓
11.	Approve allocation of income and dividend	POUR	POUR	✓
12a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
12b.	Resolution on the number of auditors to be appointed	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
13a.	Approve directors' fees	POUR	POUR	✓
13b.	Approve auditors' fees	POUR	POUR	✓
14.	Composition of the board of directors			
14a.	Re-elect Mr. Gunnar Brock	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓
14b.	Re-elect Ms. Magdalena Gerger	POUR	POUR	✓
14c.	Re-elect Mr. Tom Johnstone	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓
				Concerns over the director's time commitments.
14d.	Re-elect Ms. Isabelle Kocher	POUR	● CONTRE	Concerns over the director's attendance rate, which was below 75% during the year under review. ✓
14e.	Re-elect Mr. Sven Nyman	POUR	POUR	✓
14f.	Re-elect Ms. Grace Reksten Skaugen	POUR	● CONTRE	Non-independent chair of the audit committee. The independence of this committee is insufficient. ✓
14g.	Re-elect Mr. Hans Stråberg	POUR	● CONTRE	Concerns over the director's time commitments. ✓
14h.	Re-elect Mr. Jacob Wallenberg	POUR	● CONTRE	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. ✓
				Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
14i.	Re-elect Mr. Marcus Wallenberg	POUR	● CONTRE	Concerns over the director's time commitments. ✓
14j.	Re-elect Ms. Sara Öhrvall	POUR	POUR	✓
14k.	Elect Ms. Katarina Berg	POUR	POUR	✓
14l.	Elect Mr. Christian Cederholm	POUR	POUR	✓
14m.	Elect Mr. Mats Rahmström	POUR	POUR	✓
15.	Re-elect the chair of the board of directors	POUR	● CONTRE	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. ✓
				Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
16.	Election of auditor	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos		Résultat
17.	Approve remuneration policy (binding vote)	POUR	● CONTRE	The information provided on the performance targets is insufficient.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓
18a.	Approve share-related incentive plan for employees within the parent company (Investor AB)	POUR	● CONTRE	Potential excessive awards.  Performance targets are not sufficiently challenging.	✓
18b.	Approve share-related incentive plan for employees within subsidiary Patricia Industries	POUR	● CONTRE	Performance targets are not sufficiently challenging.	✓
19a.	Authorisation to repurchase own shares	POUR	POUR		✓
19b.	Authorisation to transfer own shares in connection with the share-related incentive plan 2024	POUR	● CONTRE	Performance targets are not sufficiently challenging.	✓
20.	Closing of the Meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos		Résultat
1	Receive and consider financial statements and related reports for the financial year ended 31 March 2024	POUR	POUR		✓ 100.0%
2	Advisory vote on the remuneration report	POUR	● CONTRE	Excessive discretion of the remuneration committee in determining the performance criteria.  Excessive variable remuneration.	✓ 73.8%
3	Election of directors				
3.a	Elect Mr. John Pfeifer	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 99.7%
3.b	Re-elect Mr. Persio V. Lisboa	POUR	POUR		✓ 97.2%
3.c	Re-elect Ms. Suzanne B. Rowland	POUR	POUR		✓ 98.4%
4	To authorize the board to fix the remuneration of the external auditor	POUR	POUR		✓ 99.6%
5	Approval to issue equity securities under the company's equity incentive plan 2001	POUR	POUR		✓ 95.2%
6	Approval to issue equity securities under the company's long term incentive plan 2006	POUR	● CONTRE	Potential excessive awards.	✓ 94.6%
7	Grant of performance shares to the CEO (ROCE)	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.8%
8	Grant of performance shares to the CEO (TSR)	POUR	● CONTRE	Excessive variable remuneration.	✓ 93.8%
9	Approve issuance of shares under the 2020 non-executive director plan	PAS DE RECOMMANDE.	● POUR	This item requests the approval for the issuance of shares for the remuneration of the non-executive directors, which is aligned with best practice.	✓ 96.6%



No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Takayuki Kasama	POUR	● CONTRE	Combined chairman and CEO. ✓ 94.9%
1.2	Re-elect Mr. Susumu Tanaka	POUR	POUR	✓ 95.1%
1.3	Elect Mr. Yano Harumi	POUR	POUR	✓ 99.8%
1.4	Re-elect Mr. Hiroya Masuda	POUR	POUR	✓ 95.8%
1.5	Re-elect Ms. Katsuyo Yamazaki	POUR	POUR	✓ 98.8%
1.6	Re-elect Mr. Keisuke Takeuchi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 96.8%
1.7	Re-elect Mr. Makoto Kaiwa	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 96.8%
1.8	Re-elect Ms. Risa Aihara	POUR	POUR	✓ 96.8%
1.9	Re-elect Mr. Hiroshi Kawamura	POUR	POUR	✓ 96.8%
1.10	Re-elect Mr. Kenzo Yamamoto	POUR	POUR	✓ 96.8%
1.11	Re-elect Mr. Keiji Nakazawa	POUR	POUR	✓ 99.8%
1.12	Re-elect Ms. Atsuko Sato	POUR	POUR	✓ 99.8%
1.13	Re-elect Ms. Reiko Amano	POUR	POUR	✓ 99.8%
1.14	Re-elect Ms. Akane Kato	POUR	POUR	✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Hiroya Masuda	POUR	● CONTRE	Combined chairman and CEO. <span>✓</span> 86.1%
1.2	Re-elect Mr. Atsushi Iizuka	POUR	POUR	<span>✓</span> 97.4%
1.3	Re-elect Mr. Tetsuya Senda	POUR	POUR	<span>✓</span> 97.1%
1.4	Re-elect Mr. Kunio Tanigaki	POUR	POUR	<span>✓</span> 99.6%
1.5	Elect Mr. Takayuki Kasama	POUR	POUR	<span>✓</span> 99.6%
1.6	Re-elect Mr. Tsuyoshi Okamoto	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span>✓</span> 96.8%
1.7	Re-elect Ms. Miharuko Koezuka	POUR	POUR	<span>✓</span> 97.2%
1.8	Re-elect Mr. Makoto Kaiami	POUR	POUR	<span>✓</span> 97.1%
1.9	Re-elect Mr. Akira Satake	POUR	POUR	<span>✓</span> 97.1%
1.10	Re-elect Ms. Takako Suwa	POUR	● CONTRE	Concerns over the director's time commitments. <span>✓</span> 99.7%
1.11	Re-elect Ms. Yayoi Ito	POUR	POUR	<span>✓</span> 99.7%
1.12	Re-elect Mr. Hiroshi Oeda	POUR	POUR	<span>✓</span> 99.7%
1.13	Re-elect Ms. Miyoko Kimura	POUR	● CONTRE	Concerns over the director's time commitments. <span>✓</span> 96.6%
1.14	Re-elect Mr. Kosei Shindo	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span>✓</span> 99.4%
1.15	Elect Ms. Noriko Shiono	POUR	POUR	<span>✓</span> 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 99.9%
2	Reduction in Amount of Legal Capital Surplus	POUR	POUR	✓ 99.8%
3	Election of Directors on a Kansayaku board			
3.1	Re-elect Mr. Mutsuo Iwai	POUR	POUR	✓ 99.1%
3.2	Re-elect Mr. Shigeaki Okamoto	POUR	POUR	✓ 99.5%
3.3	Re-elect Mr. Masamichi Terabatake	POUR	POUR	✓ 99.4%
3.4	Re-elect Mr. Kei Nakano	POUR	POUR	✓ 99.6%
3.5	Elect Mr. Koji Shimayoshi	POUR	POUR	✓ 99.6%
3.6	Re-elect Ms. Yukiko Nagashima	POUR	POUR	✓ 99.7%
3.7	Re-elect Mr. Masato Kitera	POUR	POUR	✓ 99.6%
3.8	Re-elect Mr. Tetsuya Shoji	POUR	POUR	✓ 97.6%
3.9	Elect Ms. Hiroko Yamashina	POUR	POUR	✓ 99.8%
3.10	Elect Mr. Kenji Asakura	POUR	POUR	✓ 99.7%
4	Elect Ms. Emiko Takeishi as a Corporate Auditor	POUR	POUR	✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Darius Adamczyk	POUR	POUR	✓ 98.9%
1b	Re-elect Prof. Dr. Mary C. Beckerle	POUR	● CONTRE	Non independent director (various reasons). The board is not sufficiently independent. ✓ 99.2%
1c	Re-elect Mr. D. Scott Davis	POUR	POUR	✓ 97.7%
1d	Re-elect Prof. Dr. Jennifer A. Doudna	POUR	● CONTRE	Non independent director (various reasons). The board is not sufficiently independent. ✓ 99.2%
1e	Re-elect Mr. Joaquin Duato	POUR	● CONTRE	Combined chair and CEO. ✓ 93.4%
1f	Re-elect Ms. Marillyn A. Hewson	POUR	POUR	✓ 97.3%
1g	Re-elect Dr. Paula A. Johnson	POUR	● CONTRE	Non independent director (various reasons). The board is not sufficiently independent. ✓ 99.2%
1h	Re-elect Mr. Hubert Joly	POUR	● CONTRE	Non independent director (various reasons). The board is not sufficiently independent. ✓ 98.9%
1i	Re-elect Prof. Dr. Mark B. McClellan	POUR	● CONTRE	Non independent director (various reasons). The board is not sufficiently independent. ✓ 99.2%
1j	Re-elect Ms. Anne M. Mulcahy	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. ✓ 96.9%
1k	Re-elect Mr. Mark A. Weinberger	POUR	POUR	✓ 98.5%
1l	Re-elect Dr. Nadja Y. West	POUR	POUR	✓ 99.4%
1m	Elect Mr. Eugene Woods	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.4%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 90.5%  An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.2%
4	Shareholder resolution: Gender Transitioning Compensation and Benefits	CONTRE	CONTRE	✗ 3.9%
5	Shareholder resolution: Impact of Extended Patent Exclusivities on Patient Access	RETIRÉE	RETIRÉE	–

No.	Ordre du jour	Board	Ethos	Résultat
Ethos' ongoing engagement with JPMorgan Chase				
1	Elections of directors			
1.a	Re-elect Ms. Linda B. Bammann	POUR	POUR	✓ 97.6%
1.b	Re-elect Mr. Stephen B. Burke	POUR	● CONTRE	✓ 91.1% Non independent lead director, which is not best practice.  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Re-elect Mr. Todd A. Combs	POUR	POUR	✓ 90.4%
1.d	Re-elect Ms. Alicia Boler Davis	POUR	POUR	✓ 99.5%
1.e	Re-elect Mr. James Dimon	POUR	● CONTRE	✓ 94.2% Combined chair and CEO.
1.f	Re-elect Mr. Alex Gorsky	POUR	POUR	✓ 99.5%
1.g	Re-elect Ms. Mellody Hobson	POUR	POUR	✓ 98.8%
1.h	Re-elect Ms. Phebe N. Novakovic	POUR	POUR	✓ 98.5%
1.i	Re-elect Ms. Virginia M. Rometty	POUR	POUR	✓ 97.8%
1.j	Elect Mr. Mark A. Weinberger	POUR	POUR	✓ 98.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 91.4% Excessive variable remuneration.
3	To approve the amendment of the 2024 Long-Term Incentive Plan	POUR	● CONTRE	✓ 95.5% The potential variable remuneration exceeds our guidelines.
4	Re-election of the auditor	POUR	● CONTRE	✓ 94.4% The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Independent chair	CONTRE	● POUR	✗ 42.7% An independent chair can ensure independent oversight of management.
6	Shareholder resolution: Report on Humanitarian risks due to climate change policies	CONTRE	CONTRE	✗ 1.0%
7	Shareholder resolution: Report on Respecting Indigenous People's Rights	CONTRE	● POUR	✗ 30.4% Enhanced disclosure on human rights.
8	Shareholder resolution: Review Proxy Voting Record and Policies Related to Climate Change and Diversity	CONTRE	● POUR	✗ 7.8% Proxy voting records should align with climate commitments.
9	Shareholder resolution: Third Party Report on Due Diligence in Conflict Affected and High-Risk Areas	CONTRE	● POUR	✗ 7.3% We support corporate policies that encourage social responsibility.
10	Shareholder resolution: Termination Pay	CONTRE	● POUR	✗ 40.7% We strongly support the right of shareholders to address pay-related concerns.
11	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	RETIRÉE	● CONTRE	- The proponent has withdrawn the resolution.

No.	Ordre du jour	Board	Ethos		Résultat
1	Dividend Allocation	POUR	POUR		✓ 99.6%
2	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Yoshihiro Hasebe	POUR	● CONTRE	Combined chair and CEO.  Executive director sitting on the remuneration committee, which is not best practice.	✓ 94.7%
2.2	Re-elect Mr. Masakazu Negoro	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 97.8%
2.3	Re-elect Mr. Toru Nishiguchi	POUR	POUR		✓ 97.8%
2.4	Re-elect Mr. David J. Muenz	POUR	POUR		✓ 98.1%
2.5	Re-elect Mr. Osamu Shinobe	POUR	POUR		✓ 97.5%
2.6	Re-elect Ms. Eriko Sakurai	POUR	POUR		✓ 98.9%
2.7	Re-elect Mr. Takaaki Nishii	POUR	POUR		✓ 98.6%
2.8	Elect Mr. Makoto Takashima	POUR	POUR		✓ 94.9%
3	Elect Ms. Saeko Arai as a Corporate Auditor	POUR	POUR		✓ 99.8%
4	Approve revisions to the performance-based share incentive plan	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.  No individual caps are disclosed.	✓ 97.8%
5	Revision of the remuneration of the audit and supervisory board members	POUR	POUR		✓ 99.2%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Report of the board of directors on the company's financial statements	SANS VOTE	SANS VOTE	
2.	Report of the external auditor on the company's financial statements	SANS VOTE	SANS VOTE	
3.	Communication of the consolidated annual accounts	SANS VOTE	SANS VOTE	
4.	Adoption of the financial statements, including the allocation of profit	POUR	POUR	✓ 99.9%
5.	Approve directors' fees	POUR	● CONTRE	The proposed increase in various committee fees is excessive. ✓ 99.7%
6.	Approve remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. ✓ 85.2%
7.	Approve remuneration policy (binding vote)	POUR	● CONTRE	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 73.2%
8.	Discharge of members of the board of directors	POUR	POUR	✓ 84.6%
9.	Discharge of the external auditor	POUR	POUR	✓ 84.1%
10.	Approve auditors' fees	POUR	POUR	✓ 85.7%
11.	Election of auditor	POUR	POUR	✓ 99.1%
12.	Composition of the board of directors			
12a.	Re-elect Mr. Johan Thijs	POUR	POUR	✓ 97.9%
12b.	Re-elect Ms. Sonja De Becker	POUR	POUR	✓ 74.2%
12c.	Re-elect Ms. Liesbet Okkerse	POUR	POUR	✓ 72.3%
12d.	Re-elect Mr. Erik Clinck	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 74.3%
12e.	Re-elect Mr. Theodorus Roussis	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 78.0%
12f.	Elect Ms. Diana Rádl Rogerová	POUR	POUR	✓ 98.9%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Approve Allocation of Income and Dividend	POUR	POUR	✓ 100.0%	
2	Election of Directors				
2.1	Re-elect Mr. Takashi Tanaka	POUR	● CONTRE	<p>Executive chairman. The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Executive director sitting on the remuneration committee, which is not best practice.</p>	✓ 96.6%
2.2	Re-elect Mr. Makoto Takahashi	POUR	● CONTRE	<p>Executive director. The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Executive director sitting on the remuneration committee, which is not best practice.</p> <p>Executive director sitting on the nomination committee that is not sufficiently independent.</p>	✓ 96.8%
2.3	Re-elect Mr. Yasuaki Kuwahara	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.1%
2.4	Re-elect Mr. Hiromichi Matsuda	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.1%
2.5	Elect Ms. Nanae Saishoji	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.6%
2.6	Elect Mr. Hiroshi Takezawa	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.1%
2.7	Re-elect Mr. Goro Yamaguchi	POUR	POUR		✓ 66.2%
2.8	Re-elect Mr. Keiji Yamamoto	POUR	POUR		✓ 66.3%
2.9	Re-elect Mr. Tsutomu Tannowa	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 97.4%
2.10	Re-elect Ms. Junko Okawa	POUR	POUR		✓ 98.3%
2.11	Re-elect Ms. Kyoko Okumiya	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.2%
2.12	Elect Dr. Makoto Ando	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 98.4%
3	Election of 4 Corporate Auditors				
3.1	Elect Mr. Kazuyasu Yamashita as a Corporate Auditor	POUR	● CONTRE	Inside corporate auditor. The board of corporate auditors does not include a majority of independent members.	✓ 98.8%



No.	Ordre du jour	Board	Ethos	Résultat
3.2	Elect Mr. Naoki Fukushima as a Corporate Auditor	POUR	POUR	✓ 99.9%
3.3	Elect Mr. Kazutoshi Kogure as a Corporate Auditor	POUR	POUR	✓ 99.9%
3.4	Elect Mr. Koji Arima as a Corporate Auditor	POUR	● CONTRE	✓ 99.9% Outside non-independent corporate auditor. The board of corporate auditors does not include a majority of independent members.

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
4	Ratify the co-optation of Ms. Maureen Chiquet	POUR	POUR	✓ 99.0%
5	Re-elect Mr. Jean-Pierre Denis	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 90.0%
6	Elect Ms. Rachel Duan	POUR	POUR	✓ 94.6%
7	Elect Ms. Giovanna Melandri	POUR	POUR	✓ 100.0%
8	Elect Mr. Dominique d'Hinnin	POUR	POUR	✓ 95.6%
9	Ratify Deloitte as auditor in charge of the sustainability reporting	POUR	POUR	✓ 98.9%
10	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.7%
11	Special report of the statutory auditors on regulated agreements and commitments	POUR	● CONTRE	A director receives consultancy fees under a relationship agreement. ✓ 87.6%
12	Approve the remuneration report	POUR	POUR	✓ 99.4%
13	Approve the 2023 remuneration of Mr. François-Henri Pinault, chair and CEO	POUR	POUR	✓ 97.4%
14	Approve the 2023 remuneration of Mr. Jean-François Palus, Deputy CEO until 3 October 2023	POUR	POUR	✓ 99.2%
15	Approve the remuneration policy of Mr. François-Henri Pinault, chair and CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 95.3%
16	Approve the remuneration policy of directors	POUR	POUR	✓ 99.9%
17	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The repurchase price is too high. ✓ 99.8%
18	Approve distribution of performance shares	POUR	● CONTRE	The information provided is insufficient. ✓ 83.5%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 99.3%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.3%
21	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.7%
2	Final dividend	POUR	POUR	✓ 99.9%
	Elections to the board of directors			
3(a)	Elect Dr. Geneviève Berger	POUR	POUR	✓ 100.0%
3(b)	Elect Ms. Catherine Godson	POUR	POUR	✓ 100.0%
3(c)	Elect Ms. Liz Hewitt	POUR	POUR	✓ 100.0%
4(a)	Re-elect Mr. Gerry Behan	POUR	● CONTRE	Executive director. The number of executives on the board exceeds market practice. ✓ 98.8%
4(b)	Re-elect Ms. Fiona Dawson CBE	POUR	POUR	✓ 99.3%
4(c)	Re-elect Ms. Emer Gilvarry	POUR	POUR	✓ 98.7%
4(d)	Re-elect Mr. Michael Kerr	POUR	POUR	✓ 99.2%
4(e)	Re-elect Ms. Marguerite Larkin	POUR	POUR	✓ 98.8%
4(f)	Re-elect Mr. Tom Moran	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence) according to UK market practice. ✓ 95.8%
4(g)	Re-elect Mr. Christopher Rogers	POUR	POUR	✓ 94.8%
4(h)	Re-elect Mr. Patrick Rohan	POUR	POUR	✓ 99.9%
4(i)	Re-elect Mr. Edmond Scanlon	POUR	POUR	✓ 100.0%
4(j)	Re-elect Dr. Jinlong Wang	POUR	POUR	✓ 99.2%
5	Auditor's remuneration	POUR	POUR	✓ 99.9%
6	Remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. ✓ 97.2%
7	Remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 95.2%
8	Amend the 2021 Long-Term Incentive Plan (LTIP)	POUR	● CONTRE	Potential excessive awards. ✓ 96.9%
9	General authority to allot shares	POUR	POUR	✓ 92.5%
10	Disapplication of pre-emption rights	POUR	POUR	✓ 95.0%
11	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 86.1%
12	Purchase of own shares	POUR	POUR	✓ 99.3%
13	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 89.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	To approve the Proposed Transaction (as described and defined in the Circular)	POUR	POUR	✓ 99.8%
2	To authorise the directors to issue A Ordinary Shares in connection with the Proposed Transaction	POUR	POUR	✓ 99.8%
3	To amend the articles of association of the Company	POUR	POUR	✓ 99.9%
4	To approve, subject to the confirmation of the High Court, a reduction in the company's capital	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos		Résultat
1	Dividend Allocation	POUR	● CONTRE	The proposed payout ratio is below market practice.	✓ 82.7%
2	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Takemitsu Takizaki	POUR	POUR		✓ 88.0%
2.2	Re-elect Mr. Yu Nakata	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 83.1%
2.3	Re-elect Mr. Akiji Yamaguchi	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 93.2%
2.4	Re-elect Mr. Hiroaki Yamamoto	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 93.2%
2.5	Re-elect Mr. Tetsuya Nakano	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 93.2%
2.6	Re-elect Mr. Akinori Yamamoto	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 92.1%
2.7	Re-elect Mr. Seiichi Taniguchi	POUR	POUR		✓ 91.0%
2.8	Re-elect Ms. Kumiko Suenaga	POUR	POUR		✓ 97.6%
2.9	Re-elect Prof. Michifumi Yoshioka	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.7%
3	Election of 2 Corporate Auditors				
3.1	Re-elect Mr. Hiroji Indoh as a Corporate Auditor	POUR	POUR		✓ 99.7%
3.2	Elect Mr. Masaji Daiho as a Corporate Auditor	POUR	POUR		✓ 99.8%
4	Elect Mr. Masaharu Yamamoto as a Substitute Corporate Auditor	POUR	POUR		✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.8%
2	Final dividend	POUR	● CONTRE	✓ 99.7% The proposed dividend is inconsistent with the company's financial situation.
Elections to the board of directors				
3 (a)	Re-elect Mr. Jost Massenberg	POUR	● CONTRE	✓ 86.7% Chairman of the nomination committee. The composition of the board is unsatisfactory.
3 (b)	Re-elect Mr. Gene Murtagh	POUR	POUR	✓ 95.8%
3 (c)	Re-elect Mr. Geoff Doherty	POUR	POUR	✓ 95.0%
3 (d)	Re-elect Mr. Russell Shiels	POUR	● CONTRE	✓ 95.2% Executive director. The board is not sufficiently independent.
3 (e)	Re-elect Mr. Gilbert McCarthy	POUR	● CONTRE	✓ 95.2% Executive director. The board is not sufficiently independent.
3 (f)	Re-elect Ms. Linda Hickey	POUR	● CONTRE	✓ 94.8% Non independent lead director, which is not best practice.
3 (g)	Re-elect Ms. Anne Heraty	POUR	POUR	✓ 96.8%
3 (h)	Re-elect Ms. Éimear Moloney	POUR	POUR	✓ 98.0%
3 (i)	Re-elect Mr. Paul Murtagh	POUR	● CONTRE	✓ 94.4% Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.
3 (j)	Re-elect Mr. Senan Murphy	POUR	POUR	✓ 98.2%
3 (k)	Elect Ms. Louise Phelan	POUR	POUR	✓ 99.5%
4	Auditor's remuneration	POUR	POUR	✓ 99.5%
5	Remuneration report (advisory vote)	POUR	● CONTRE	✓ 98.6% Excessive variable remuneration.
6	General authority to allot shares	POUR	POUR	✓ 98.3%
7	Disapplication of pre-emption rights	POUR	POUR	✓ 89.6%
8	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 78.9%
9	Purchase of own shares	POUR	● CONTRE	✓ 99.7% The share repurchase replaces part of the dividend in cash.  The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
10	Re-issue of Treasury shares	POUR	POUR	✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
11	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 94.7%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 99.4%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Tetsuji Ohashi	POUR	POUR	✓ 95.1%
2.2	Re-elect Mr. Hiroyuki Ogawa	POUR	POUR	✓ 94.7%
2.3	Re-elect Mr. Takeshi Horikoshi	POUR	POUR	✓ 95.3%
2.4	Re-elect Ms. Mitsuko Yokomoto	POUR	POUR	✓ 95.5%
2.5	Re-elect Mr. Takeshi Kunibe	POUR	POUR	✓ 91.8%
2.6	Re-elect Mr. Arthur M. Mitchell	POUR	● CONTRE	✓ 99.3% The director is over 75 years old, which exceeds guidelines.
2.7	Re-elect Ms. Naoko Saiki	POUR	POUR	✓ 99.5%
2.8	Re-elect Mr. Michitaka Sawada	POUR	POUR	✓ 99.4%
2.9	Elect Mr. Takuya Imayoshi	POUR	POUR	✓ 95.3%
3.	Elect Mr. Mitsuo Nakao as a Corporate Auditor	POUR	POUR	✓ 98.3%
4.	Approve revision of the remuneration paid to the directors and corporate auditors of the company	POUR	POUR	✓ 99.8%
5	Revision of Performance-Linked Stock-Based Remuneration System for Directors	POUR	● CONTRE	✓ 99.6% The information provided is insufficient.  The potential variable remuneration exceeds our guidelines.



No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Calling the meeting to order	SANS VOTE	SANS VOTE	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	SANS VOTE	SANS VOTE	
4.	Recording the legality of the Meeting	SANS VOTE	SANS VOTE	
5.	Recording the attendance at the Meeting and adoption of the list of votes	SANS VOTE	SANS VOTE	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	SANS VOTE	SANS VOTE	
7.	Adoption of the financial statements	POUR	POUR	✓ 99.9%
8.	Approve allocation of income and dividend	POUR	POUR	✓ 99.9%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	POUR	POUR	✓ 99.6%
10.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration. ✓ 86.0%
11.	Approve remuneration policy (advisory vote)	POUR	● CONTRE	Potential excessive awards. ✓ 87.4%
12.	Approve directors' fees	POUR	POUR	✓ 99.7%
13.	Resolution on the number of members of the board of directors	POUR	POUR	✓ 100.0%*
14.	Composition of the board of directors			
14a.	Re-elect Mr. Matti Alahuhta	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 99.9%*
14b.	Re-elect Ms. Susan Duinhoven	POUR	POUR	✓ 100.0%*
14c.	Re-elect Ms. Marika Fredriksson	POUR	POUR	✓ 100.0%*
14d.	Re-elect Mr. Antti Herlin	POUR	POUR	✓ 99.9%*
14e.	Re-elect Ms. Iiris Herlin	POUR	POUR	✓ 100.0%*
14f.	Re-elect Mr. Jussi Herlin	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. ✓ 100.0%*
				Executive director sitting on the audit committee, which is not best practice.
14g.	Elect Mr. Timo Ihamuotila	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 100.0%*

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No.	Ordre du jour	Board	Ethos	Résultat
14h.	Re-elect Mr. Ravi Kant	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. <span style="color: green;">✓</span> 100.0% *
14i.	Re-elect Mr. Krishna Mikkilineni	POUR	POUR	<span style="color: green;">✓</span> 100.0% *
15.	Approve auditors' fees	POUR	POUR	<span style="color: green;">✓</span> 100.0%
16.	Resolution on the number of auditors	POUR	POUR	<span style="color: green;">✓</span> 100.0% *
17.	Election of auditor	POUR	POUR	<span style="color: green;">✓</span> 100.0% *
18.	Authorisation to repurchase own shares	POUR	POUR	<span style="color: green;">✓</span> 99.9%
19.	Authorisation to issue shares	POUR	POUR	<span style="color: green;">✓</span> 91.0%
20.	Closing of the Meeting	SANS VOTE	SANS VOTE	

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

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.1.	Report of the executive - and supervisory board of the past financial year	SANS VOTE	SANS VOTE	
2.2.	Report on corporate governance	SANS VOTE	SANS VOTE	
2.3.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
2.4.	Adoption of the financial statements	POUR	POUR	✓ 99.9%
2.5.	Approve allocation of income	POUR	POUR	✓ 99.9%
3.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.0%
4.1.	Discharge of executive board	POUR	POUR	✓ 98.3%
4.2.	Discharge of supervisory board	POUR	POUR	✓ 98.0%
5.	Composition of the supervisory board			
5.1.	Re-elect Mr. William Gerard (Bill) McEwan	POUR	POUR	✓ 97.2%
5.2.	Re-elect Ms. Helen Weir	POUR	POUR	✓ 96.4%
5.3.	Re-elect Mr. Frank van Zanten	POUR	POUR	✓ 97.9%
5.4.	Elect Mr. Robert Jan van de Kraats	POUR	POUR	✓ 99.8%
5.5.	Elect Ms. Laura Miller	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 86.8%
6.	Election of auditor	POUR	POUR	✓ 100.0%
7.1.	Authorisation to issue shares	POUR	POUR	✓ 98.3%
7.2.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 96.4%
7.3.	Authorisation to repurchase own shares	POUR	POUR	✓ 98.7%
7.4.	Reduce share capital via cancellation of shares	POUR	POUR	✓ 99.4%
8.	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Elect Mr. Claude Sarrailh as member of the executive board	POUR	POUR	✓ 100.0%
3.	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos		Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE		
2a.	Report on corporate governance	SANS VOTE	SANS VOTE		
2b.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE		
2c.	Adoption of the financial statements	POUR	POUR		✓ 99.5%
2d.	Approve allocation of income	POUR	POUR		✓ 99.4%
2e.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.2%
2f.	Discharge of executive board	POUR	POUR		✓ 98.6%
2g.	Discharge of supervisory board	POUR	POUR		✓ 89.7%
3.	Elect Ms. Charlotte Hanneman as CFO and member of the executive board	POUR	POUR		✓ 99.8%
4.	Composition of the supervisory board				
4a.	Re-elect Mr. Feike Sijbesma	POUR	POUR		✓ 91.9%
4b.	Re-elect Mr. Peter Löscher	POUR	POUR		✓ 97.1%
4c.	Elect Mr. Benoît Ribadeau-Dumas	POUR	POUR		✓ 97.4%
5a.	Approve remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 96.1%
5b.	Approve remuneration policy of the supervisory board (binding vote)	POUR	POUR		✓ 98.9%
6a.	Authorisation to issue shares	POUR	POUR		✓ 98.8%
6b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR		✓ 96.6%
7.	Authorisation to repurchase own shares	POUR	● CONTRE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 98.3%
8.	Reduce share capital via cancellation of shares	POUR	● CONTRE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.5%
9.	Any other business	SANS VOTE	SANS VOTE		
	Closing of the meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos	Résultat
1	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Yuichi Kitao	POUR	● CONTRE	Combined chair and CEO.  89.5%
1.2	Re-elect Mr. Masato Yoshikawa	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice.  96.6%
1.3	Re-elect Mr. Dai Watanabe	POUR	POUR	 97.3%
1.4	Re-elect Mr. Hiroto Kimura	POUR	POUR	 97.3%
1.5	Re-elect Mr. Eiji Yoshioka	POUR	POUR	 97.3%
1.6	Re-elect Mr. Shingo Hanada	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice.  97.2%
1.7	Re-elect Mr. Yuzuru Matsuda	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.  96.0%
1.8	Re-elect Mr. Yutaro Shintaku	POUR	POUR	 98.2%
1.9	Re-elect Ms. Kumi Arakane	POUR	POUR	 98.5%
1.10	Re-elect Mr. Koichi Kawana	POUR	● CONTRE	Concerns over the director's time commitments.  92.9%
2	Election of 2 Corporate Auditors			
2.1	Elect Mr. Kazushi Ito as a Corporate Auditor	POUR	POUR	 88.8%
2.2	Elect Mr. Yuichi Yamada as a Corporate Auditor	POUR	POUR	 99.7%
3	Elect Mr. Hogara Iwamoto as a Substitute Corporate Auditor	POUR	POUR	 99.8%

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No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 100.0%
2	Election of Directors on a Kansayaku board			
2.1	Elect Ms. Junko Sunaga	POUR	POUR	✓ 99.2%
3	Election of 3 Corporate Auditors			
3.1	Elect Mr. Shigeru Koyama as a Corporate Auditor	POUR	POUR	✓ 91.9%
3.2	Elect Mr. Minoru Kida as a Corporate Auditor	POUR	POUR	✓ 99.9%
3.3	Elect Ms. Michie Kohara as a Corporate Auditor	POUR	POUR	✓ 99.9%
4	Elect Mr. Yusuke Nakano as a Substitute Corporate Auditor	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Sohail U. Ahmed	POUR	POUR	✓ 99.7%
1.b	Re-elect Mr. Timothy M. Archer	POUR	POUR	✓ 99.4%
1.c	Re-elect Mr. Eric K. Brandt	POUR	POUR	✓ 91.8%
1.d	Elect Ms. Ita M. Brennan	POUR	POUR	✓ 99.8%
1.e	Re-elect Mr. Michael R. Cannon	POUR	● CONTRE	Chair of the nomination committee. The composition of the board is unsatisfactory. ✓ 86.5%
1.f	Re-elect Mr. John M. Dineen	POUR	POUR	✓ 99.6%
1.g	Elect Mr. Mark Fields	POUR	POUR	✓ 99.6%
1.h	Re-elect Dr. Ho Kyu Kang	POUR	POUR	✓ 99.7%
1.i	Re-elect Ms. Bethany J. Mayer	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 93.8%
1.j	Re-elect Ms. Jyoti K. Mehra	POUR	POUR	✓ 96.8%
1.k	Re-elect Mr. Abhijit Y. Talwalkar	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 86.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.2%  An important part of the variable remuneration is based on continued employment only.  The proposed increase relative to the previous year is excessive and not justified.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.5%



No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 99.1%
2	Amend articles of incorporation: rule to appoint the chair of the board	POUR	POUR	✓ 99.9%
3	Election of Directors on a Kansayaku board			
3.1	Re-elect Mr. Osamu Okabayashi	POUR	POUR	✓ 98.3%
3.2	Re-elect Mr. Haruhiko Kusunose	POUR	POUR	✓ 99.1%
3.3	Re-elect Mr. Tetsuya Sendoda	POUR	POUR	✓ 98.1%
3.4	Re-elect Mr. Atsushi Tajima	POUR	POUR	✓ 99.4%
3.5	Re-elect Prof. Koji Mihara	POUR	POUR	✓ 99.5%
3.6	Re-elect Ms. Yoshiko Iwata	POUR	POUR	✓ 99.6%
3.7	Elect Ms. Miyuki Ishiguro	POUR	POUR	✓ 99.6%
3.8	Elect Mr. Takashi Yuri	POUR	POUR	✓ 99.7%
4	Election of 4 Corporate Auditors			
4.1	Re-elect Mr. Koichi Asami as a Corporate Auditor	POUR	POUR	✓ 92.2%
4.2	Elect Mr. Masakatsu Asano as a Corporate Auditor	POUR	POUR	✓ 90.3%
4.3	Re-elect Mr. Eiichi Izumo as a Corporate Auditor	POUR	POUR	✓ 99.7%
4.4	Elect Ms. Ayumi Michi as a Corporate Auditor	POUR	POUR	✓ 99.9%
5	Elect Mr. Ken Yamamoto as a Substitute Corporate Auditor	POUR	POUR	✓ 99.9%
6	Approve remuneration for directors	POUR	POUR	✓ 99.8%
7	Approve remuneration for audit and supervisory board members	POUR	POUR	✓ 99.8%
8	Approve bonus payment for directors	POUR	● CONTRE	The information provided is insufficient. ✓ 99.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.7%
2	Final dividend	POUR	POUR	✓ 98.5%
	Elections to the board of directors			
3	Elect Mr. António Simões	POUR	POUR	✓ 100.0%
4	Re-elect Ms. Henrietta Baldock	POUR	POUR	✓ 99.0%
5	Re-elect Ms. Nilufer von Bismarck OBE	POUR	POUR	✓ 99.0%
6	Re-elect Mr. Philip Broadley	POUR	POUR	✓ 98.2%
7	Re-elect Mr. Jeffrey Davies	POUR	POUR	✓ 99.8%
8	Re-elect Ms. Carolyn Johnson	POUR	POUR	✓ 99.0%
9	Re-elect Sir John Kingman	POUR	POUR	✓ 99.7%
10	Re-elect Ms. Lesley Knox OBE	POUR	POUR	✓ 98.9%
11	Re-elect Mr. George Lewis	POUR	POUR	✓ 99.0%
12	Re-elect Mr. Ric Lewis	POUR	POUR	✓ 99.0%
13	Re-elect Mr. Tushar Morzaria	POUR	POUR	✓ 98.9%
14	Re-elect Ms. Laura Wade-Gery	POUR	POUR	✓ 98.9%
15	Re-appoint KPMG as auditors	POUR	POUR	✓ 98.2%
16	Auditor's remuneration	POUR	POUR	✓ 99.8%
17	Remuneration report (advisory vote)	POUR	● CONTRE	<p>✓ 96.5%</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>Concerns over the excessive sign-on bonus granted to the new CEO.</p>
18	Legal & General Group Plc Performance Share Plan 2024	POUR	● CONTRE	<p>✓ 96.6%</p> <p>Potential excessive awards.</p>
19	General authority to allot shares	POUR	POUR	✓ 98.0%
20	Authority to issue Contingent Convertible Securities (CCS)	POUR	POUR	✓ 98.2%
21	Political donations	POUR	● CONTRE	<p>✓ 97.9%</p> <p>Authorisation to make political donations exceeds Ethos' guidelines.</p>
22	Disapplication of pre-emption rights	POUR	POUR	✓ 99.0%
23	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 98.1%
24	Disapplication of pre-emption rights in relation to issuances of Contingent Convertible Securities (CCS)	POUR	POUR	✓ 98.2%
25	Purchase of own shares	POUR	● CONTRE	<p>✓ 98.2%</p> <p>The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.</p>

No.	Ordre du jour	Board	Ethos	Résultat
26	Notice of general meetings	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 92.8%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.8%
5	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR		✓ 98.6%
6	Approve the remuneration report	POUR	POUR		✓ 96.1%
7	Approve the 2023 remuneration of Ms. Angeles Garcia-Poveda, chair	POUR	POUR		✓ 99.9%
8	Approve the 2023 remuneration of Mr. Benoît Coquart, CEO	POUR	POUR		✓ 97.6%
9	Approve the remuneration policy of Ms. Angeles Garcia-Poveda, chair	POUR	POUR		✓ 99.9%
10	Approve the remuneration policy of Mr. Benoît Coquart, CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 98.2%
11	Approve the remuneration policy of directors	POUR	POUR		✓ 99.2%
12	Approve the maximum amount to be allocated to directors	POUR	POUR		✓ 99.3%
Elections to the board of directors					
13	Re-elect Mr. Jean-Marc Chéry	POUR	POUR		✓ 100.0%
14	Elect Ms. Rekha Mehrotra Menon	POUR	POUR		✓ 99.5%
15	Authorisation to purchase company shares (share buyback programme)	POUR	POUR		✓ 99.6%
16	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 99.7%
17	Approve distribution of performance shares	POUR	POUR		✓ 96.8%
18	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 96.3%
19	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The potential maximum discount exceeds market practice.	✓ 97.1%
20	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	The potential maximum discount exceeds market practice.	✓ 94.7%
21	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	POUR		✓ 91.8%

No.	Ordre du jour	Board	Ethos	Résultat
22	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 99.7%
23	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR	✓ 98.0%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 98.1%
25	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR	✓ 99.9%
26	Amend Articles of Association: directors' terms of office	POUR	POUR	✓ 99.9%
27	Amend Articles of Association: legislative change	POUR	POUR	✓ 100.0%
28	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
Elections to the board of directors				
1a	Re-elect Mr. Stephen F. Angel	POUR	● CONTRE	Non-independent chair on appointment, which goes against market practice. <span style="float: right;">✔ 96.5%</span>
1b	Re-elect Mr. Sanjiv Lamba	POUR	POUR	<span style="float: right;">✔ 99.8%</span>
1c	Re-elect Prof. DDr. Ann-Kristin Achleitner	POUR	● CONTRE	Non-independent member of the remuneration committee, which goes against market practice. <span style="float: right;">✔ 95.3%</span>
1d	Re-elect Dr. Thomas Enders	POUR	POUR	<span style="float: right;">✔ 96.7%</span>
1e	Re-elect Mr. Hugh Grant	POUR	POUR	<span style="float: right;">✔ 98.7%</span>
1f	Re-elect Mr. Joe Kaeser	POUR	POUR	<span style="float: right;">✔ 89.8%</span>
1g	Re-elect Dr. Victoria E. Ossadnik	POUR	● CONTRE	Concerns over the director's time commitments. <span style="float: right;">✔ 92.7%</span>
1h	Elect Ms. Paula Rosput Reynolds	POUR	POUR	<span style="float: right;">✔ 99.8%</span>
1i	Re-elect Mr. Alberto Weisser	POUR	POUR	<span style="float: right;">✔ 99.0%</span>
1j	Re-elect Mr. Robert L. Wood	POUR	● CONTRE	Non-independent member of the remuneration committee, which goes against market practice. <span style="float: right;">✔ 98.6%</span>
Non independent lead director, which is not best practice.				
2a	Re-appoint PricewaterhouseCoopers as auditors (advisory vote)	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="float: right;">✔ 93.2%</span>
2b	Auditor's remuneration (advisory vote)	POUR	POUR	<span style="float: right;">✔ 98.3%</span>
3	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration. <span style="float: right;">✔ 92.7%</span>
An important part of the variable remuneration is based on continued employment only.				
4	Determination of the Price Range for the Share Repurchase Programme	POUR	POUR	<span style="float: right;">✔ 99.8%</span>

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts Elections to the board of directors	POUR	POUR	✓ 100.0%
2	Re-elect Mr. Robin Budenberg CBE	POUR	POUR	✓ 99.5%
3	Re-elect Mr. Charlie Nunn	POUR	POUR	✓ 99.8%
4	Re-elect Mr. William Chalmers	POUR	POUR	✓ 99.4%
5	Re-elect Ms. Sarah Legg	POUR	POUR	✓ 99.8%
6	Re-elect Ms. Amanda Mackenzie OBE	POUR	POUR	✓ 99.8%
7	Re-elect Ms. Harmeen Mehta	POUR	POUR	✓ 99.8%
8	Re-elect Ms. Catherine Turner	POUR	POUR	✓ 99.7%
9	Re-elect Mr. Scott Wheway	POUR	POUR	✓ 99.8%
10	Re-elect Ms. Catherine Woods	POUR	POUR	✓ 99.1%
11	Remuneration report (advisory vote)	POUR	● CONTRE	Amounts excessive due to introduction of pay allowance to circumvent the banking bonus cap introduced in 2014 in the European Union. ✓ 96.4%
12	Final dividend	POUR	POUR	✓ 100.0%
13	Re-appoint Deloitte as auditors	POUR	POUR	✓ 99.9%
14	Auditor's remuneration	POUR	POUR	✓ 99.9%
15	Variable component of remuneration for Material Risk Takers	POUR	● CONTRE	Potential excessive awards and risk taking. ✓ 99.6%
16	Political donations	POUR	● CONTRE	Authorisation to make political donations exceeds Ethos' guidelines. ✓ 97.0%
17	General authority to allot shares	POUR	POUR	✓ 94.3%
18	Authority to allot shares in relation to issue Regulatory Capital Convertible Instruments	POUR	POUR	✓ 97.8%
19	Disapplication of pre-emption rights	POUR	POUR	✓ 99.2%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 97.7%
21	Disapplication of pre-emption rights in relation to issuances of Regulatory Capital Convertible Instruments	POUR	POUR	✓ 97.7%
22	Purchase of ordinary shares	POUR	● CONTRE	The share repurchase replaces part of the dividend in cash. ✓ 99.1%
23	Purchase of preference shares	POUR	POUR	✓ 99.6%
24	Notice of general meetings	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 93.6%

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 100.0%
2	Final dividend	POUR	POUR		✓ 100.0%
3	Remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.	✓ 97.5%
4	Remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 89.0%
Elections to the board of directors					
5	Re-elect Mr. Dominic Blakemore	POUR	POUR		✓ 98.0%
6	Re-elect Mr. Martin Brand	POUR	POUR		✓ 95.7%
7	Re-elect Ms. Kathleen DeRose	POUR	POUR		✓ 98.1%
8	Re-elect Ms. Tsega Gebreyes	POUR	POUR		✓ 98.3%
9	Re-elect Mr. Scott Guthrie	POUR	POUR		✓ 96.1%
10	Re-elect Baroness Cressida Hogg CBE	POUR	POUR		✓ 98.3%
11	Re-elect Ms. Val Rahmani	POUR	POUR		✓ 98.3%
12	Re-elect Mr. Don Robert	POUR	POUR		✓ 95.8%
13	Re-elect Mr. David Schwimmer	POUR	POUR		✓ 99.1%
14	Re-elect Mr. William Vereker	POUR	POUR		✓ 97.8%
15	Elect Mr. Michel-Alain Proch	POUR	POUR		✓ 98.6%
16	Appoint Deloitte as auditors	POUR	POUR		✓ 99.8%
17	Auditor's remuneration	POUR	POUR		✓ 100.0%
18	General authority to allot shares	POUR	POUR		✓ 96.6%
19	Political donations	POUR	POUR		✓ 98.8%
20	Adopt London Stock Exchange Group Equity Incentive Plan	POUR	● CONTRE	Potential excessive awards.	✓ 96.1%
21	Disapplication of pre-emption rights	POUR	POUR		✓ 94.6%
22	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 93.5%
23	Market purchase of own shares	POUR	● CONTRE	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.	✓ 99.1%
24	Off-market purchase of own shares	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.6%
25	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.9%



No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR	✓ 99.9%
	Elections to the board of directors			
4	Elect Mr. Jacques Ripoll	POUR	POUR	✓ 99.4%
5	Re-elect Ms. Béatrice Guillaume-Grabisch	POUR	POUR	✓ 93.7%
6	Re-elect Ms. Ilham Kadri	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 88.4%
7	Re-elect Mr. Jean-Victor Meyers	POUR	POUR	✓ 96.2%
8	Re-elect Mr. Nicolas Meyers	POUR	POUR	✓ 93.5%
9	Elect Deloitte as auditor in charge of the certification of sustainability reporting	POUR	POUR	✓ 99.4%
10	Elect Ernst & Young as auditor in charge of the certification of sustainability reporting	POUR	POUR	✓ 99.7%
11	Approve the remuneration report	POUR	● CONTRE	Excessive variable remuneration. Excessive fixed remuneration. ✓ 96.7%
12	Approve the 2023 remuneration of Mr. Jean-Paul Agon, chair	POUR	● CONTRE	Excessive total remuneration. ✓ 95.4%
13	Approve the 2023 remuneration of Mr. Nicolas Hieronimus, CEO	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration. ✓ 95.7%
14	Approve the remuneration policy of directors	POUR	POUR	✓ 99.9%
15	Approve the remuneration policy of Mr. Jean-Paul Agon, chair	POUR	POUR	✓ 97.9%
16	Approve the remuneration policy of Mr. Nicolas Hieronimus, CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 93.1%
17	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The repurchase price is too high. ✓ 99.3%
18	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 99.5%
19	Approve distribution of performance shares	POUR	● CONTRE	The part of the plan attributable to the executive management is excessive. ✓ 97.4%
20	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 99.8%
21	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.8%
22	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Ralph (Raul) Alvarez	POUR	POUR	✓ 92.9%*
1.2	Re-elect Mr. David H. Batchelder	POUR	● S'ABSTENIR The director is over 75 years old, which exceeds guidelines.	✓ 98.2%*
1.3	Re-elect Mr. Scott H. Baxter	POUR	POUR	✓ 98.7%*
1.4	Re-elect Ms. Sandra B. Cochran	POUR	POUR	✓ 99.5%*
1.5	Re-elect Ms. Laurie Z. Douglas	POUR	POUR	✓ 98.5%*
1.6	Re-elect Mr. Richard W. Dreiling	POUR	● S'ABSTENIR Non independent lead director, which is not best practice.	✓ 95.8%*
1.7	Re-elect Mr. Marvin R. Ellison	POUR	● S'ABSTENIR Combined chairman and CEO.	✓ 93.4%*
1.8	Elect Mr. Navdeep Gupta	POUR	POUR	✓ 99.5%*
1.9	Re-elect Mr. Brian C. Rogers	POUR	POUR	✓ 95.6%*
1.10	Re-elect Mr. Bertram L. Scott	POUR	POUR	✓ 91.6%*
1.11	Elect Mr. Lawrence Simkins	POUR	POUR	✓ 99.5%*
1.12	Re-elect Ms. Colleen Taylor	POUR	POUR	✓ 99.6%*
1.13	Re-elect Ms. Mary Beth West	POUR	POUR	✓ 99.6%*
2	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 91.8%
3	Re-election of the auditor	POUR	● CONTRE The auditor's long tenure raises independence concerns.	✓ 94.3%

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

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Calvin R. McDonald	POUR	POUR	✓ 99.2%
1b.	Re-elect Ms. Isabel Mahe	POUR	POUR	✓ 97.2%
1c.	Re-elect Ms. Martha Morfitt	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 81.5%
1d.	Re-elect Ms. Emily White	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 78.2%
1e.	Elect Mr. Shane Grant	POUR	POUR	✓ 99.7%
1f.	Elect Ms. Teri L. List	POUR	POUR	✓ 99.5%
2	Re-election of the auditor	POUR	POUR	✓ 98.2%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 93.2%
4	Shareholder resolution: Report on Risks from Company's Use of Animal-Derived Materials	CONTRE	● POUR	We support resolutions aiming to disclose abuses linked to animal cruelty. ✗ 7.5%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	● CONTRE	Serious doubts are raised concerning the quality, truthfulness and comprehensiveness of the information provided.	✓ 82.3%
Elections to the board of directors					
5	Re-elect Mr. Antoine Arnault	POUR	● CONTRE	Executive director. The board is not sufficiently independent.  The number of executives on the board exceeds market practice.	✓ 92.6%
6	Elect Mr. Henri de Castries	POUR	POUR		✓ 99.9%
7	Elect Mr. Alexandre Arnault	POUR	● CONTRE	Executive director. The board is not sufficiently independent.  The number of executives on the board exceeds market practice.	✓ 93.4%
8	Elect Mr. Frédéric Arnault	POUR	● CONTRE	Executive director. The board is not sufficiently independent.  The number of executives on the board exceeds market practice.	✓ 93.4%
9	Ratify Deloitte as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.9%
10	Approve the remuneration report	POUR	● CONTRE	The information provided is insufficient.	✓ 83.4%
11	Approve the 2023 remuneration of Mr. Bernard Arnault, chair and CEO	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.  Excessive total remuneration.  Excessive variable remuneration.	✓ 83.0%
12	Approve the 2023 remuneration of Mr. Antonio Belloni, group managing director	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.  Excessive total remuneration.  Excessive fixed remuneration.	✓ 82.9%
13	Approve the remuneration policy of directors	POUR	POUR		✓ 99.9%
14	Approve the remuneration policy of Mr. Bernard Arnault, chair and CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 81.1%
15	Approve the remuneration policy of Mr. Antonio Belloni, group managing director	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 81.0%

LVMH

18.04.2024

MIX

No.	Ordre du jour	Board	Ethos		Résultat
16	Authorisation to purchase company shares (share buyback programme)	POUR	POUR		✓ 99.8%
17	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 100.0%
18	Approve distribution of performance shares	POUR	● CONTRE	No individual caps are disclosed.	✓ 84.5%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR		✓ 99.7%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR		✓ 99.7%

No.	Ordre du jour	Board	Ethos		Résultat
2	Election of directors				
2.a	Re-elect Ms. Rebecca McGrath	POUR	POUR		✓ 99.2%
2.b	Re-elect Mr. Michael Roche	POUR	POUR		✓ 97.0%
2.c	Re-elect Mr. Glenn R. Stevens	POUR	POUR		✓ 98.7%
3	Adoption of the remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.7%
4	Approval of CEO's participation in the company's Employee Retained Equity Plan	POUR	● CONTRE	Potential excessive awards.	✓ 98.5%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1a	Re-elect Mr. Abdulaziz F. Al Khayyal	POUR	POUR	✓ 90.6%	
1b	Re-elect Mr. Jonathan Z. Cohen	POUR	POUR	✓ 95.1%	
1c	Re-elect Mr. Michael J. Hennigan	POUR	POUR	✓ 94.1%	
1d	Re-elect Mr. Frank M. Semple	POUR	POUR	✓ 96.7%	
2	Re-election of the auditor	POUR	POUR	✓ 98.4%	
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 91.7%
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 97.1%	
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 88.5%
6	Declassify the board of directors	POUR	POUR		✗ 68.0%
7	Eliminate supermajority voting provisions	POUR	● CONTRE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✗ 67.7%
8	Shareholder resolution: Introduce simple majority voting	CONTRE	● POUR	The introduction of simple majority voting is in the interests of shareholders.	✗ 46.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Anthony G. Capuano	POUR	POUR	✓ 99.5%
1b.	Re-elect Ms. Isabella D. Goren	POUR	POUR	✓ 99.3%
1c.	Re-elect Ms. Deborah Marriot Harrison	POUR	POUR	✓ 96.8%
1d.	Re-elect Mr. Federick A. Henderson	POUR	POUR	✓ 96.0%
1e.	Re-elect Ms. Lauren R. Hobart	POUR	POUR	✓ 99.6%
1f.	Re-elect Ms. Debra L. Lee	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.3%
1g.	Re-elect Mr. Aylwin B. Lewis	POUR	POUR	✓ 98.2%
1h.	Re-elect Mr. David S. Marriott	POUR	POUR	✓ 96.4%
1i.	Re-elect Ms. Margaret M. McCarthy	POUR	POUR	✓ 99.6%
1j.	Re-elect Mr. Grant F. Reid	POUR	POUR	✓ 99.8%
1k.	Re-elect Mr. Horacio D. Rozanski	POUR	POUR	✓ 99.4%
1l.	Re-elect Prof. Susan C. Schwab	POUR	POUR	✓ 99.4%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 97.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 89.1%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Shareholder resolution: Third-Party Civil Right Audit	CONTRE	● POUR	The resolution aims to prevent discrimination. ✗ 11.0%
5	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 19.9%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Anthony K. Anderson	POUR	POUR	✓ 99.2%
1b	Re-elect Mr. John Q. Doyle	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.5%
1c	Re-elect Dr. Óscar Fanjul Martin	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 95.6%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1d	Re-elect Mr. H. Edward Hanway	POUR	POUR	✓ 94.5%
1e	Re-elect Dr. Judith Hartmann	POUR	POUR	✓ 99.7%
1f	Re-elect Ms. Deborah C. Hopkins	POUR	POUR	✓ 97.8%
1g	Re-elect Ms. Tamara Ingram, OBE	POUR	POUR	✓ 98.5%
1h	Re-elect Ms. Jane H. Lute	POUR	POUR	✓ 99.7%
1i	Re-elect Mr. Stephen A. Mills	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 93.3%
1j	Re-elect Mr. Morton O. Schapiro	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 91.3%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k	Re-elect Mr. Lloyd M. Yates	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 96.4%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.7%
				An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 92.9%
4	Shareholder resolution: Allow shareholders to act by written consent	CONTRE	● POUR	Taking action by written consent in lieu of a meeting is a mechanism shareholders can use to raise important matters without convening an EGM. ✗ 8.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Sara Andrews	POUR	POUR	✓ 99.9%
1b	Re-elect Mr. W. Tudor Brown	POUR	POUR	✓ 90.2%
1c	Re-elect Mr. Brad W. Buss	POUR	POUR	✓ 84.8%
1d	Elect Mr. Daniel Durn	POUR	POUR	✓ 99.6%
1e	Re-elect Ms. Rebecca House	POUR	POUR	✓ 96.3%
1f	Re-elect Ms. Marachel L. Knight	POUR	POUR	✓ 99.6%
1g	Re-elect Mr. Matthew J. Murphy	POUR	● CONTRE	Combined chairman and CEO. ✓ 95.8%
1h	Re-elect Mr. Michael G. Strachan	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.3%
1i	Re-elect Mr. Robert E. Switz	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 85.8%
1j	Re-elect Dr. Ford Tamer	POUR	POUR	✓ 99.1%
1k	Elect Mr. Richard P. Wallace	POUR	POUR	✓ 99.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive total remuneration. ✓ 76.7%
				Excessive variable remuneration.
3	Re-election of the auditor	POUR	POUR	✓ 99.4%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Dr. Merit E. Janow	POUR	POUR	✓ 97.3%
1b.	Re-elect Mr. Candido Bracher	POUR	POUR	✓ 99.8%
1c.	Re-elect Mr. Richard K. Davis	POUR	POUR	✓ 97.2%
1d.	Re-elect Mr. Julius M. Genachowski	POUR	POUR	✓ 97.5%
1e.	Re-elect Mr. Choon Phong Goh	POUR	POUR	✓ 93.9%
1f.	Re-elect Mr. Oki Matsumoto	POUR	POUR	✓ 99.6%
1g.	Re-elect Mr. Michael Miebach	POUR	POUR	✓ 99.9%
1h.	Re-elect Prof. Dr. Youngme E. Moon	POUR	POUR	✓ 99.6%
1i.	Re-elect Ms. Rima Qureshi	POUR	POUR	✓ 98.3%
1j.	Re-elect Ms. Gabrielle Sulzberger	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 98.0%
1k.	Re-elect Mr. Harit Talwar	POUR	POUR	✓ 99.6%
1l.	Re-elect Mr. Lance Uggla	POUR	POUR	✓ 99.5%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.3%  An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.3%
4	Shareholder resolution: Transparency on Lobbying	CONTRE	● POUR	Enhanced disclosure on lobbying activities. ✗ 25.5%
5	Shareholder resolution: Amend Director Election Resignation Bylaw	CONTRE	● POUR	The proposal aims at improving the company's corporate governance. ✗ 14.0%
6	Shareholder resolution: Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	CONTRE	CONTRE	✗ 1.1%
7	Shareholder resolution: Report on Congruency of Political Spending with its Human Rights Statements	CONTRE	CONTRE	✗ 0.8%
8	Shareholder resolution: Report on gender-based compensation and benefit gaps	CONTRE	CONTRE	✗ 1.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Anthony G. Capuano	POUR	POUR	✓ 99.2%
1b	Re-elect Mr. Kareem Daniel	POUR	POUR	✓ 99.0%
1c	Re-elect Mr. Lloyd H. Dean	POUR	POUR	✓ 95.6%
1d	Re-elect Ms. Catherine Engelbert	POUR	POUR	✓ 97.8%
1e	Re-elect Ms. Margaret H. Georgiadis	POUR	POUR	✓ 99.2%
1f	Elect Mr. Michael D. Hsu	POUR	POUR	✓ 98.3%
1g	Re-elect Mr. Christopher Kempczinski	POUR	● CONTRE	Combined chair and CEO. ✓ 91.6%
1h	Re-elect Mr. John Mulligan	POUR	POUR	✓ 99.0%
1i	Re-elect Ms. Jennifer Taubert	POUR	POUR	✓ 99.2%
1j	Re-elect Mr. Paul S. Walsh	POUR	POUR	✓ 98.0%
1k	Re-elect Ms. Amy Weaver	POUR	POUR	✓ 98.9%
1l	Re-elect Mr. Miles D. White	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 94.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 93.2%  An important part of the variable remuneration is based on continued employment only.
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 87.7%
4	Amend Certificate of Incorporation to Implement Miscellaneous Changes	POUR	● CONTRE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. ✓ 88.1%
5	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.9%
6	Shareholder resolution: Adoption of Antibiotics Policy	CONTRE	● POUR	A policy would help determine how the company deals with antibiotics in its supply chain. ✗ 15.2%
7	Shareholder resolution: Worldwide Switch to Cage-Free Eggs	RETIRÉE	RETIRÉE	ITEM 7 was not put to shareholder vote, since the proponent announced a few days before the AGM that they would no longer be submitting their resolution. -  Ethos initially recommended to vote FOR for the following reason:  Transitioning to cage-free eggs aligns with ethics, regulations, consumer preferences, industry standards, and sustainability.

McDonald's

22.05.2024

AGO

No.	Ordre du jour	Board	Ethos	Résultat
8	Shareholder resolution: Poultry Welfare Disclosure	CONTRE	● POUR	Enhanced disclosure on the protection of animals and their welfare. ✘ 36.0%
9	Shareholder resolution: Congruency Analysis on Human Rights	CONTRE	CONTRE	✘ 1.6%
10	Shareholder resolution: Publish a Report on Corporate Contributions	CONTRE	CONTRE	✘ 1.9%
11	Shareholder resolution: Annual Report on Global Political Influence	CONTRE	CONTRE	✘ 14.9%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Re-elect Dr. Richard H. Carmona	POUR	● CONTRE	Concerns over the director's time commitments.  The director is over 75 years old, which exceeds guidelines.	✓ 98.8%
1.b	Re-elect Mr. Dominic J. Caruso	POUR	POUR		✓ 98.6%
1.c	Re-elect Mr. W. Roy Dunbar	POUR	POUR		✓ 92.8%
1.d	Elect Dr. Deborah Dunsire	POUR	POUR		✓ 99.4%
1.e	Re-elect Mr. James H. Hinton	POUR	POUR		✓ 98.9%
1.f	Re-elect Mr. Donald R. Knauss	POUR	POUR		✓ 90.5%
1.g	Re-elect Mr. Bradley E. Lerman	POUR	POUR		✓ 98.8%
1.h	Re-elect Ms. Maria Martinez	POUR	POUR		✓ 90.7%
1.i	Elect Mr. Kevin M. Ozan	POUR	POUR		✓ 99.1%
1.j	Re-elect Mr. Brian S. Tyler	POUR	POUR		✓ 99.3%
1.k	Re-elect Ms. Kathleen Wilson-Thompson	POUR	POUR		✓ 94.4%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 93.5%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 90.3%
4	Amend Certificate of Incorporation to reflect New Delaware law provisions regarding officer exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 84.4%
5	Shareholder resolution: independent chair	CONTRE	CONTRE		✗ 24.3%
6	Shareholder resolution: report on potential risks and costs of restrictive reproductive healthcare legislation	CONTRE	● POUR	The proposal aims at improving disclosure on social and health issues.	✗ 17.2%

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

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Nicolás Galperin	POUR	● S'ABSTENIR The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.2%*
1b	Re-elect Mr. Henrique Dubugras	POUR	● S'ABSTENIR Concerns over the director's time commitments.	✓ 96.1%*
1c	Re-elect Mr. Richard Sanders	POUR	POUR	✓ 97.0%*
2	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.  Potential excessive awards.  An important part of the variable remuneration is based on continued employment only.	✓ 90.2%
3	Re-election of the auditor	POUR	POUR	✓ 99.8%

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



No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.9%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.2%
4	Approve Discharge of Supervisory Board	POUR	● CONTRE	The company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 98.5%
5	Appoint the Auditors for interim financial reports for financial year 2024 until the AGM 2025	POUR	POUR	✓ 99.7%
	Board main features			
6a	Elections to the Supervisory Board: Dr. Doris Höpke	POUR	POUR	✓ 99.7%
6b	Elections to the Supervisory Board: Dr. Martin Brudermüller	POUR	POUR	✓ 97.3%
7	Approve Remuneration Report	POUR	● CONTRE	Excessive total remuneration. ✓ 87.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Douglas M. Baker Jr.	POUR	POUR	✓ 97.8%
1b	Re-elect Ms. Mary Ellen Coe	POUR	POUR	✓ 98.8%
1c	Re-elect Ms. Pamela J. Craig	POUR	POUR	✓ 97.7%
1d	Re-elect Mr. Robert M. Davis	POUR	● CONTRE	Combined chairman and CEO. ✓ 91.7%
1e	Re-elect Mr. Thomas H. Glocer	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 91.9%
1f	Re-elect Dr. Risa Lavizzo-Mourey	POUR	POUR	✓ 98.7%
1g	Re-elect Mr. Stephen L. Mayo	POUR	POUR	✓ 99.5%
1h	Re-elect Mr. Paul B. Rothman	POUR	POUR	✓ 99.3%
1i	Re-elect Ms. Patricia F. Russo	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 84.8%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1j	Re-elect Prof. Dr. Christine E. Seidman	POUR	POUR	✓ 99.4%
1k	Re-elect Mr. Inge G. Thulin	POUR	POUR	✓ 97.1%
1l	Re-elect Ms. Kathy J. Warden	POUR	POUR	✓ 97.1%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 93.5%
				An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.9%
4	Shareholder resolution: Allow shareholders to act by written consent	CONTRE	CONTRE	✗ 34.7%
5	Shareholder resolution: Government Censorship Transparency Report	CONTRE	CONTRE	✗ 1.4%
6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	CONTRE	CONTRE	✗ 2.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Annual Financial Statements	POUR	POUR	✓ 99.9%
3	Approve the Dividend	POUR	POUR	✓ 99.9%
4	Approve Discharge of Executive Board	POUR	POUR	✓ 98.8%
5	Approve Discharge of Supervisory Board	POUR	POUR	✓ 97.9%
6	Appoint the Auditors	POUR	POUR	✓ 99.9%
7	Approve Remuneration Report	POUR	● CONTRE Excessive variable remuneration.	✓ 90.4%
Board main features				
8.1	Elections to the Supervisory Board: Katja Garcia Vila	POUR	POUR	✓ 99.9%
8.2	Elections to the Supervisory Board: Michael Kleinemeier	POUR	POUR	✓ 97.3%
8.3	Elections to the Supervisory Board: Dr. Carla Kriwet	POUR	POUR	✓ 99.9%
8.4	Elections to the Supervisory Board: Barbara Lambert	POUR	POUR	✓ 91.2%
8.5	Elections to the Supervisory Board: Prof. Dr. Stefan Palzer	POUR	POUR	✓ 99.9%
8.6	Elections to the Supervisory Board: Dr. Susanne Schaffert	POUR	POUR	✓ 95.0%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	POUR	POUR	✓ 99.1%
10	Amend Articles: Section 22 (2)	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1a	Re-elect Ms. Peggy Alford	POUR	● S'ABSTENIR	Non-independent chair of the remuneration committee. The independence of this committee is insufficient.  Concerns over the director's time commitments.	✓ 81.6%*
1b	Re-elect Mr. Marc L. Andreessen	POUR	● S'ABSTENIR	Non independent director (business connections with the company). The board is not sufficiently independent.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 85.3%*
1c	Elect Mr. John Arnold	POUR	POUR		✓ 99.9%*
1d	Re-elect Mr. Andrew W. Houston	POUR	● S'ABSTENIR	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 85.8%*
1e	Re-elect Ms. Nancy Killefer	POUR	POUR		✓ 99.0%*
1f	Re-elect Mr. Robert M. Kimmitt	POUR	● S'ABSTENIR	Non independent director (business connections with the company). The board is not sufficiently independent.  Non independent lead director, which is not best practice.  The director is over 75 years old, which exceeds guidelines.	✓ 97.6%*
1g	Elect Mr. Hock E. Tan	POUR	POUR		✓ 97.7%*
1h	Re-elect Ms. Tracey T. Travis	POUR	● S'ABSTENIR	Non independent director (business connections with the company). The board is not sufficiently independent.  Concerns over the director's time commitments.	✓ 97.1%*
1i	Re-elect Mr. Tony Xu	POUR	● S'ABSTENIR	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 87.1%*
1j	Re-elect Mr. Mark Zuckerberg	POUR	● S'ABSTENIR	Combined chair and CEO.	✓ 92.9%*
2	Re-election of the auditor	POUR	● CONTRE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 98.6%
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 81.5%
4	To approve the amendment of the 2012 Equity Incentive Plan	POUR	● CONTRE	Potential excessive awards.	✓ 72.1%

No.	Ordre du jour	Board	Ethos		Résultat
5	Shareholder resolution: Dual Class Capital Structure	CONTRE	● POUR	Dual share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity	✘ 26.3%
6	Shareholder resolution: Report on Generative AI Misinformation and Disinformation Risks	CONTRE	● POUR	Enhanced disclosure of risks posed by AI.	✘ 16.7%
7	Shareholder resolution: Disclosure of Voting Results Based on Class of Shares	CONTRE	● POUR	AGM results should be disclosed separately to determine whether the concerns of each type of shareholder are aligned.	✘ 17.1%
8	Shareholder resolution: Report on Human Rights Risks in Non-US Markets	CONTRE	● POUR	Enhanced disclosure on human right risks in non-US Markets.	✘ 5.5%
9	Shareholder resolution: Amendment of Corporate Governance Guidelines	CONTRE	● POUR	The proposal aims at improving the company's corporate governance.	✘ 17.7%
10	Shareholder resolution: Human Rights Impact Assessment on AI Systems Driving Targeted Advertising	CONTRE	● POUR	We support a Human Rights Impact Assessment on AI Systems Driving Targeted Advertising.	✘ 14.5%
11	Shareholder resolution: Report on Child Safety Impacts and Actual Harm Reduction to Children	CONTRE	● POUR	The proposal aims at improving child safety and reducing harm to children on the company's platforms.	✘ 18.5%
12	Shareholder resolution: Report and Advisory Vote on Minimum Age for Social Media	CONTRE	CONTRE		✘ 0.3%
13	Shareholder resolution: Report on Political Advertising and Election Cycle Enhanced Actions	CONTRE	● POUR	Enhanced disclosure on the consequences of prohibiting political advertising and reinstating effective measures to mitigate the spread of false and divisive information.	✘ 3.0%
14	Shareholder resolution: Report on Framework to Assess Company Lobbying Alignment with Climate Goals	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✘ 8.2%

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

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approve allocation of income and dividend	POUR	POUR		✓ 99.9%
3	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
5	Authorisation to purchase company shares (share buyback programme)	POUR	POUR		✓ 99.5%
6	Approve the remuneration policy of managers	POUR	● CONTRE	The potential maximum variable remuneration exceeds guidelines.	✓ 96.5%
7	Approve the remuneration policy of directors	POUR	POUR		✓ 99.8%
8	Approve the remuneration report	POUR	POUR		✓ 99.8%
9	Approve the 2023 remuneration of Mr. Florent Menegaux, Managing General Partner	POUR	POUR		✓ 98.1%
10	Approve the 2023 remuneration of Mr. Yves Chapot, General Manager	POUR	POUR		✓ 98.2%
11	Approve the 2023 remuneration of Ms. Barbara Dalibard, chair	POUR	POUR		✓ 99.7%
	Elections to the board of directors				
12	Re-elect Mr. Patrick de La Chevadière	POUR	POUR		✓ 98.3%
13	Elect Ms. Catherine Soubie	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 98.6%
14	Elect Mr. Pascal Vinet	POUR	POUR		✓ 99.4%
15	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR		✓ 96.2%
16	Ratify Deloitte as auditor in charge of the sustainability reporting	POUR	POUR		✓ 98.9%
17	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 94.1%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The maximum discount exceeds guidelines.	✓ 88.1%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	The maximum discount exceeds guidelines.	✓ 84.1%
20	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	The maximum discount exceeds market practice.	✓ 85.9%

No.	Ordre du jour	Board	Ethos	Résultat
21	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	POUR	✓ 80.5%
22	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 99.8%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 97.1%
24	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR	✓ 98.9%
25	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR	✓ 95.9%
26	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 99.7%
27	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Elect Ms. Ellen L. Barker	POUR	POUR		✓ 99.8%
1.b	Re-elect Mr. Matthew W. Chapman	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.9%
1.c	Re-elect Mr. Karlton D. Johnson	POUR	POUR		✓ 95.9%
1.d	Re-elect Mr. Ganesh Moorthy	POUR	POUR		✓ 97.1%
1.e	Re-elect Mr. Robert A. Rango	POUR	POUR		✓ 96.7%
1.f	Re-elect Ms. Karen M. Rapp	POUR	POUR		✓ 84.0%
1.g	Re-elect Mr. Steve Sanghi	POUR	POUR		✓ 96.6%
2	To approve the amended and restated 2004 equity incentive plan	POUR	● CONTRE	Potential excessive awards.	✓ 96.5%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 96.1%
4	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 94.2%
5	Shareholder resolution: Report on due diligence efforts to trace end-user misuse of company products	CONTRE	● POUR	Enhanced disclosure on reputational risks related to human rights.	✗ 16.7%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Richard M. Beyer	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="color: green;">✔</span> 91.9%
1.b	Re-elect Ms. Lynn A. Dugle	POUR	POUR	<span style="color: green;">✔</span> 98.6%
1.c	Re-elect Mr. Steven J. Gomo	POUR	POUR	<span style="color: green;">✔</span> 96.4%
1.d	Re-elect Ms. Linnie M. Haynesworth	POUR	POUR	<span style="color: green;">✔</span> 98.7%
1.e	Re-elect Ms. Mary P. McCarthy	POUR	POUR	<span style="color: green;">✔</span> 98.9%
1.f	Re-elect Mr. Sanjay Mehrotra	POUR	POUR	<span style="color: green;">✔</span> 97.8%
1.g	Re-elect Mr. Robert E. Switz	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="color: green;">✔</span> 92.3%
1.h	Re-elect Ms. MaryAnn Wright	POUR	POUR	<span style="color: green;">✔</span> 96.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="color: green;">✔</span> 80.3%
3	Advisory vote on say on pay frequency	UN AN	UN AN	<span style="color: green;">✔</span> 98.6%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="color: green;">✔</span> 91.8%
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. <span style="color: red;">✘</span> 7.5%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.1	Re-elect Mr. Reid G. Hoffman	POUR	POUR		✓ 99.2%
1.2	Re-elect Mr. Hugh F. Johnston	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 91.9%
1.3	Re-elect Ms. Teri L. List	POUR	POUR		✓ 98.7%
1.4	Re-elect Ms. Catherine MacGregor	POUR	POUR		✓ 99.8%
1.5	Re-elect Mr. Mark A. L. Mason	POUR	POUR		✓ 99.6%
1.6	Re-elect Mr. Satya Nadella	POUR	● CONTRE	Combined chair and CEO.	✓ 94.4%
1.7	Re-elect Ms. Sandra E. Peterson	POUR	POUR		✓ 98.1%
1.8	Re-elect Ms. Penny S. Pritzker	POUR	POUR		✓ 99.6%
1.9	Re-elect Mr. Carlos A. Rodriguez	POUR	POUR		✓ 98.2%
1.10	Re-elect Mr. Charles W. Scharf	POUR	POUR		✓ 98.3%
1.11	Re-elect Mr. John W. Stanton	POUR	POUR		✓ 99.4%
1.12	Re-elect Dame Emma N. Walmsley	POUR	POUR		✓ 99.1%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 91.3%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.3%
4	Shareholder resolution: report on risks of weapons development	CONTRE	● POUR	Enhanced transparency on a controversial sector.	✗ 15.3%
5	Shareholder resolution: assess and report on investing in bitcoin	CONTRE	CONTRE		✗ 0.5%
6	Shareholder resolution: report on risks of operating in countries with significant human rights concerns	CONTRE	● POUR	Enhanced disclosure on human rights.	✗ 32.0%
7	Shareholder resolution: report on risks of using artificial intelligence and machine learning tools for oil and gas development and production	CONTRE	● POUR	Ethos supports enhanced disclosure of risks posed by AI.	✗ 9.7%
8	Shareholder resolution: report on risks related to AI-generated misinformation and disinformation	CONTRE	● POUR	Ethos supports enhanced disclosure of risks posed by AI.	✗ 18.7%
9	Shareholder resolution: report on AI data sourcing accountability	CONTRE	CONTRE		✗ 36.2%















No.	Ordre du jour	Board	Ethos	Résultat
1	Approve Allocation of Income and Dividend	POUR	POUR	✓ 99.9%
2	Amend Articles of Incorporation: Transition to an audit & supervisory committee	POUR	POUR	✓ 97.9%
3	Election of Directors with an Audit & Supervisory Committee			
3.1	Re-elect Mr. Takehiko Kakiuchi	POUR	POUR	✓ 96.3%
3.2	Re-elect Mr. Katsuya Nakanishi	POUR	POUR	✓ 95.7%
3.3	Elect Mr. Kotaro Tsukamoto	POUR	POUR	✓ 97.7%
3.4	Re-elect Mr. Yutaka Kashiwagi	POUR	POUR	✓ 96.8%
3.5	Re-elect Mr. Yuzo Nouchi	POUR	POUR	✓ 96.8%
3.6	Elect Mr. Yoshiyuki Nojima	POUR	POUR	✓ 97.5%
3.7	Re-elect Mr. Shunichi Miyanaga	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 95.9%
3.8	Re-elect Ms. Sakie Akiyama	POUR	POUR	✓ 98.7%
3.9	Re-elect Ms. Mari Sagiya	POUR	POUR	✓ 98.6%
3.10	Elect Ms. Mari Kogiso	POUR	POUR	✓ 98.9%
4	Election of directors to the audit and supervisory committee			
4.1	Elect Mr. Mitsumasa Icho	POUR	● CONTRE	The director has held executive functions in the company during the last three years and sits on the audit & supervisory committee. ✓ 95.0%
4.2	Elect Mr. Akira Murakoshi	POUR	● CONTRE	The director has held executive functions in the company during the last three years and sits on the audit & supervisory committee. ✓ 95.0%
4.3	Re-elect Mr. Tsuneyoshi Tatsuoka	POUR	POUR	✓ 98.5%
4.4	Elect Ms. Rieko Sato	POUR	POUR	✓ 98.9%
4.5	Elect Mr. Takeshi Nakao	POUR	POUR	✓ 98.9%
5	Elect Ms. Sakie Akiyama as a substitute audit and supervisory committee member	POUR	POUR	✓ 99.7%
6	Approve remuneration for the board of directors (excluding audit and supervisory committee members)	POUR	● CONTRE	Potential excessive awards. ✓ 99.7%
7	Approve remuneration for audit and supervisory committee members	POUR	POUR	✓ 99.8%
8	Approve Medium to Long term share-based remuneration	POUR	POUR	✓ 99.5%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Amend the Articles of Incorporation	POUR	POUR	✓ 100.0%
2.	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Tatsuro Kosaka	POUR	POUR	✓ 96.6%
2.2	Re-elect Mr. Hiroyuki Yanagi	POUR	POUR	✓ 97.5%
2.3	Re-elect Prof. Masako Egawa	POUR	POUR	✓ 98.7%
2.4	Re-elect Ms. Haruka Matsuyama	POUR	POUR	✓ 99.0%
2.5	Elect Mr. Kunihiro Minakawa	POUR	POUR	✓ 99.9%
2.6	Elect Prof. Peter D. Pedersen	POUR	POUR	✓ 89.9%
2.7	Re-elect Mr. Kei Uruma	POUR	POUR	✓ 95.6%
2.8	Re-elect Mr. Kuniaki Masuda	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 96.2%
2.9	Re-elect Mr. Satoshi Takeda	POUR	POUR	✓ 98.5%
2.10	Elect Mr. Atsuhiko Yabu	POUR	● CONTRE	The director has held executive functions in the company during the last three years and sits on the audit committee. ✓ 95.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 100.0%
2.	Election of Directors (with 3-committees)			
2.1	Re-elect Mr. Junichi Yoshida	POUR	POUR	✓ 96.8%
2.2	Re-elect Mr. Atsushi Nakajima	POUR	POUR	✓ 97.4%
2.3	Re-elect Mr. Bunroku Naganuma	POUR	POUR	✓ 99.6%
2.4	Re-elect Mr. Naoki Umeda	POUR	POUR	✓ 99.6%
2.5	Re-elect Mr. Mikhito Hirai	POUR	POUR	✓ 99.6%
2.6	Re-elect Mr. Noboru Nishigai	POUR	● CONTRE	The director has held executive functions in the company during the last three years and sits on the audit committee. ✓ 95.8%
2.7	Re-elect Mr. Hiroshi Katayama	POUR	● CONTRE	The director has held executive functions in the company during the last three years and sits on the audit committee. ✓ 95.8%
2.8	Re-elect Prof. Masaaki Shirakawa	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 97.1%
2.9	Re-elect Mr. Tetsuo Narukawa	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.6%
2.10	Re-elect Mr. Tsuyoshi Okamoto	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 95.0%
2.11	Re-elect Ms. Melanie Brock	POUR	POUR	✓ 98.5%
2.12	Re-elect Mr. Wataru Sueyoshi	POUR	POUR	✓ 99.8%
2.13	Re-elect Ms. Ayako Sonoda	POUR	POUR	✓ 99.1%
2.14	Elect Mr. Naosuke Oda	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Dividend Allocation	POUR	POUR	✓ 99.9%	
2.	Election of Directors with an Audit & Supervisory Committee				
2.1	Re-elect Mr. Shunichi Miyanaga	POUR	● CONTRE	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p>	✓ 90.9%
2.2	Re-elect Mr. Seiji Izumisawa	POUR	POUR	✓ 96.3%	
2.3	Re-elect Mr. Hitoshi Kaguchi	POUR	POUR	✓ 97.1%	
2.4	Re-elect Mr. Hisato Kozawa	POUR	POUR	✓ 96.9%	
2.5	Re-elect Mr. Ken Kobayashi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 94.8%
2.6	Re-elect Mr. Nobuyuki Hirano	POUR	POUR	✓ 94.9%	
2.7	Re-elect Mr. Mitsuhiro Furusawa	POUR	POUR	✓ 95.7%	
3.	Election of directors to the audit and supervisory committee				
3.1	Elect Mr. Masayuki Fujisawa	POUR	● CONTRE	The director holds operational functions in the company and sits on the audit and supervisory committee, which is not best practice.	✓ 94.3%
4	Approve share-based remuneration plan	POUR	● CONTRE	An important part of the variable remuneration is based on continued employment only.	✓ 99.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 99.8%
2	Election of Directors (with 3-committees)			
2.1	Re-elect Prof. Mariko Fujii	POUR	POUR	✓ 94.3%
2.2	Re-elect Prof. Keiko Honda	POUR	POUR	✓ 95.5%
2.3	Re-elect Mr. Kaoru Kato	POUR	POUR	✓ 94.3%
2.4	Re-elect Ms. Satoko Kuwabara	POUR	POUR	✓ 93.9%
2.5	Re-elect Mr. Hirofumi Nomoto	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 73.7%
2.6	Elect Prof. Dr. Mari Elka Pangestu	POUR	POUR	✓ 98.8%
2.7	Elect Mr. Hiroshi Shimizu	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 81.3%
2.8	Re-elect Mr. David A. Sneider	POUR	POUR	✓ 95.5%
2.9	Re-elect Mr. Koichi Tsuji	POUR	POUR	✓ 95.3%
2.10	Re-elect Mr. Kenichi Miyanaga	POUR	POUR	✓ 92.3%
2.11	Re-elect Mr. Ryoichi Shinke	POUR	● CONTRE	The director has held executive functions in the company during the last three years and sits on the audit committee, which is not best practice. ✓ 92.2%
2.12	Re-elect Mr. Kanetsugu Mike	POUR	POUR	✓ 68.1%
2.13	Re-elect Mr. Hironori Kamezawa	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 65.5%
				Executive director and the board size is excessive.
2.14	Re-elect Mr. Iwao Nagashima	POUR	POUR	✓ 95.2%
2.15	Re-elect Mr. Junichi Hanzawa	POUR	POUR	✓ 85.8%
2.16	Re-elect Mr. Makoto Kobayashi	POUR	POUR	✓ 85.8%
3	Shareholder resolution: Director Competencies to Manage Climate-Related Business Risks and Opportunities	CONTRE	● POUR	Ethos supports the nomination of directors to the board with competencies to manage climate-related business risks and opportunities. ✗ 26.2%
4	Shareholder resolution: Assessment of Clients' Climate Change Transition Plans	CONTRE	● POUR	The resolution asks the company to disclose its alignment with climate goals and role in supporting its clients' decarbonisation process. ✗ 18.7%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	● CONTRE	The proposed dividend is inconsistent with the company's financial situation.  99.9%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Tatsuo Yasunaga	POUR	POUR	 97.8%
2.2	Re-elect Mr. Kenichi Hori	POUR	POUR	 98.1%
2.3	Re-elect Mr. Yoshiaki Takemasu	POUR	POUR	 98.6%
2.4	Re-elect Mr. Tetsuya Shigeta	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice.  98.5%
2.5	Re-elect Mr. Makoto Sato	POUR	POUR	 98.6%
2.6	Re-elect Mr. Toru Matsui	POUR	POUR	 98.7%
2.7	Re-elect Mr. Samuel Walsh	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.  99.2%
2.8	Re-elect Mr. Takeshi Uchiyamada	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.  96.9%
2.9	Re-elect Prof. Masako Egawa	POUR	POUR	 99.2%
2.10	Re-elect Ms. Fujiyo Ishiguro	POUR	● CONTRE	Concerns over the director's time commitments.  99.5%
2.11	Re-elect Ms. Sarah L. Casanova	POUR	POUR	 99.6%
2.12	Re-elect Ms. Jessica Tan Soon Neo	POUR	POUR	 99.6%
3	Approve the revision of 3 remuneration plans	POUR	● CONTRE	The remuneration requested for corporate auditors and executives is bundled in one vote.  99.4%



No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 100.0%
2	Amend Articles to Reduce Directors' Term	POUR	POUR	✓ 100.0%
3	Election of Directors on a Kansayaku board			
3.1	Elect Mr. Yutaka Saito	POUR	POUR	✓ 93.4%
3.2	Elect Mr. Nobuhiko Mochimaru	POUR	POUR	✓ 95.8%
3.3	Elect Mr. Takashi Hibino	POUR	POUR	✓ 99.9%
4	Election of 2 Corporate Auditors			
4.1	Elect Mr. Yoshihiro Hirokawa as a Corporate Auditor	POUR	● CONTRE	The corporate auditor has held executive functions in the company during the last three years and sits on the audit committee. ✓ 98.8%
4.2	Elect Ms. Michiko Chiba as a Corporate Auditor	POUR	POUR	✓ 99.9%
5	Approve bonus payment for executive directors	POUR	POUR	✓ 99.3%
6	Approve the revised restricted share plan	POUR	● CONTRE	An important part of the variable remuneration is based on continued employment only. ✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Yoshimitsu Kobayashi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 95.3%
1.2	Re-elect Mr. Ryoji Sato	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✔</span> 99.2%
1.3	Re-elect Mr. Takashi Tsukioka	POUR	POUR	<span style="color: green;">✔</span> 97.2%
1.4	Re-elect Mr. Kotaro Ohno	POUR	POUR	<span style="color: green;">✔</span> 97.3%
1.5	Re-elect Mr. Hiromichi Shinohara	POUR	POUR	<span style="color: green;">✔</span> 97.3%
1.6	Re-elect Ms. Izumi Kobayashi	POUR	POUR	<span style="color: green;">✔</span> 98.1%
1.7	Re-elect Ms. Yumiko Noda	POUR	POUR	<span style="color: green;">✔</span> 99.4%
1.8	Elect Mr. Takakazu Uchida	POUR	POUR	<span style="color: green;">✔</span> 76.3%
1.9	Re-elect Mr. Seiji Imai	POUR	POUR	<span style="color: green;">✔</span> 85.5%
1.10	Re-elect Mr. Hisaaki Hirama	POUR	POUR	<span style="color: green;">✔</span> 90.7%
1.11	Re-elect Mr. Masahiro Kihara	POUR	POUR	<span style="color: green;">✔</span> 78.5%
1.12	Elect Ms. Hidekatsu Take	POUR	POUR	<span style="color: green;">✔</span> 99.3%
1.13	Elect Mr. Mitsuhiro Kanazawa	POUR	POUR	<span style="color: green;">✔</span> 99.3%
1.14	Elect Mr. Takefumi Yonezawa	POUR	POUR	<span style="color: green;">✔</span> 99.2%
2	Shareholder resolution: Amend Articles to Add Provision on Director Competencies to Manage Climate Related Business Risks and Opportunitie	CONTRE	● POUR	Ethos supports the nomination of directors to the board with competencies to manage climate-related business risks and opportunities. <span style="color: red;">✘</span> 26.0%
3	Shareholder resolution: Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	CONTRE	● POUR	The resolution asks the company to finance the transition to a low carbon economy. <span style="color: red;">✘</span> 22.7%

No.	Ordre du jour	Board	Ethos		Résultat
	Ethos' ongoing engagement with Mondelez International				
1	Elections of directors				
1a	Elect Mr. Cees Hart	POUR	POUR		✓ 98.3%
1b	Re-elect Mr. Charles E. Bunch	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 95.5%
1c	Re-elect Ms. Ertharin Cousin	POUR	POUR		✓ 98.5%
1d	Elect Mr. Brian McNamara	POUR	POUR		✓ 99.6%
1e	Re-elect Mr. Jorge S. Mesquita	POUR	POUR		✓ 98.1%
1f	Re-elect Ms. Aninidita Mukherjee	POUR	POUR		✓ 98.5%
1g	Re-elect Ms. Jane Hamilton Nielsen	POUR	POUR		✓ 99.7%
1h	Elect Prof. Paula A. Price	POUR	POUR		✓ 97.8%
1i	Re-elect Mr. Patrick T. Siewert	POUR	● CONTRE	Non independent lead director, which is not best practice.	✓ 97.0%
1j	Re-elect Mr. Michael A. Todman	POUR	POUR		✓ 96.5%
1k	Re-elect Dr. Dirk Van de Put	POUR	● CONTRE	Combined chair and CEO.	✓ 93.1%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 93.9%
3	To approve the 2024 Performance Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 72.9%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.7%
5	Shareholder resolution: Audit Committee Subcommittee Study on Company Affiliations	CONTRE	CONTRE		✗ 0.6%
6	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management.	✗ 31.1%
7	Shareholder resolution: Eradicate Child Labour from Cocoa Supply Chain	CONTRE	● POUR	Enhanced disclosure on human rights regarding child labour.	✗ 22.4%
8	Shareholder resolution: Third Party Report on Due Diligence in Conflict Affected and High-Risk Areas	CONTRE	● POUR	Enhanced disclosure on human rights.	✗ 31.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Jorge A. Bermudez	POUR	POUR	✓ 95.3%
1b	Re-elect Ms. Thérèse Esperdy	POUR	POUR	✓ 99.2%
1c	Re-elect Mr. Robert Fauber	POUR	POUR	✓ 99.5%
1d	Re-elect Mr. Vincent A. Forlenza	POUR	POUR	✓ 93.5%
1e	Re-elect Ms. Kathryn M. Hill	POUR	POUR	✓ 95.4%
1f	Re-elect Mr. Lloyd W. Howell Jr.	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 95.8%
1g	Re-elect Mr. Jose M. Minaya	POUR	POUR	✓ 99.1%
1h	Re-elect Ms. Leslie F. Seidman	POUR	POUR	✓ 97.4%
1i	Re-elect Mr. Zig Serafin	POUR	POUR	✓ 96.9%
1j	Re-elect Mr. Bruce Van Saun	POUR	POUR	✓ 96.6%
2	Re-election of the auditor	POUR	POUR	✓ 98.3%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 93.1% An important part of the variable remuneration is based on continued employment only.
4	Amend the restated certificate of incorporation: Provide Right to Call Special Meeting	POUR	POUR	✓ 97.3%
5	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 37.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Elect Ms. Megan Butler	POUR	POUR	✓ 99.7%
1b	Re-elect Mr. Thomas H. Glocer	POUR	POUR	✓ 97.2%
1c	Re-elect Mr. James P. Gorman	POUR	POUR	✓ 98.7%
1d	Re-elect Mr. Robert H. Herz	POUR	POUR	✓ 97.6%
1e	Re-elect Ms. Erika H. James	POUR	POUR	✓ 97.7%
1f	Re-elect Mr. Hironori Kamezawa	POUR	POUR	✓ 99.3%
1g	Re-elect Ms. Shelley B. Leibowitz	POUR	POUR	✓ 99.3%
1h	Re-elect Mr. Stephen J. Luczo	POUR	POUR	✓ 98.2%
1i	Re-elect Ms. Judith A. Miscik	POUR	POUR	✓ 99.5%
1j	Re-elect Mr. Masato Miyachi	POUR	POUR	✓ 99.3%
1k	Re-elect Mr. Dennis M. Nally	POUR	POUR	✓ 97.0%
1l	Elect Mr. Edward Pick	POUR	POUR	✓ 99.4%
1m	Re-elect Ms. Mary L. Schapiro	POUR	POUR	✓ 98.7%
1n	Re-elect Mr. Perry M. Traquina	POUR	POUR	✓ 99.6%
1o	Re-elect Mr. Rayford Wilkins Jr.	POUR	POUR	✓ 93.4%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 96.6%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 75.0%
4	To approve the Non-US Nonqualified Employee Stock Purchase Plan	POUR	POUR	✓ 99.6%
5	Shareholder resolution: Report on Risks of Politicized De-Banking	CONTRE	CONTRE	✗ 1.6%
6	Shareholder resolution: Transparency on Lobbying	CONTRE	● POUR	Enhanced disclosure on lobbying expenses. ✗ 31.2%
7	Shareholder resolution: Report on Clean Energy Supply Financing Ratio	CONTRE	● POUR	Transparent disclosure of financing ratios remains essential to track progress in addressing climate challenge. ✗ 22.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Gregory Q. Brown	POUR	● CONTRE	Combined chair and CEO. <span style="color: green;">✓</span> 95.4%
1b	Elect Ms. Nicole Anasenes	POUR	POUR	<span style="color: green;">✓</span> 99.8%
1c	Re-elect Mr. Kenneth D. Denman	POUR	POUR	<span style="color: green;">✓</span> 96.8%
1d	Re-elect Dr. Ayanna M. Howard	POUR	POUR	<span style="color: green;">✓</span> 99.9%
1e	Re-elect Mr. Clayton M. Jones	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✓</span> 99.7%
1f	Re-elect Ms. Judy C. Lewent	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: green;">✓</span> 95.1%
1g	Re-elect Mr. Gregory K. Mondre	POUR	POUR	<span style="color: red;">✗</span> 50.0%
1h	Re-elect Mr. Joseph M. Tucci	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="color: red;">✗</span> 50.0%
2	Re-election of the auditor	POUR	POUR	<span style="color: green;">✓</span> 99.6%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="color: green;">✓</span> 92.6%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers. <span style="color: red;">✗</span> 38.6%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 100.0%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Noriyuki Hara	POUR	POUR	✓ 65.2%
2.2	Re-elect Mr. Yasuzo Kanasugi	POUR	POUR	✓ 84.6%
2.3	Elect Mr. Shinichiro Funabiki	POUR	POUR	✓ 88.3%
2.4	Re-elect Mr. Tetsuji Higuchi	POUR	POUR	✓ 90.7%
2.5	Re-elect Mr. Tomoyuki Shimazu	POUR	POUR	✓ 95.8%
2.6	Re-elect Mr. Yusuke Shirai	POUR	POUR	✓ 95.8%
2.7	Re-elect Ms. Mariko Bando	POUR	● CONTRE	✓ 97.3% The director is over 75 years old, which exceeds guidelines.
2.8	Re-elect Mr. Junichi Tobimatsu	POUR	POUR	✓ 97.4%
2.9	Re-elect Prof. Rochelle Kopp	POUR	POUR	✓ 97.4%
2.10	Re-elect Ms. Akemi Ishiwata	POUR	POUR	✓ 97.5%
2.11	Re-elect Mr. Jun Suzuki	POUR	POUR	✓ 99.5%
3.	Elect Mr. Taisei Kunii as a Corporate Auditor	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 97.7%
3	Approve Discharge of Management Board	POUR	POUR	✓ 98.9%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 90.0%
5	Appoint the Auditors	POUR	POUR	✓ 100.0%
6	Appoint the Auditors for the sustainability report for financial year 2024	POUR	POUR	✓ 100.0%
Board main features				
7	Elections to the Supervisory Board: Dr. Johannes Busmann	POUR	POUR	✓ 97.8%
8	Approve Remuneration System for the Management Board members	POUR	● CONTRE	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 56.5%
9	Approve Remuneration Report	POUR	● CONTRE	The pay-for-performance connection is not demonstrated for the annual bonus. ✓ 92.6%
10	Authorise Share Repurchase	POUR	POUR	✓ 99.5%



No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.9%
3.1	Approve Discharge of Management Board member Dr. Joachim Wenning (CEO)	POUR	POUR	✓ 96.5%
3.2	Approve Discharge of Management Board member Dr. Thomas Blunck	POUR	POUR	✓ 96.5%
3.3	Approve Discharge of Management Board member Nicholas Gartside	POUR	POUR	✓ 96.5%
3.4	Approve Discharge of Management Board member Stefan Golling	POUR	POUR	✓ 96.5%
3.5	Approve Discharge of Management Board member Dr. Christoph Jurecka	POUR	POUR	✓ 96.5%
3.6	Approve Discharge of Management Board member Dr. Achim Kassow	POUR	POUR	✓ 96.5%
3.7	Approve Discharge of Management Board member Michael Kerner	POUR	POUR	✓ 96.5%
3.8	Approve Discharge of Management Board member Clarisse Kopff	POUR	POUR	✓ 96.5%
3.9	Approve Discharge of Management Board member Mari-Lizette Malherbe	POUR	POUR	✓ 96.5%
3.10	Approve Discharge of Management Board member Dr. Markus Rieß	POUR	POUR	✓ 96.5%
4.1	Approve Discharge of Supervisory Board Dr. Nikolaus von Bomhard (Chair)	POUR	POUR	✓ 99.7%
4.2	Approve Discharge of Supervisory Board Anne Horstmann (Vice Chair)	POUR	POUR	✓ 99.7%
4.3	Approve Discharge of Supervisory Board Prof. Dr. Dr. Ann-Kristin Achleitner	POUR	POUR	✓ 99.5%
4.4	Approve Discharge of Supervisory Board Clement B. Booth	POUR	POUR	✓ 99.7%
4.5	Approve Discharge of Supervisory Board Ruth Brown	POUR	POUR	✓ 99.7%
4.6	Approve Discharge of Supervisory Board Stephan Eberl	POUR	POUR	✓ 99.7%
4.7	Approve Discharge of Supervisory Board Frank Fassin	POUR	POUR	✓ 99.7%
4.8	Approve Discharge of Supervisory Board Prof. Dr. Ursula Gather	POUR	POUR	✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
4.9	Approve Discharge of Supervisory Board Gerd Häusler	POUR	POUR	✓ 99.7%
4.10	Approve Discharge of Supervisory Board Angelika Judith Herzog	POUR	POUR	✓ 99.7%
4.11	Approve Discharge of Supervisory Board Renata Jungo Brüngger	POUR	POUR	✓ 99.7%
4.12	Approve Discharge of Supervisory Board Stefan Kaindl	POUR	POUR	✓ 97.1%
4.13	Approve Discharge of Supervisory Board Dr. Carinne Knoche-Brouillon	POUR	POUR	✓ 99.7%
4.14	Approve Discharge of Supervisory Board Gabriele Mücke	POUR	POUR	✓ 99.6%
4.15	Approve Discharge of Supervisory Board Ulrich Plotke	POUR	POUR	✓ 97.1%
4.16	Approve Discharge of Supervisory Board Manfred Rassy	POUR	POUR	✓ 99.7%
4.17	Approve Discharge of Supervisory Board Carsten Spohr	POUR	POUR	✓ 99.5%
4.18	Approve Discharge of Supervisory Board Karl-Heinz Streibich	POUR	POUR	✓ 99.7%
4.19	Approve Discharge of Supervisory Board Markus Wagner	POUR	POUR	✓ 99.7%
4.20	Approve Discharge of Supervisory Board Dr. Maximilian Zimmerer	POUR	POUR	✓ 99.7%
5.1	Appoint the Auditors for the annual and consolidated financial statements	POUR	● CONTRE	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election. ✓ 99.3%
5.2	Appoint the Auditors for the sustainability reporting	POUR	● CONTRE	Following the German auditor oversight body's sanction on Ernst & Young over breaches of professional duty, we cannot approve re-election. ✓ 99.0%
6	Approve Remuneration Report	POUR	● CONTRE	The base salary of the CEO significantly exceeds the peer group median. ✓ 88.5%
Board main features				
7.1	Elections to the Supervisory Board: Dr. Nikolaus von Bomhard	POUR	POUR	✓ 72.5%
7.2	Elections to the Supervisory Board: Clement B. Booth	POUR	POUR	✓ 99.1%
7.3	Elections to the Supervisory Board: Dr. Roland Busch	POUR	POUR	✓ 96.2%
7.4	Elections to the Supervisory Board: Julia Jäkel	POUR	POUR	✓ 99.3%
7.5	Elections to the Supervisory Board: Renata Jungo Brüngger	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 90.0%
7.6	Elections to the Supervisory Board: Dr. Carinne Knoche-Brouillon	POUR	POUR	✓ 99.3%

No.	Ordre du jour	Board	Ethos		Résultat
7.7	Elections to the Supervisory Board: Dr. Victoria E. Ossadnik	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 94.6%
7.8	Elections to the Supervisory Board: Carsten Spohr	POUR	POUR		✓ 99.0%
7.9	Elections to the Supervisory Board: Prof. Dr. Jens Weidmann	POUR	POUR		✓ 99.7%
7.10	Elections to the Supervisory Board: Dr. Maximilian Zimmerer	POUR	POUR		✓ 99.1%
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	POUR	● CONTRE	The chair's remuneration under the amended system as excessive.	✓ 97.6%
9	Authorise Share Repurchase	POUR	POUR		✓ 95.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 99.9%
2.	Amend the Articles of Incorporation	POUR	● CONTRE	✓ 91.8% Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.
3.	Election of Directors with an Audit & Supervisory Committee			
3.1	Re-elect Mr. Norio Nakajima	POUR	POUR	✓ 92.8%
3.2	Re-elect Mr. Hiroshi Iwatsubo	POUR	POUR	✓ 96.8%
3.3	Re-elect Mr. Masanori Minamide	POUR	POUR	✓ 96.7%
3.4	Elect Mr. Hiroshi Izumitani	POUR	POUR	✓ 95.9%
3.5	Elect Mr. Takaki Murata	POUR	POUR	✓ 95.9%
3.6	Re-elect Ms. Yuko Yasuda	POUR	POUR	✓ 98.6%
3.7	Re-elect Mr. Takashi Nishijima	POUR	POUR	✓ 97.7%
3.8	Elect Mr. Hiroyuki Ina	POUR	POUR	✓ 96.9%
4.	Election of directors to the audit and supervisory committee			
4.1	Re-elect Mr. Yoshiro Ozawa	POUR	POUR	✓ 92.0%
4.2	Re-elect Mr. Takatoshi Yamamoto	POUR	POUR	✓ 97.6%
4.3	Re-elect Prof. Naoko Munakata	POUR	POUR	✓ 98.6%
4.4	Elect Mr. Seiichi Enomoto	POUR	POUR	✓ 97.8%

No.	Ordre du jour	Board	Ethos	Résultat
Election of directors				
1	Elect Mr. Warwick Hunt	POUR	POUR	✓ 99.8%
2	Advisory vote on the remuneration report	POUR	● CONTRE	✓ 95.0% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.a	Grant of deferred rights to the CEO	POUR	POUR	✓ 98.3%
3.b	Grant of performance rights to the CEO	POUR	● CONTRE	✓ 98.1% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Receive financial statements and related reports for the financial year ended 30 September 2024	SANS VOTE	SANS VOTE	
5.a	Shareholder resolution: amendment to the Constitution regarding shareholder rights	CONTRE	● POUR	✗ 4.2% The proposal aims at improving shareholder rights.
5.b	Shareholder resolution: transition plan assessments	RETIRÉE	● POUR	– As ITEM 5.a was rejected by shareholders, ITEM 5.b was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:  The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.6%
2	Final dividend	POUR	● CONTRE	✓ 99.9% The proposed dividend is inconsistent with the company's financial situation.
Elections to the board of directors				
3	Re-elect Ms. Paula Rosput Reynolds	POUR	POUR	✓ 96.5%
4	Re-elect Mr. John Pettigrew	POUR	POUR	✓ 98.2%
5	Re-elect Mr. Andrew Agg	POUR	POUR	✓ 98.2%
6	Elect Ms. Jacqui Ferguson	POUR	POUR	✓ 99.9%
7	Re-elect Mr. Ian Livingston	POUR	POUR	✓ 98.6%
8	Re-elect Mr. Iain Mackay	POUR	POUR	✓ 99.9%
9	Re-elect Ms. Anne Robinson	POUR	POUR	✓ 99.9%
10	Re-elect Mr. Earsel Shipp	POUR	POUR	✓ 98.2%
11	Re-elect Mr. Jonathan Silver	POUR	POUR	✓ 97.6%
12	Re-elect Mr. Anthony Wood	POUR	POUR	✓ 98.5%
13	Re-elect Ms. Martha Wyrsh	POUR	POUR	✓ 99.6%
14	Re-appoint Deloitte as auditors	POUR	POUR	✓ 100.0%
15	Auditor's remuneration	POUR	POUR	✓ 99.9%
16	Remuneration report (advisory vote)	POUR	● CONTRE	✓ 96.7% Excessive total remuneration. Excessive variable remuneration.
17	Climate Transition Plan	POUR	POUR	✓ 98.9%
18	Political donations	POUR	● CONTRE	✓ 98.4% Authorisation to make political donations exceeds our guidelines.
19	General authority to allot shares	POUR	POUR	✓ 96.8%
20	Disapplication of pre-emption rights	POUR	POUR	✓ 97.2%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 97.1%
22	Purchase of own shares	POUR	● CONTRE	✓ 99.5% The amount of the repurchase is excessive given the financial situation and perspectives of the company.
23	Notice of general meetings	POUR	● CONTRE	✓ 93.6% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 100.0%
2	Remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated for the CEO's bonus.	✓ 97.8%
3	Final dividend	POUR	POUR		✓ 100.0%
	Elections to the board of directors				
4	Elect Mr. Richard Haythornthwaite	POUR	POUR		✓ 97.6%
5	Elect Mr. Paul Thwaite	POUR	POUR		✓ 100.0%
6	Re-elect Ms. Katie Murray	POUR	POUR		✓ 99.7%
7	Re-elect Mr. Frank Dangeard	POUR	POUR		✓ 100.0%
8	Re-elect Ms. Roisin Donnelly	POUR	POUR		✓ 100.0%
9	Re-elect Mr. Patrick Flynn	POUR	POUR		✓ 99.3%
10	Re-elect Ms. Yasmin Jetha	POUR	POUR		✓ 100.0%
11	Re-elect Mr. Stuart Lewis	POUR	POUR		✓ 99.3%
12	Re-elect Mr. Mark Seligman	POUR	POUR		✓ 99.2%
13	Re-elect Ms. Lena Wilson	POUR	POUR		✓ 99.2%
14	Re-appoint Ernst & Young as auditors	POUR	POUR		✓ 99.2%
15	Auditor's remuneration	POUR	POUR		✓ 100.0%
16	General authority to allot shares	POUR	POUR		✓ 97.1%
17	Disapplication of pre-emption rights	POUR	POUR		✓ 98.5%
18	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 97.6%
19	Renewal of Equity Convertible Notes authority	POUR	POUR		✓ 98.9%
20	Renewal of pre-emption rights disapplication in relation to Equity Convertible Notes	POUR	POUR		✓ 98.9%
21	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.6%
22	Political donations	POUR	POUR		✓ 99.0%
23	Authority to purchase own shares on market	POUR	POUR		✓ 98.9%
24	Amendments to Directed Buyback Contract	POUR	POUR		✓ 98.4%
25	Authority to purchase own shares off-market from HM Treasury	POUR	POUR		✓ 99.6%
26	Authority to purchase preference shares	POUR	POUR		✓ 99.7%
27	NatWest Group plc 2024 Employee Share Plan	POUR	● CONTRE	Potential excessive awards.	✓ 99.0%
28	Authority to offer scrip dividend	POUR	POUR		✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Calling the meeting to order	SANS VOTE	SANS VOTE	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	SANS VOTE	SANS VOTE	
4.	Recording the legality of the meeting	SANS VOTE	SANS VOTE	
5.	Recording the attendance at the meeting and adoption of the list of votes	SANS VOTE	SANS VOTE	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	SANS VOTE	SANS VOTE	
7.	Adoption of the financial statements	POUR	POUR	✓
8.	Approve allocation of income and dividend	POUR	POUR	✓
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	POUR	POUR	✓
10.	Approve remuneration report (advisory vote)	POUR	POUR	✓
11.	Approve remuneration policy (advisory vote)	POUR	POUR	✓
12.	Approve directors' fees	POUR	POUR	✓
13.	Resolution on the number of members of the board of directors	POUR	POUR	✓
14.	Election of the board of directors	POUR	POUR	✓
15.	Approve auditors' fees: statutory audit	POUR	● CONTRE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓
16.	Election of auditor: statutory audit	POUR	● CONTRE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓
17.	Approve auditors' fees: sustainability reporting assurance	POUR	POUR	✓
18.	Election of auditor: sustainability reporting assurance	POUR	POUR	✓
19.	Authorisation to repurchase own shares	POUR	POUR	✓
20.	Authorisation to issue shares	POUR	POUR	✓
21.	Amend articles of association: sustainability reporting assurer	POUR	POUR	✓
22.	Amendment of the charter of the shareholders' nomination board	POUR	● CONTRE	While Finnish law allows for individual elections of directors, the company maintains bundled elections. ✓



Neste

27.03.2024

AGO

No.	Ordre du jour	Board	Ethos	Résultat
23.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a	Re-elect Mr. Richard N. Barton	POUR	● CONTRE	Concerns over the director's time commitments.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 76.5%
1b	Re-elect Dr. Mathias Döpfner	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 97.9%
1c	Re-elect Mr. Reed Hastings	POUR	● CONTRE	Executive chairman. The board is not sufficiently independent.	✓ 96.9%
1d	Re-elect Mr. Jay C. Hoag	POUR	● CONTRE	Non independent lead director, which is not best practice.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.5%
1e	Re-elect Mr. Greg Peters	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 98.3%
1f	Elect Ms. Susan Rice	POUR	POUR		✓ 99.2%
1g	Re-elect Mr. Ted Sarandos	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 98.1%
1h	Re-elect Mr. Bradford L. Smith	POUR	POUR		✓ 96.8%
1i	Re-elect Ms. Anne M. Sweeney	POUR	POUR		✓ 96.8%
2	Re-election of the auditor	POUR	POUR		✓ 96.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 82.2%
4	Shareholder resolution: Report on Use of Artificial Intelligence	CONTRE	● POUR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks.	✗ 43.1%
5	Shareholder resolution: Establish Committee on Corporate Financial Sustainability	CONTRE	CONTRE		✗ 0.4%
6	Shareholder resolution: Amend Director Election Resignation Bylaw	CONTRE	● POUR	The proposal aims at improving the company's corporate governance.	✗ 16.3%
8	Shareholder resolution: Amend Code of Ethics and Report on Board Compliance with the Amended Code	CONTRE	● POUR	The resolution aims to promote gender equality.	✗ 5.6%
7	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 45.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Nicole S. Arnaboldi	POUR	POUR	✓ 99.5%
1b	Re-elect Mr. James L. Camaren	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.3%
1c	Re-elect Mr. Naren K. Gursahaney	POUR	POUR	✓ 94.3%
1d	Re-elect Mr. Kirk S. Hachigian	POUR	POUR	✓ 93.5%
1e	Elect Ms. Maria G. Henry	POUR	POUR	✓ 99.6%
1f	Re-elect Mr. John W. Ketchum	POUR	● CONTRE	Combined chair and CEO. Chair of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. ✓ 93.0%
1g	Re-elect Ms. Amy B. Lane	POUR	POUR	✓ 97.6%
1h	Re-elect Mr. David L. Porges	POUR	POUR	✓ 98.2%
1i	Re-elect Ms. Dev Stahlkopf	POUR	POUR	✓ 98.8%
1j	Re-elect Mr. John A. Stall	POUR	POUR	✓ 99.1%
1k	Re-elect Mr. Darryl L. Wilson	POUR	POUR	✓ 97.7%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 88.8%
4	Shareholder resolution: Board Matrix	CONTRE	● POUR	Enhanced disclosure on board members' skills. ✗ 40.6%
5	Shareholder resolution: Climate Lobbying Report	CONTRE	● POUR	Enhanced disclosure on lobbying expenses. ✗ 32.5%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Amend articles of incorporation	POUR	● CONTRE	The amendment hinders open discussion and independent decision-making by the board.	✓ 99.8%
2.	Election of Directors with an Audit & Supervisory Committee				
2.1	Re-elect Mr. Shigenobu Nagamori	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 96.4%
2.2	Elect Mr. Mitsuya Kishida	POUR	POUR		✓ 98.7%
2.3	Re-elect Mr. Hiroshi Kobe	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 98.0%
2.4	Re-elect Mr. Shinichi Sato	POUR	POUR		✓ 96.6%
2.5	Re-elect Ms. Yayoi Komatsu	POUR	POUR		✓ 96.6%
2.6	Re-elect Prof. Takako Sakai	POUR	POUR		✓ 99.1%
3.1	Re-elect Mr. Kazuya Murakami	POUR	● CONTRE	Non independent audit and supervisory committee member and the audit and supervisory committee is not sufficiently independent.	✓ 95.0%
3.2	Re-elect Mr. Hiroyuki Ochiai	POUR	● CONTRE	Non independent audit and supervisory committee member and the audit and supervisory committee is not sufficiently independent.	✓ 95.0%
3.3	Re-elect Prof. Aya Yamada	POUR	● CONTRE	Non independent audit and supervisory committee member and the audit and supervisory committee is not sufficiently independent.	✓ 93.7%
3.4	Elect Mr. Kunio Umeda	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.2%
4	Approve performance-based remuneration	POUR	POUR		✓ 99.7%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Re-elect Ms. Cathleen A. Benko	POUR	POUR		✓ 94.8%
1.b	Re-elect Mr. John W. Rogers Jr.	POUR	POUR		✓ 60.0%
1.c	Re-elect Mr. Robert H. Swan	POUR	POUR		✓ 96.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive total remuneration.  Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 83.3%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.3%
4	Shareholder resolution: gender and racial pay equity report	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 26.0%
5	Shareholder resolution: supply chain management report	CONTRE	● POUR	Enhanced disclosure on human rights.	✗ 13.2%
6	Shareholder resolution: worker-driven social responsibility	CONTRE	● POUR	Enhanced disclosure on social issues.  The resolution is in line with the long-term interests of the majority of the company's stakeholders.	✗ 12.3%
7	Shareholder resolution: environmental targets	CONTRE	● POUR	Enhanced disclosure on environmental issues.  The resolution is in line with the long-term interests of the majority of the company's stakeholders.	✗ 26.7%
8	Shareholder resolution: divisive partnerships congruency report	CONTRE	CONTRE		✗ 0.6%

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Dividend Allocation	POUR	POUR	✓ 99.9%	
2.	Election of Directors with an Audit & Supervisory Committee				
2.1	Re-elect Mr. Shuntaro Furukawa	POUR	● CONTRE	Combined chairman and CEO. Executive director. The board is not sufficiently independent.	✓ 92.9%
2.2	Re-elect Mr. Shigeru Miyamoto	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.0%
2.3	Re-elect Mr. Shinya Takahashi	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.0%
2.4	Re-elect Mr. Satoru Shibata	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.0%
2.5	Re-elect Mr. Ko Shiota	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.0%
2.6	Elect Mr. Yusuke Beppu	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.4%
2.7	Re-elect Mr. Chris Meledandri	POUR	POUR		✓ 95.0%
2.8	Elect Ms. Miyoko Demay	POUR	POUR		✓ 99.5%
3	Election of directors to the audit and supervisory committee				
3.1	Re-elect Mr. Takuya Yoshimura	POUR	POUR		✓ 91.6%
3.2	Re-elect Mr. Katsuhiko Umeyama	POUR	POUR		✓ 74.1%
3.3	Re-elect Ms. Asa Shinkawa	POUR	POUR		✓ 99.3%
3.4	Elect Ms. Eiko Osawa	POUR	POUR		✓ 99.5%
3.5	Elect Ms. Keiko Akashi	POUR	POUR		✓ 99.5%
4.	Approve remuneration for the board of directors	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Dividend Allocation	POUR	POUR	✓ 98.6%	
2	Election of Directors with an Audit & Supervisory Committee				
2.1	Re-elect Mr. Eiji Hashimoto	POUR	● CONTRE	Combined chairman and CEO.  Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 88.1%
2.2	Re-elect Mr. Tadashi Imai	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 89.6%
2.3	Re-elect Mr. Takahiro Mori	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 93.7%
2.4	Re-elect Mr. Naoki Sato	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 93.7%
2.5	Re-elect Mr. Takashi Hirose	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.4%
2.6	Re-elect Mr. Kazuhisa Fukuda	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.4%
2.7	Re-elect Mr. Hirofumi Funakoshi	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.4%
2.8	Elect Mr. Hiroyuki Minato	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.3%
2.9	Re-elect Mr. Tetsuro Tomita	POUR	POUR		✓ 92.3%
2.10	Re-elect Ms. Kuniko Urano	POUR	POUR		✓ 99.3%
	Election of directors to the audit and supervisory committee				
3.1	Elect Mr. Kazumasa Shinkai to the audit and supervisory committee	POUR	● CONTRE	Executive director sitting on the audit and supervisory committee, which is not best practice.	✓ 95.8%
3.2	Elect Mr. Eiji Sogo to the audit and supervisory committee	POUR	● CONTRE	Executive director sitting on the audit and supervisory committee, which is not best practice.	✓ 95.8%
3.3	Elect Mr. Kenji Hiramatsu to the audit and supervisory committee	POUR	POUR		✓ 99.5%
3.4	Elect Prof. Aiko Sekine to the audit and supervisory committee	POUR	POUR		✓ 99.3%
3.5	Elect Ms. Sumiko Takeuchi to the audit and supervisory committee	POUR	POUR		✓ 99.5%
4	Approve maximum remuneration for the board of directors (excluding audit and supervisory committee members)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.	✓ 99.3%
5	Approve maximum remuneration for the audit and supervisory committee members	POUR	POUR		✓ 99.3%
6	Shareholder resolution: Set and Disclose Greenhouse Gas Emission Reduction Targets Aligned with Goals of Paris Agreement	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 21.0%

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No.	Ordre du jour	Board	Ethos		Résultat
7	Shareholder resolution: Introduce Executive Compensation System Linked to Greenhouse Gas Emission Reduction Targets	CONTRE	● POUR	The proposal aims to encourage executives to meet the company's climate objectives.	✘ 22.5%
8	Shareholder resolution: Report on Corporate Climate Lobbying	CONTRE	● POUR	Enhanced disclosure on lobbying activities.	✘ 27.5%



No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Hitoshi Nagasawa	POUR	POUR	✓
2.2	Re-elect Mr. Takaya Soga	POUR	POUR	✓
2.3	Re-elect Mr. Akira Kono	POUR	POUR	✓
2.4	Re-elect Mr. Yutaka Higurashi	POUR	POUR	✓
2.5	Re-elect Mr. Eiichi Tanabe	POUR	POUR	✓
2.6	Re-elect Mr. Nobukatsu Kanehara	POUR	POUR	✓
2.7	Elect Ms. Satoko Shisai	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Calling the meeting to order	SANS VOTE	SANS VOTE	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	SANS VOTE	SANS VOTE	
4.	Recording the legality of the meeting	SANS VOTE	SANS VOTE	
5.	Recording the attendance at the meeting and adoption of the list of votes	SANS VOTE	SANS VOTE	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	SANS VOTE	SANS VOTE	
7.	Adoption of the financial statements	POUR	POUR	✓ 99.9%
8.	Approve allocation of income and dividend	POUR	POUR	✓ 99.6%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	POUR	POUR	✓ 98.4%
10.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 96.4%
11.	Approve remuneration policy (advisory vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 95.8%
12.	Approve directors' fees	POUR	● CONTRE	The proposed board fees are excessive. ✓ 97.9%
13.	Resolution on the number of members of the board of directors	POUR	POUR	✓ 99.5% *
14.	Composition of the board of directors			
14.1.	Re-elect Mr. Timo Ahopelto	POUR	POUR	✓ 99.6% *
14.2.	Re-elect Ms. Sari Baldauf	POUR	POUR	✓ 99.6% *
14.3.	Re-elect Ms. Elizabeth Crain	POUR	● ABSTENTION	Concerns over the director's time commitments. ✓ 99.4% *
14.4.	Re-elect Mr. Thomas Dannenfeldt	POUR	POUR	✓ 97.7% *
14.5.	Re-elect Ms. Lisa Hook	POUR	POUR	✓ 99.6% *
14.6.	Elect Mr. Michael McNamara	POUR	POUR	✓ 99.5% *
14.7.	Re-elect Mr. Thomas Saueressig	POUR	POUR	✓ 99.6% *
14.8.	Re-elect Mr. Søren Skou	POUR	POUR	✓ 99.5% *
14.9.	Re-elect Ms. Carla Smits-Nusteling	POUR	POUR	✓ 99.6% *
14.10.	Re-elect Mr. Kai Öistämö	POUR	POUR	✓ 99.5% *
15.	Approve auditors' fees: statutory audit	POUR	POUR	✓ 99.8%
16.	Election of auditor: statutory audit	POUR	POUR	✓ 99.7% *

No.	Ordre du jour	Board	Ethos	Résultat
17.	Approve auditors' fees: sustainability reporting assurance	POUR	POUR	✓ 99.4%
18.	Election of auditor: sustainability reporting assurance	POUR	POUR	✓ 99.6% *
19.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.6%
20.	Authorisation to issue shares	POUR	POUR	✓ 94.4%
21.1	Amendment of article 2 of the articles of association: Amend Corporate Purpose	POUR	POUR	✓ 98.9%
21.2	Amendment of article 7 of the articles of association: Auditor	POUR	POUR	✓ 99.8%
21.3	Amendment of article 9 of the articles of association: General Meeting	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 90.0%
21.4	Amendment of article 12 of the articles of association: Matters to be considered at the AGM	POUR	POUR	✓ 99.8%
22.	Closing of the meeting	SANS VOTE	SANS VOTE	

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

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Calling the meeting to order	SANS VOTE	SANS VOTE	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	SANS VOTE	SANS VOTE	
4.	Recording the legality of the Meeting	SANS VOTE	SANS VOTE	
5.	Recording the attendance at the Meeting and adoption of the list of votes	SANS VOTE	SANS VOTE	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	SANS VOTE	SANS VOTE	
7.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
8.	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	POUR	POUR	✓ 99.4%
10.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 96.7%
11.	Approve remuneration policy (advisory vote)	POUR	POUR	✓ 95.8%
12.	Approve directors' fees	POUR	● CONTRE	The chair's remuneration is considered excessive. ✓ 99.5%
13.	Resolution on the number of members of the board of directors	POUR	POUR	✓ 100.0%
14.	Composition of the board of directors			
14a.	Re-elect Mr. Stephen Hester	POUR	POUR	✓ 95.4%
14b.	Re-elect Ms. Petra van Hoeken	POUR	POUR	✓ 99.8%
14c.	Re-elect Mr. Johan Maltby	POUR	POUR	✓ 97.9%
14d.	Re-elect Mr. Risto Murto	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.7%
14e.	Re-elect Ms. Lene Skole	POUR	POUR	✓ 99.3%
14f.	Re-elect Mr. Per Strömberg	POUR	POUR	✓ 99.8%
14g.	Re-elect Mr. Jonas Synnergren	POUR	POUR	✓ 99.8%
14h.	Re-elect Ms. Arja Talma	POUR	POUR	✓ 97.0%
14i.	Re-elect Ms. Kjersti Wiklund	POUR	POUR	✓ 99.8%
14j.	Elect Mr. Lars Rohde	POUR	POUR	✓ 100.0%
15.	Approve auditors' fees: statutory audit	POUR	POUR	✓ 100.0%
16.	Election of auditor: statutory audit	POUR	POUR	✓ 99.9%
17.	Approve auditors' fees: sustainability reporting	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
18.	Election of auditor: sustainability reporting	POUR	POUR	✓ 99.9%
19.	Authorisation to issue convertible Tier 1 capital instruments	POUR	POUR	✓ 99.8%
20.	Authorisation to repurchase own shares in the securities trading business	POUR	POUR	✓ 99.9%
21.	Authorisation to transfer own shares in the securities trading business	POUR	POUR	✓ 99.4%
22.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.3%
23.	Authorisation to issue shares	POUR	POUR	✓ 99.6%
24.	Shareholder proposal: To stop financing fossil companies that expand extraction and lack robust fossil phase-out plans in line with 1.5 degrees and to amend article 4 of the articles of association	CONTRE	● POUR	✗ 3.9% The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
25.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors (Management nominees)			
1a.	Elect Mr. Richard H. Anderson	POUR	POUR	✓ 88.2%*
1b.	Elect Mr. Philip S. Davidson	POUR	POUR	✓ 84.1%*
1c.	Re-elect Ms. Francesca DeBiase	POUR	POUR	✓ 88.3%*
1d.	Re-elect Ms. Marcela E. Donadio	POUR	POUR	✓ 88.6%*
1e.	Elect Ms. Mary Kathryn Heitkamp	POUR	POUR	✓ 54.3%*
1f.	Re-elect Mr. John C. Huffard Jr.	POUR	POUR	✓ 64.0%*
1g.	Re-elect Mr. Christopher T. Jones	POUR	● S'ABSTENIR Chair of the safety committee. The company is facing serious problems related to safety and operations.	✓ 89.3%*
1h.	Re-elect Mr. Thomas Colm Kelleher	POUR	● S'ABSTENIR Chair of the risk committee. The company is facing serious problems related to risk management, safety and operations.	✓ 68.9%*
1i.	Re-elect Ms. Amy E. Miles	POUR	● S'ABSTENIR Chair of the board who is responsible for the board's unsatisfactory supervision of the company's management with regard to important ESG matters.	✗ 36.3%*
1j.	Re-elect Mr. Claude Mongeau	POUR	● S'ABSTENIR Member of the safety committee. The company is facing serious problems related to safety and operations.	✓ 65.0%*
1k.	Re-elect Ms. Jennifer F. Scanlon	POUR	● S'ABSTENIR Member of the safety committee. The company is facing serious problems related to safety and operations.	✗ 46.1%*
1l.	Re-elect Mr. Alan H. Shaw	POUR	POUR	✓ 64.4%*
1m.	Re-elect Mr. John R. Thompson	POUR	POUR	✗ 29.4%*
	Elections of directors (Investor Group nominees)			
1n.	Elect Dissident Nominee Ms. Betsy Atkins	S'ABSTENIR	S'ABSTENIR	✗ 38.6%*
1o.	Elect Dissident Nominee Mr. James Barber Jr.	S'ABSTENIR	● POUR Ethos supports the dissident shareholder nominee.	✗ 35.3%*
1p.	Elect Dissident Nominee Mr. William Clyburn Jr.	S'ABSTENIR	● POUR Ethos supports the dissident shareholder nominee.	✓ 62.7%*
1q.	Elect Dissident Nominee Mr. Sameh Fahmy	S'ABSTENIR	● POUR Ethos supports the dissident shareholder nominee.	✓ 63.2%*
1r.	Elect Dissident Nominee John Kasich	S'ABSTENIR	S'ABSTENIR	✗ 45.6%*
1s.	Elect Dissident Nominee Mr. Gilbert Lamphere	S'ABSTENIR	● POUR Ethos supports the dissident shareholder nominee.	✓ 68.9%*
1t.	Elect Dissident Nominee Ms. Allison Landry	S'ABSTENIR	● POUR Ethos supports the dissident shareholder nominee.	✗ 49.6%*
2	Re-election of the auditor	POUR	● CONTRE The auditor's long tenure raises independence concerns.	✓ 94.8%

No.	Ordre du jour	Board	Ethos		Résultat
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✘ 27.9%
4	Shareholder resolution: Transparency on Lobbying	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✘ 38.9%
5	Shareholder resolution: Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to July 25 2023	CONTRE	● POUR	In light of the current proxy fight, it would not be appropriate for the board of directors to change bylaws.	✔ 61.3%

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

No.	Ordre du jour	Board	Ethos	Résultat
1.	Report on the company's activities	SANS VOTE	SANS VOTE	
2.	Adoption of the financial statements	POUR	POUR	✓ 99.9%
3.	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
4.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 99.0%
5.1.	Approve directors' fees	POUR	POUR	✓ 99.8%
5.2.	Indemnification of the board of directors and executive management			
5.2 (a).	Indemnification of the board of directors	POUR	POUR	✓ 99.9%
5.2 (b).	Indemnification of the executive management	POUR	POUR	✓ 99.9%
5.2 (c).	Amend articles of association: scheme of indemnification	POUR	POUR	✓ 99.9%
5.3.	Approve remuneration policy (binding vote)	POUR	● CONTRE	Maximum notice period and severance payments are not in accordance with Ethos' guidelines. ✓ 99.2%
6.	Composition of the board of directors			
6.1.	Re-elect Mr. Helge Lund	POUR	POUR	✓ 97.5% *
6.2.	Re-elect Mr. Henrik Poulsen	POUR	● ABSTENTION	Non-independent chair of the remuneration committee. The independence of this committee is insufficient.  Concerns over the director's time commitments. ✓ 96.3% *
6.3 (a).	Re-elect Ms. Laurence Debroux	POUR	POUR	✓ 99.7% *
6.3 (b).	Re-elect Mr. Andreas Fibig	POUR	POUR	✓ 99.9% *
6.3 (c).	Re-elect Ms. Sylvie Grégoire	POUR	POUR	✓ 99.5% *
6.3 (d).	Re-elect Mr. Kasim Kutay	POUR	POUR	✓ 96.8% *
6.3 (e).	Re-elect Ms. Choi Lai (Christina) Law	POUR	POUR	✓ 100.0% *
6.3 (f).	Re-elect Mr. Martin MacKay	POUR	● ABSTENTION	Concerns over the director's time commitments. ✓ 95.3% *
7.	Election of auditor	POUR	● ABSTENTION	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 99.3% *
8.1.	Reduce share capital via cancellation of shares	POUR	POUR	✓ 99.9%
8.2.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.9%
8.3.	Authorisation to issue shares	POUR	POUR	✓ 99.8%
9.	Any other business	SANS VOTE	SANS VOTE	



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

No.	Ordre du jour	Board	Ethos	Résultat
1.	Report on the company's activities	SANS VOTE	SANS VOTE	
2.	Adoption of the financial statements	POUR	POUR	✓ 99.9%
3.	Approve allocation of income and dividend	POUR	POUR	✓ 99.9%
4.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 86.5%
5.	Approve directors' fees	POUR	POUR	✓ 99.7%
6.	Composition of the board of directors			
6a.	Re-elect Mr. Cees de Jong	POUR	POUR	✓ 92.8% *
7.	Re-elect Mr. Jesper Brandgaard	POUR	POUR	✓ 99.4% *
8a.	Re-elect Mr. Heine Dalsgaard	POUR	POUR	✓ 88.9% *
8b.	Re-elect Ms. Sharon James	POUR	POUR	✓ 99.2% *
8c.	Re-elect Mr. Kasim Kutay	POUR	POUR	✓ 88.9% *
8d.	Re-elect Ms. Lise Kaae	POUR	POUR	✓ 99.9% *
8e.	Re-elect Mr. Kevin Lane	POUR	POUR	✓ 99.6% *
8f.	Re-elect Mr. Morten Sommer	POUR	POUR	✓ 99.0% *
8g.	Re-elect Ms. Kim Stratton	POUR	● ABSTENTION Concerns over the director's time commitments.	✓ 91.8% *
9.	Election of auditor	POUR	POUR	✓ 99.0% *
10a.	Authorisation to issue shares	POUR	POUR	✓ 99.2%
10b.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.8%
10c.	Authorisation to distribute extraordinary dividend	POUR	POUR	✓ 99.9%
10d (i).	Amend articles of association: language of the AGM	POUR	POUR	✓ 100.0%
10d (ii).	Amend articles of association: formalization of share issue authorities	POUR	POUR	✓ 99.6%
10d (iii).	Amend articles of association: indemnification	POUR	POUR	✓ 100.0%
10d (iv).	Amend articles of association: editorial amendments	POUR	POUR	✓ 100.0%
11.	Approve remuneration policy (binding vote)	POUR	● CONTRE The potential variable remuneration exceeds our guidelines.  Concerns over the severance payments which are considered excessive.	✓ 98.1%
12.	To authorise the meeting chairperson	POUR	POUR	✓ 100.0%
13.	Any other business	SANS VOTE	SANS VOTE	

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

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 99.0%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Jun Sawada	POUR	POUR	✓ 95.1%
2.2	Re-elect Mr. Akira Shimada	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 84.5%
2.3	Re-elect Mr. Katsuhiko Kawazoe	POUR	POUR	✓ 99.0%
2.4	Re-elect Mr. Takashi Hiroi	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 98.7%
2.5	Elect Ms. Sachiko Oonishi	POUR	POUR	✓ 99.6%
2.6	Re-elect Prof. Ken Sakamura	POUR	POUR	✓ 99.7%
2.7	Re-elect Ms. Yukako Uchinaga	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.6%
2.8	Re-elect Mr. Koichiro Watanabe	POUR	POUR	✓ 99.7%
2.9	Re-elect Ms. Noriko Endo	POUR	POUR	✓ 99.6%
2.10	Elect Ms. Natsuko Takei	POUR	POUR	✓ 99.8%
3	Shareholder resolution: Elect Mr. Tomoki Maeda to the Board of Directors	CONTRE	CONTRE	✗ 5.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Robert K. Burgess	POUR	POUR	✓ 96.7%
1.b	Re-elect Mr. Tench Coxe	POUR	● CONTRE	✓ 92.4% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Re-elect Dr. John O. Dabiri	POUR	POUR	✓ 99.0%
1.d	Re-elect Dr. Persis S. Drell	POUR	POUR	✓ 97.1%
1.e	Re-elect Mr. Jen-Hsun Huang	POUR	POUR	✓ 98.6%
1.f	Re-elect Ms. Dawn Hudson	POUR	POUR	✓ 97.0%
1.g	Re-elect Mr. Harvey C. Jones	POUR	● CONTRE	✓ 90.2% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.h	Elect Ms. Melissa B. Lora	POUR	POUR	✓ 99.9%
1.i	Re-elect Mr. Stephen C. Neal	POUR	● CONTRE	✓ 95.7% The director is over 75 years old, which exceeds guidelines.
1.j	Re-elect Mr. A. Brooke Seawell	POUR	● CONTRE	✓ 91.5% Non-independent chairman of the audit committee. The independence of this committee is insufficient.  The director has been sitting on the board for over 16 years, which exceeds guidelines.  The director is over 75 years old, which exceeds guidelines.
1.k	Re-elect Dr. Aarti Shah	POUR	POUR	✓ 92.3%
1.l	Re-elect Mr. Mark A. Stevens	POUR	● CONTRE	✓ 94.2% The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 92.2% Excessive variable remuneration.
3	Re-election of the auditor	POUR	● CONTRE	✓ 96.4% The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Introduce simple majority voting	PAS DE RECOMMANDE.	● CONTRE	✓ 88.9% Higher voting requirements are appropriate in limited circumstances because certain fundamental matters should require broad support from shareholders.

No.	Ordre du jour	Board	Ethos	Résultat
1.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
2.	Discharge of the board of directors	POUR	POUR	✓ 99.7%
3.	Composition of the board of directors			
3a.	Re-elect Mr. Kurt Sievers	POUR	POUR	✓ 100.0%
3b.	Re-elect Ms. Annette Clayton	POUR	POUR	✓ 95.9%
3c.	Re-elect Mr. Anthony Foxx	POUR	POUR	✓ 99.0%
3d.	Re-elect Mr. Moshe Gavrielov	POUR	POUR	✓ 99.7%
3e.	Re-elect Mr. Chunyuan Gu	POUR	POUR	✓ 100.0%
3f.	Re-elect Ms. Lena Olving	POUR	POUR	✓ 99.6%
3g.	Re-elect Ms. Julie Southern	POUR	POUR	✓ 91.0%
3h.	Re-elect Ms. Jasmin Staiblin	POUR	POUR	✓ 99.9%
3i.	Re-elect Mr. Gregory L. Summe	POUR	POUR	✓ 99.3%
3j.	Re-elect Mr. Karl-Henrik Sundström	POUR	POUR	✓ 90.3%
4.	Authorisation to issue shares	POUR	POUR	✓ 99.4%
5.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 99.0%
6.	Authorisation to repurchase own shares	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital. ✓ 99.6%
7.	Reduce share capital via cancellation of shares	POUR	● CONTRE	The proposal is related to the share repurchase that exceeds 10% of the share capital. ✓ 99.9%
8.	Election of auditor	POUR	POUR	✓ 100.0%
9.	Adjustment of the non-executive directors' fees (binding vote)	POUR	● CONTRE	The proposed increase relative to the previous year is excessive. ✓ 99.7%
10.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	To receive the audited consolidated financial statements of the company	POUR	POUR	✓ 100.0%
	Elections of directors			
2.a	Re-elect Mr. Andrew Lee	POUR	POUR	✓ 99.6%
2.b	Re-elect Dr. Andrew Khoo	POUR	POUR	✓ 92.8%
2.c	Re-elect Mr. Pramukti Surjandaja	POUR	POUR	✓ 85.1%
3	Elect Mr. Seck Wai Kwong	POUR	POUR	✓ 99.7%
4	Approve final dividend	POUR	POUR	✓ 100.0%
5a	Approve directors' fees in cash	POUR	● CONTRE	The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification. ✓ 99.9%
5b	Approval of allotment and issue of ordinary shares to the non-executive directors	POUR	POUR	✓ 99.7%
6	Election of the auditor and fix their remuneration	POUR	POUR	✓ 99.9%
	Special Business			
7	Authority to issue ordinary shares, and make or grant instruments convertible into ordinary shares	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights. ✓ 93.2%
8	Authority to grant options and/or rights to subscribe for ordinary shares, and allot and issue ordinary shares	POUR	POUR	✓ 79.3%
9	Authority to allot and issue ordinary shares pursuant to the OCBC Scrip Dividend Scheme	POUR	POUR	✓ 99.9%
10	Approval of renewal of the Share Purchase Mandate	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Sumitaka Fujita	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. <span style="float: right;">✔ 70.4%</span>
1.2	Re-elect Mr. David Robert Hale	POUR	POUR	<span style="float: right;">✔ 99.1%</span>
1.3	Re-elect Mr. Jimmy C. Beasley	POUR	POUR	<span style="float: right;">✔ 99.2%</span>
1.4	Re-elect Ms. Sachiko Ichikawa	POUR	POUR	<span style="float: right;">✔ 99.3%</span>
1.5	Re-elect Mr. Kohei Kan	POUR	POUR	<span style="float: right;">✔ 99.3%</span>
1.6	Re-elect Mr. Gary John Pruden	POUR	POUR	<span style="float: right;">✔ 99.8%</span>
1.7	Re-elect Ms. Luann Marie Pandy	POUR	POUR	<span style="float: right;">✔ 99.2%</span>
1.8	Elect Dr. Masato Iwasaki	POUR	POUR	<span style="float: right;">✔ 98.6%</span>
1.9	Re-elect Mr. Yasuo Takeuchi	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. <span style="float: right;">✔ 94.6%</span>
1.10	Re-elect Mr. Stefan Kaufmann	POUR	POUR	<span style="float: right;">✔ 96.9%</span>
1.11	Re-elect Mr. Toshihiko Okubo	POUR	● CONTRE	Executive director sitting on the audit committee, which is not best practice. <span style="float: right;">✔ 95.5%</span>

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



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

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR		✓ 85.1%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 97.1%
Elections to the board of directors					
5	Re-elect Ms. Christel Heydemann	POUR	POUR		✓ 96.3%
6	Re-elect Mr. Frédéric Sanchez	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 94.9%
7	Re-elect Mr. Thierry Chatelier	RETIRÉE	● POUR	ITEM 7 was not submitted to shareholder vote as Mr. Chatelier was involved in a ruling by the Nanterre Commercial Court following allegations that the candidate's campaign for election to the Orange board of directors was not compliant.	–
8	Ratify Deloitte as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.8%
9	Ratify KPMG as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.6%
10	Approve the remuneration report	POUR	POUR		✓ 98.9%
11	Approve the 2023 remuneration of Ms. Christel Heydemann, CEO	POUR	POUR		✓ 97.0%
12	Approve the 2023 remuneration of Mr. Jacques Aschenbroich, chair	POUR	POUR		✓ 99.9%
13	Approve the remuneration policy of Ms. Christel Heydemann, CEO	POUR	POUR		✓ 81.8%
14	Approve the remuneration policy of Mr. Jacques Aschenbroich, chair	POUR	POUR		✓ 85.1%
15	Approve the remuneration policy of directors	POUR	POUR		✓ 99.8%
16	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximum repurchase price is too high.	✓ 99.5%
17	Approve distribution of performance shares	POUR	POUR		✓ 82.8%
18	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR		✓ 98.4%
19	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 85.1%
20	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

Orange

22.05.2024

MIX

No.	Ordre du jour	Board	Ethos		Résultat
A	Shareholder resolution: Amendment to resolution 17 to distribute performance shares to all employees or to carry out an annual offer under an all employee share ownership plan with the same regularity as the LTIP	CONTRE	● POUR	The proposal aims at improving the company's corporate governance.	✘ 19.9%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Mr. Greg Henslee	POUR	● CONTRE	Executive chair. The board is not sufficiently independent.	✓ 93.8%
1b.	Re-elect Mr. David E. O'Reilly	POUR	POUR		✓ 94.9%
1c.	Re-elect Mr. Larry O'Reilly	POUR	POUR		✓ 89.4%
1d.	Elect Mr. Greg Johnson	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 95.1%
1e.	Re-elect Mr. Thomas T. Hendrickson	POUR	● CONTRE	Non independent lead director, which is not best practice.	✓ 90.5%
1f.	Re-elect Mr. John R. Murphy	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 88.8%
1g.	Re-elect Ms. Dana M. Perlman	POUR	POUR		✓ 93.0%
1h.	Re-elect Ms. Maria A. Sastre	POUR	POUR		✓ 95.1%
1i.	Re-elect Ms. Andrea M. Weiss	POUR	POUR		✓ 97.1%
1j.	Re-elect Mr. Fred Whitfield	POUR	POUR		✓ 95.1%
2	Advisory vote on executive remuneration	POUR	POUR		✓ 90.5%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.3%
4	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management.	✗ 40.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 99.5%
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Toshio Kagami	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 93.0%
2.2	Re-elect Ms. Yumiko Takano	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 94.8%
2.3	Re-elect Mr. Kenji Yoshida	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 96.0%
2.4	Re-elect Mr. Yuichi Katayama	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.7%
2.5	Re-elect Mr. Wataru Takahashi	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.7%
2.6	Re-elect Mr. Yuichi Kaneki	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.7%
2.7	Re-elect Ms. Rika Kanbara	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.7%
2.8	Re-elect Mr. Tsutomu Hanada	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 73.9%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.9	Re-elect Mr. Yuzaburo Mogi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 89.6%
2.10	Re-elect Mr. Kunio Tajiri	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.3%
2.11	Re-elect Ms. Misao Kikuchi	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 88.2%
				Concerns over the director's time commitments.
2.12	Elect Mr. Koichiro Watanabe	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.7%
3	Election of 4 Corporate Auditors			
3.1	Re-elect Mr. Shigeru Suzuki as a Corporate Auditor	POUR	● CONTRE	Inside corporate auditor. The board of corporate auditors does not include a majority of independent members. ✓ 93.9%
3.2	Re-elect Mr. Tatsuo Kainaka as a Corporate Auditor	POUR	● CONTRE	Outside non-independent corporate auditor. The board of corporate auditors does not include a majority of independent members. ✓ 73.5%
3.3	Re-elect Mr. Norio Saigusa as a Corporate Auditor	POUR	● CONTRE	Outside non-independent corporate auditor. The board of corporate auditors does not include a majority of independent members. ✓ 63.4%

No.	Ordre du jour	Board	Ethos		Résultat
3.4	Elect Mr. Yukihiro Mashimo as a Corporate Auditor	POUR	● CONTRE	Outside non-independent corporate auditor. The board of corporate auditors does not include a majority of independent members.	✓ 67.3%
4	Approve revised restricted share plan for executive directors	POUR	● CONTRE	The information provided is insufficient.	✓ 98.5%
5	Approve maximum remuneration for corporate auditors	POUR	POUR		✓ 99.4%
6	Approve Donation of Treasury Shares to Oriental Land Happiness of Children Foundation	POUR	POUR		✓ 77.3%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Makoto Inoue	POUR	● CONTRE	Combined chairman and CEO. ✓ 97.8%
1.2	Re-elect Mr. Satoru Matsuzaki	POUR	POUR	✓ 99.4%
1.3	Re-elect Mr. Stan Koyanagi	POUR	POUR	✓ 99.4%
1.4	Re-elect Mr. Yasuaki Mikami	POUR	POUR	✓ 99.4%
1.5	Elect Mr. Hidetake Takahashi	POUR	POUR	✓ 99.3%
1.6	Re-elect Prof. Michael Cusumano	POUR	POUR	✓ 99.5%
1.7	Re-elect Ms. Sakie Akiyama	POUR	POUR	✓ 97.7%
1.8	Re-elect Mr. Hiroshi Watanabe	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 97.4%
1.9	Re-elect Prof. Aiko Sekine	POUR	POUR	✓ 98.5%
1.10	Re-elect Mr. Chikatomo Hodo	POUR	POUR	✓ 98.2%
1.11	Re-elect Prof. Noriyuki Yanagawa	POUR	POUR	✓ 99.4%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Report on the company's activities	SANS VOTE	SANS VOTE	
2.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
3.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Some important elements of best practice are missing from the structure of the executive remuneration. ✓ 95.5%
4.	Discharge board members and executive management	POUR	POUR	✓ 95.5%
5.	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
6.	Composition of the board of directors			
6.1.	Resolution on the number of shareholder-elected members of the board of directors	POUR	POUR	✓ 100.0%
6.2.	Re-elect Ms. Lene Skole	POUR	● ABSTENTION	Concerns over the director's time commitments. ✓ 96.2% *
6.3.	Re-elect Mr. Andrew Brown	POUR	POUR	✓ 99.9% *
6.4 (a)	Re-elect Mr. Peter Korsholm	POUR	POUR	✓ 99.8% *
6.4 (b)	Re-elect Mr. Dieter Wemmer	POUR	POUR	✓ 98.3% *
6.4 (c)	Re-elect Ms. Julia King	POUR	POUR	✓ 99.9% *
6.4 (d)	Re-elect Ms. Annika Bresky	POUR	POUR	✓ 99.9% *
7.	Approve directors' fees	POUR	POUR	✓ 99.9%
8.1.	Election of auditor: statutory audit of annual and consolidated accounts	POUR	POUR	✓ 99.2% *
8.2.	Election of auditor: statutory assurance on consolidated sustainability reporting	POUR	POUR	✓ 99.2% *
9.	Any other business	SANS VOTE	SANS VOTE	

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



No.	Ordre du jour	Board	Ethos	Résultat
1	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Ichiro Otsuka	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓
1.2	Re-elect Mr. Tatsuo Higuchi	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓
1.3	Re-elect Mr. Makoto Inoue	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓
1.4	Re-elect Mr. Yoshiro Matsuo	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓
1.5	Re-elect Ms. Yuko Makino	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓
1.6	Re-elect Mr. Shuichi Takagi	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓
1.7	Re-elect Mr. Masayuki Kobayashi	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓
1.8	Re-elect Ms. Noriko Tojo	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓
1.9	Re-elect Mr. Yukio Matsutani	POUR	● CONTRE	The director is 75 years old, which exceeds guidelines. ✓
1.10	Re-elect Mr. Ko Sekiguchi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓
1.11	Re-elect Mr. Yoshihisa Aoki	POUR	POUR	✓
1.12	Re-elect Ms. Mayo Mita	POUR	POUR	✓
1.13	Re-elect Mr. Tatsuaki Kitachi	POUR	POUR	✓
2	Approve revised share plan	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. ✓
No individual caps are disclosed.				

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Mark C. Pigott	POUR	POUR	✓ 95.6%
1.2	Re-elect Ms. Dame Alison J. Carnwath	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.5%
1.3	Re-elect Mr. Franklin Lee Feder	POUR	POUR	✓ 98.5%
1.4	Re-elect Mr. R. Preston Feight	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.3%
1.5	Re-elect Mr. Kirk S. Hachigian	POUR	● CONTRE	The director has been sitting on the board for 16 years, which exceeds guidelines. ✓ 91.4%
1.6	Re-elect Ms. Barbara B. Hulit	POUR	POUR	✓ 99.6%
1.7	Re-elect Mr. Roderick C. McGeary	POUR	● CONTRE	Non-independent chair of the audit committee. The independence of this committee is insufficient. ✓ 95.3%
1.8	Re-elect Ms. Cynthia A. Niekamp	POUR	POUR	✓ 99.6%
1.9	Re-elect Mr. John M. Pigott	POUR	● CONTRE	Non independent director (various reasons). The board is not sufficiently independent. ✓ 97.1%
1.10	Re-elect Mr. Ganesh Ramaswamy	POUR	POUR	✓ 99.0%
1.11	Re-elect Mr. Mark A. Schulz	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. Chair of the nomination committee (that oversees ESG) and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. Non independent lead director, which is not best practice. ✓ 85.5%
1.12	Re-elect Mr. Gregory Spierkel	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.8%
2	Approve the Stock and Deferred Compensation Plan for Non-Employee Directors	POUR	POUR	✓ 97.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 93.8%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.6%
5	Advisory vote on say on pay frequency	TROIS ANS	● UN AN	Ethos strongly support the right of shareholders to address pay-related concerns on an annual basis. ✗ 35.4%

No.	Ordre du jour	Board	Ethos	Résultat
6	Shareholder resolution: Report on climate related policy engagement	CONTRE	● POUR	✘ 29.3%
				The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.a	Re-elect Mr. Sir John Key	POUR	POUR		✓ 85.7%
1.b	Re-elect Ms. Mary Pat McCarthy	POUR	POUR		✓ 97.0%
1.c	Re-elect Mr. Nir Zuk	POUR	POUR		✓ 92.8%
2	Re-election of the auditor	POUR	POUR		✓ 98.1%
3	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 98.5%
4	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 50.3%
5	To approve the amendment of the Omnibus Incentive Plan	POUR	● CONTRE	Potential excessive awards.	✓ 90.9%
6	Shareholder resolution: report on climate risk in retirement plan options	CONTRE	● POUR	Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation.	✗ 12.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Kazuhiro Tsuga	POUR	POUR	✓ 94.0%
1.2	Re-elect Mr. Yuki Kusumi	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 95.4%
1.3	Re-elect Mr. Tetsuro Homma	POUR	POUR	✓ 97.1%
1.4	Re-elect Mr. Mototsugu Sato	POUR	POUR	✓ 96.9%
1.5	Re-elect Mr. Hirokazu Umeda	POUR	POUR	✓ 96.9%
1.6	Re-elect Mr. Yoshiyuki Miyabe	POUR	POUR	✓ 97.6%
1.7	Re-elect Ms. Ayako Shotoku	POUR	POUR	✓ 97.6%
1.8	Re-elect Ms. Shinobu Matsui	POUR	POUR	✓ 99.0%
1.9	Re-elect Mr. Keita Nishiyama	POUR	POUR	✓ 98.9%
1.10	Re-elect Mr. Kunio Noji	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 98.8%
1.11	Re-elect Mr. Michitaka Sawada	POUR	POUR	✓ 98.8%
1.12	Re-elect Mr. Kazuhiko Toyama	POUR	POUR	✓ 98.9%
1.13	Elect Mr. Ryusuke Shigetomi	POUR	POUR	✓ 99.6%
2.	Election of 2 Corporate Auditors			
2.1	Elect Mr. Yoshiaki Tokuda as a Corporate Auditor	POUR	POUR	✓ 99.6%
2.2	Re-elect Ms. Setsuko Yufu as a Corporate Auditor	POUR	POUR	✓ 98.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Denise Russell Fleming	POUR	POUR	✓ 99.2%
1.b	Re-elect Mr. Lance M. Fritz	POUR	POUR	✓ 98.5%
1.c	Re-elect Ms. Linda A. Harty	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.4%
1.d	Re-elect Mr. Kevin A. Lobo	POUR	POUR	✓ 96.2%
1.e	Re-elect Ms. Jennifer A. Parmentier	POUR	● CONTRE	Combined chair and CEO. ✓ 92.3%
1.f	Elect Ms. E. Jean Savage	POUR	POUR	✓ 99.7%
1.g	Re-elect Mr. Joseph Scaminace	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.7%
1.h	Re-elect Ms. Laura K. Thompson	POUR	POUR	✓ 98.2%
1.i	Re-elect Mr. James R. Verrier	POUR	POUR	✓ 99.3%
1.j	Re-elect Mr. James L. Wainscott	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 94.1%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 88.7%
3	Re-election of the auditor	POUR	POUR	✓ 97.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Rodney C. Adkins	POUR	POUR	✓ 89.0%
1b	Elect Mr. Alex Chriss	POUR	POUR	✓ 98.8%
1c	Re-elect Mr. Jonathan Christodoro	POUR	POUR	✓ 91.5%
1d	Re-elect Mr. John J. Donahoe	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 95.4%
1e	Re-elect Mr. David W. Dorman	POUR	POUR	✓ 88.7%
1f	Re-elect Mr. Enrique Lores	POUR	POUR	✓ 98.8%
1g	Re-elect Ms. Gail J. McGovern	POUR	POUR	✓ 88.8%
1h	Re-elect Ms. Deborah M. Messemer	POUR	POUR	✓ 98.3%
1i	Re-elect Mr. David M. Moffett	POUR	POUR	✓ 98.2%
1j	Re-elect Ms. Ann M. Sarnoff	POUR	POUR	✓ 99.3%
1k	Re-elect Mr. Frank D. Yeary	POUR	POUR	✓ 98.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration and an important part of the variable remuneration is based on continued employment only. Concerns over the excessive sign-on bonus granted to the new CEO. ✓ 83.0%
3	To approve the amendment of the 2015 Equity Incentive Award Plan	POUR	● CONTRE	Potential excessive awards. ✓ 64.2%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.7%
5	Shareholder resolution: Report on Respecting Workforce Civil Liberties	CONTRE	CONTRE	✗ 2.1%
6	Shareholder resolution: Stockholder Approval of Director Remuneration	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 3.0%

No.	Ordre du jour	Board	Ethos	Résultat
Ethos' ongoing engagement with PepsiCo				
1	Elections of directors			
1a	Re-elect Mr. Segun Agbaje	POUR	POUR	✓ 99.4%
1b	Re-elect Ms. Jennifer Bailey	POUR	POUR	✓ 99.6%
1c	Re-elect Mr. Cesar Conde	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 95.5%
1d	Re-elect Mr. Ian M. Cook	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.5%
				Non independent lead director, which is not best practice.
1e	Re-elect Ms. Edith W. Cooper	POUR	POUR	✓ 99.4%
1f	Re-elect Ms. Susan M. Diamond	POUR	POUR	✓ 99.4%
1g	Re-elect Ms. Dina Dublon	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.1%
1h	Re-elect Ms. Michelle Gass	POUR	POUR	✓ 99.5%
1i	Re-elect Mr. Ramon L. Laguarta	POUR	● CONTRE	Combined chair and CEO. ✓ 93.0%
1j	Re-elect Mr. Sir Dave J. Lewis	POUR	POUR	✓ 99.5%
1k	Re-elect Prof. Dr. David C. Page	POUR	POUR	✓ 98.3%
1l	Re-elect Mr. Robert C. Pohlrad	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. ✓ 96.3%
1m	Re-elect Dr. Daniel L. Vasella	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.8%
1n	Re-elect Mr. Darren Walker	POUR	POUR	✓ 98.1%
1o	Re-elect Mr. Alberto Weisser	POUR	POUR	✓ 96.3%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 89.6%
4	To approve the amendment of the Long-Term Incentive Plan	POUR	● CONTRE	Potential excessive awards. ✓ 94.9%
				We do not consider the performance period for the long-term incentive plan to be long enough.
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 6.6%
6	Shareholder resolution: Report on Gender-Based Compensation Gaps and Associated Risks	CONTRE	CONTRE	✗ 1.9%
7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	CONTRE	● POUR	The proposal aims at improving the company's corporate governance. ✗ 17.9%



No.	Ordre du jour	Board	Ethos		Résultat
8	Shareholder resolution: Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	CONTRE	● POUR	Enhanced disclosure on social issues.	✘ 11.5%
9	Shareholder resolution: Report on Risks Related to Biodiversity and Nature Loss	CONTRE	● POUR	Enhanced disclosure on environmental issues.	✘ 18.4%
10	Shareholder resolution: Racial Equity Report/Audit	CONTRE	● POUR	The resolution aims to prevent discrimination.	✘ 20.0%
11	Shareholder resolution: Report on Risks Created by the Company's Diversity, Equity and Inclusion (DEI) Efforts	CONTRE	CONTRE		✘ 2.8%
12	Shareholder resolution: Global Transparency Report	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✘ 14.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
4	Re-elect Ms. Virginie Fauvel	POUR	POUR	✓ 99.5%
5	Re-elect Mr. Alexandre Ricard	POUR	● CONTRE	Combined chair and CEO. ✓ 88.3%
6	Re-elect Mr. César Giron	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.7%
7	Ratify Deloitte as auditor in charge of the sustainability reporting	POUR	POUR	✓ 97.1%
8	Ratify KPMG as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.6%
9	Approve the 2023/24 remuneration of Mr. Alexandre Ricard, chair/CEO	POUR	POUR	✓ 93.8%
10	Approve the remuneration policy of Mr. Alexandre Ricard, chair/CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 79.0%
11	Approve the remuneration report	POUR	POUR	✓ 98.0%
12	Approve the remuneration policy of directors	POUR	POUR	✓ 99.8%
13	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
14	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximum repurchase price is too high. ✓ 99.2%
15	Approve distribution of performance shares	POUR	● CONTRE	Ethos has concerns over the remuneration policy of the chair/CEO. ✓ 96.3%
16	Approve distribution of restricted shares	POUR	POUR	✓ 97.8%
17	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Ronald E. Blaylock	POUR	POUR	✓ 98.0%
1b	Re-elect Dr. Albert Bourla	POUR	● CONTRE	Combined chair and CEO. ✓ 92.6%
1c	Re-elect Dr. Susan D. Desmond-Hellmann	POUR	POUR	✓ 97.9%
1d	Re-elect Mr. Joseph J. Echevarria	POUR	● CONTRE	Non-independent chair of the corporate governance committee. The independence of this committee is insufficient. ✓ 95.9%
1e	Re-elect Dr. Scott Gottlieb	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 98.7%
1f	Re-elect Prof. Dr. Helen H. Hobbs	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 96.5%
1g	Re-elect Dr. Susan Hockfield	POUR	POUR	✓ 98.7%
1h	Re-elect Dr. Dan R. Littman	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 97.7%
1i	Re-elect Mr. Shantanu Narayen	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.  Non independent lead director, which is not best practice. ✓ 98.3%
1j	Re-elect Ms. Suzanne Nora Johnson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.3%
1k	Re-elect Mr. James Quincey	POUR	POUR	✓ 97.9%
1l	Re-elect Mr. James C. Smith	POUR	POUR	✓ 96.8%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.4%
3	To approve the amendment of the Pfizer 2019 Stock Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 92.5%
4	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only. ✓ 91.4%
5	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management. ✗ 34.9%
6	Shareholder resolution: Political Contributions Congruency Report	CONTRE	● POUR	The company should align its public values and policies with its political expenditures and contributions. ✗ 14.2%
7	Shareholder resolution: Amend Director Resignation Processes	RETIRÉE	RETIRÉE	–
8	Shareholder resolution: Publish a Report on Corporate Contributions	CONTRE	CONTRE	✗ 3.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Brant Bonin Bough	POUR	POUR	✓ 99.6%
1b.	Re-elect Mr. Andre Calantzopoulos	POUR	POUR	✓ 98.7%
1c.	Re-elect Mr. Michel Combes	POUR	POUR	✓ 98.8%
1d.	Re-elect Dr. Juan José Daboub	POUR	POUR	✓ 99.4%
1e.	Re-elect Mr. Werner Geissler	POUR	POUR	✓ 96.1%
1f.	Elect Ms. Victoria D. Harker	POUR	POUR	✓ 99.7%
1g.	Re-elect Ms. Lisa A. Hook	POUR	POUR	✓ 98.6%
1h.	Re-elect Ms. Kalpana Morparia	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 94.4%
1i.	Re-elect Mr. Jacek Olczak	POUR	POUR	✓ 99.7%
1j.	Re-elect Mr. Robert B. Polet	POUR	POUR	✓ 98.6%
1k.	Re-elect Ms. Dessi Temperley	POUR	POUR	✗ 50.0%
1l.	Re-elect Mr. Shlomo Yanai	POUR	POUR	✗ 50.0%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration depends on continued employment only. ✓ 92.9%
3	Re-election of the auditor	POUR	POUR	✓ 98.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Julie L. Bushman	POUR	POUR	✓ 91.7%
1b	Re-elect Ms. Lisa A. Davis	POUR	POUR	✓ 90.3%
1c	Re-elect Mr. Mark Lashier	POUR	● CONTRE	Combined chairman and CEO. ✓ 90.4% Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1d	Re-elect Mr. Douglas T. Terreson	POUR	POUR	✓ 93.0%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.7% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	POUR	✓ 98.6%
4	Shareholder resolution: Report on Impacts of a Significant Reduction in Virgin Plastic Demand	CONTRE	● POUR	The report would be useful to evaluate opportunities to shift the company's business model from virgin to recycled plastics. ✗ 11.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approve Merger Agreement	POUR	● CONTRE	<p>The merger raises concerns regarding its potential impact on the transition to renewable energy, as well as its commitment to reducing emissions and investing in low-carbon activities.</p> <p>✓ 98.9%</p>
2	Advisory Vote on Golden Parachutes	POUR	● CONTRE	<p>Excessive remuneration.</p> <p>✗ 31.0%</p>

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Joseph Alvarado	POUR	POUR	✓ 99.2%
1b	Re-elect Ms. Debra A. Cafaro	POUR	POUR	✓ 97.5%
1c	Re-elect Ms. Marjorie Rodgers Cheshire	POUR	POUR	✓ 98.9%
1d	Re-elect Mr. William S. Demchak	POUR	● CONTRE	Combined chairman and CEO. ✓ 95.5%
1e	Re-elect Mr. Andrew T. Feldstein	POUR	POUR	✓ 97.4%
1f	Re-elect Mr. Richard J. Harshman	POUR	POUR	✓ 98.0%
1g	Re-elect Mr. Daniel R. Hesse	POUR	POUR	✓ 98.9%
1h	Re-elect Dr. Renu Khator	POUR	POUR	✓ 99.0%
1i	Re-elect Ms. Linda R. Medler	POUR	POUR	✓ 99.5%
1j	Re-elect Mr. Robert A. Niblock	POUR	POUR	✓ 98.9%
1k	Re-elect Mr. Martin Pfinsgraff	POUR	POUR	✓ 99.6%
1l	Re-elect Mr. Bryan S. Salesky	POUR	POUR	✓ 99.6%
2	Re-election of the auditor	POUR	POUR	✓ 98.8%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only. ✓ 94.3%
4	To approve the 2025 Employee Stock Purchase Plan	POUR	POUR	✓ 99.3%
5	Shareholder resolution: Report on risk management and implementation of PNC's Human Rights Statement	CONTRE	● POUR	Enhanced disclosure on human rights. ✗ 9.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. B. Marc Allen	POUR	POUR	✓ 98.1%
1.b	Re-elect Mr. Brett Biggs	POUR	POUR	✓ 99.4%
1.c	Re-elect Ms. Sheila Bonini	POUR	POUR	✓ 98.5%
1.d	Re-elect Ms. Amy L. Chang	POUR	POUR	✓ 98.6%
1.e	Re-elect Mr. Joseph Jimenez	POUR	POUR	✓ 97.4%
1.f	Re-elect Mr. Christopher Kempczinski	POUR	POUR	✓ 97.7%
1.g	Re-elect Ms. Debra L. Lee	POUR	POUR	✓ 97.4%
1.h	Re-elect Mr. Terry J. Lundgren	POUR	POUR	✓ 95.1%
1.i	Re-elect Ms. Christine M. McCarthy	POUR	POUR	✓ 96.8%
1.j	Elect Ms. Ashley McEvoy	POUR	POUR	✓ 99.2%
1.k	Re-elect Mr. Jon R. Moeller	POUR	● CONTRE	Combined chair and CEO. ✓ 93.9%
1.l	Re-elect Mr. Robert J. Portman	POUR	POUR	✓ 98.2%
1.m	Re-elect Mr. Rajesh Subramaniam	POUR	POUR	✓ 98.6%
1.n	Re-elect Ms. Patricia A. Woertz	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.1%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 90.6%
				An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: gender and racial pay equity report	CONTRE	● POUR	Enhanced disclosure on gender and ethnic equality. ✗ 30.1%



No.	Ordre du jour	Board	Ethos	Résultat
Elections of directors				
1a	Re-elect Ms. Danelle M. Barrett	POUR	POUR	✓ 99.9%
1b	Re-elect Mr. Philip Bleser	POUR	POUR	✓ 98.0%
1c	Re-elect Mr. Stuart B. Burgdoerfer	POUR	● CONTRE	Non-independent chair of the audit committee. The independence of this committee is insufficient. ✓ 95.9%
1d	Re-elect Ms. Pamela J. Craig	POUR	POUR	✓ 99.3%
1e	Re-elect Mr. Charles A. Davis	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 96.7%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1f	Re-elect Mr. Roger N. Farah	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.3%
1g	Re-elect Ms. Lawton Fitt	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. ✓ 89.1%
1h	Re-elect Ms. Susan Patricia Griffith	POUR	POUR	✓ 98.7%
1i	Re-elect Mr. Devin C. Johnson	POUR	POUR	✓ 99.9%
1j	Re-elect Mr. Jeffrey D. Kelly	POUR	POUR	✓ 97.2%
1k	Re-elect Ms. Barbara R. Snyder	POUR	POUR	✓ 98.8%
1l	Re-elect Ms. Kahina Van Dyke	POUR	POUR	✓ 99.9%
2	To approve the amendment of the 2024 Equity Incentive Plan	POUR	● CONTRE	Potential excessive awards. ✓ 97.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.8%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.7%
5	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	CONTRE	CONTRE	✗ 1.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Hamid R. Moghadam	POUR	● CONTRE	Combined chair and CEO. <span>✓</span> 93.0%
1b	Re-elect Ms. Cristina G. Bitá	POUR	POUR	<span>✓</span> 99.7%
1c	Re-elect Mr. James B. Connor	POUR	POUR	<span>✓</span> 97.4%
1d	Re-elect Mr. George L. Fotiadés	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span>✓</span> 91.5%
1e	Re-elect Ms. Lydia H. Kennard	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span>✓</span> 87.8%
1f	Re-elect Mr. Irving F. Lyons III	POUR	● CONTRE	Non independent lead director, which is not best practice. <span>✓</span> 94.5%  The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1g	Elect Mr. Guy A. Metcalfe	POUR	POUR	<span>✓</span> 99.6%
1h	Re-elect Ms. Avid Modjtábái	POUR	POUR	<span>✓</span> 95.7%
1i	Re-elect Mr. David P. O'Connor	POUR	POUR	<span>✓</span> 91.7%
1j	Re-elect Mr. Olivier Piani	POUR	POUR	<span>✓</span> 96.9%
1k	Re-elect Mr. Carl B. Webb	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span>✓</span> 93.9%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span>✓</span> 91.5%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span>✓</span> 95.1%
4	Eliminate supermajority voting requirement by amending the Company's Charter	POUR	● CONTRE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. <span>✓</span> 99.5%
5	Eliminate supermajority voting requirement in connection with certain transactions in the Company's Bylaws	POUR	● CONTRE	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant. <span>✓</span> 99.6%
6	Shareholder resolution: Introduce simple majority voting	CONTRE	CONTRE	<span>✗</span> 49.7%

No.	Ordre du jour	Board	Ethos		Résultat
1	Report of the board of directors on the past financial year	SANS VOTE	SANS VOTE		
2	Report on corporate governance	SANS VOTE	SANS VOTE		
3	Approve remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 83.5%
4	Adoption of the financial statements	POUR	POUR		✓ 100.0%
5	Approve allocation of income	POUR	POUR		✓ 99.9%
6	Discharge of executive members of the board of directors	POUR	● CONTRE	The remuneration policy remains unsatisfactory despite the strong opposition of shareholders.	✓ 97.5%
7	Discharge of non-executive members of the board of directors	POUR	● CONTRE	The remuneration policy remains unsatisfactory despite the strong opposition of shareholders.	✓ 94.3%
8	Approve remuneration policy (binding vote)	POUR	● CONTRE	Potential excessive awards. An important part of the variable remuneration is based on continued employment only.	✓ 83.2%
9	Adjustment of the remuneration fees of the non-executive members of the board of directors (binding vote)	POUR	● CONTRE	The remuneration at board level is excessive in view of the company's size and complexity.	✓ 99.3%
10	Elect Mr. Fabricio Bloisi as executive member of the board of directors	POUR	● CONTRE	Significant concerns regarding the special one-off remuneration granted to the incoming CEO.	✓ 99.5%
11	Election of the board of directors				
11.1	Re-elect Mr. Hendrik du Toit	POUR	● CONTRE	Non independent lead director, which is not best practice.	✓ 98.1%
11.2	Re-elect Mr. Craig Enenstein	POUR	● CONTRE	Non-independent chair of the remuneration committee. The independence of this committee is insufficient.	✓ 88.7%
11.3	Re-elect Ms. Angélien Kemna	POUR	POUR		✓ 99.1%
11.4	Re-elect Mr. Nolo Letele	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 98.1%
11.5	Re-elect Mr. Roberto Oliveira de Lima	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 93.6%
12	Election of auditor	POUR	POUR		✓ 99.9%
13	Authorisation to issue shares	POUR	POUR		✓ 96.4%
14	Authorisation to repurchase own shares	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital. The share repurchase replaces part of the dividend in cash.	✓ 95.4%

No.	Ordre du jour	Board	Ethos	Résultat
15	Reduce share capital via cancellation of shares	POUR	● CONTRE	The share capital reduction is linked to a share repurchase programme that is not acceptable. ✓ 99.9%
16	Voting results	SANS VOTE	SANS VOTE	
17	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 99.5%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 92.3%
Elections to the board of directors					
3	Elect Mr. Mark Saunders	POUR	POUR		✓ 99.9%
4	Re-elect Ms. Shriti Vadera	POUR	POUR		✓ 97.5%
5	Re-elect Mr. Anil Wadhvani	POUR	POUR		✓ 99.9%
6	Re-elect Mr. Jeremy Anderson CBE	POUR	POUR		✓ 99.9%
7	Re-elect Mr. Arijit Basu	POUR	POUR		✓ 99.9%
8	Re-elect Ms. Chua Sock Koong	POUR	POUR		✓ 96.9%
9	Re-elect Mr. Ming Lu	POUR	POUR		✓ 96.0%
10	Re-elect Mr. George Sartorel	POUR	POUR		✓ 99.8%
11	Re-elect Dr. Claudia Süssmuth Dyckerhoff	POUR	POUR		✓ 99.1%
12	Re-elect Ms. Jeanette Wong	POUR	POUR		✓ 99.8%
13	Re-elect Ms. Amy Yok Tak Yip	POUR	POUR		✓ 99.9%
14	Re-appoint Ernst & Young as auditors	POUR	POUR		✓ 98.1%
15	Auditor's remuneration	POUR	POUR		✓ 98.9%
16	Political donations	POUR	POUR		✓ 98.6%
17	General authority to allot shares	POUR	POUR		✓ 92.6%
18	Extension of authority to allot ordinary shares to include repurchased shares	POUR	POUR		✓ 95.6%
19	Authority to allot preference shares	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.  The proposal goes against the "one share, one vote" principle.	✓ 98.9%
20	Disapplication of pre-emption rights	POUR	POUR		✓ 96.3%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 95.4%
22	Purchase of own shares	POUR	● CONTRE	The share repurchase replaces part of the dividend in cash.	✓ 98.9%
23	Authority to offer scrip dividend	POUR	POUR		✓ 99.2%
24	Notice of general meetings	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 99.9%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
5	Ratify Grant Thornton as auditor in charge of the sustainability reporting	POUR	POUR	✓ 100.0%
6	Approve the remuneration report	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration. ✓ 93.0%
7	Approve the 2023 remuneration of Mr. Maurice Lévy, chair	POUR	● CONTRE	Excessive total remuneration. Excessive fixed remuneration. ✓ 89.0%
8	Approve the 2023 remuneration of Mr. Arthur Sadoun, CEO	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 78.8%
9	Approve the 2023 remuneration of Ms. Anne-Gabrielle Heilbronner, Secretary General	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration. ✓ 95.6%
10	Approve the 2023 remuneration of Mr. Michel-Alain Proch, CFO	POUR	● CONTRE	Excessive total remuneration. ✓ 97.3%
11	Approve the remuneration policy of Mr. Maurice Lévy, chair	POUR	● CONTRE	Excessive total remuneration. Excessive fixed remuneration. ✓ 86.4%
12	Approve the remuneration policy of directors	POUR	POUR	✓ 98.1%
13	Approve the remuneration policy of Mr. Arthur Sadoun, CEO	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 87.4%
14	Approve the remuneration policy of corporate officers	POUR	● CONTRE	Excessive total remuneration. ✓ 92.6%
15	Authorisation to purchase company shares (share buyback programme)	POUR	POUR	✓ 99.7%
16	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR	✓ 97.5%

No.	Ordre du jour	Board	Ethos		Résultat
17	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 95.4%
18	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 94.0%
19	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	POUR		✓ 92.5%
20	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	The maximum discount exceeds market practice.  Concerns over the length of the requested authority.	✓ 94.6%
21	Authorisation to increase the share capital through transfer of reserves	POUR	POUR		✓ 97.9%
22	Delegation to issue shares and capital securities as consideration for securities tendered in connection with a public offering for the shares of another company	POUR	POUR		✓ 98.7%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 97.6%
24	Approve distribution of performance shares	POUR	● CONTRE	Ethos considers that limited eligibility plan should not exceed 0.5% of the share capital.  The information provided is insufficient.	✓ 90.1%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR		✓ 97.4%
26	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR		✓ 97.5%
27	Amend articles of association: Company purpose	POUR	POUR		✓ 100.0%
28	Amend articles of association: Extension of the Company's term	POUR	POUR		✓ 100.0%
29	Amend articles of association: Change of management structure to a French "Société Anonyme" and adoption of new articles of incorporation	POUR	● CONTRE	Ethos has concerns regarding the proposed change in the governance structure which will result in the combination of functions of chair and CEO  Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 94.9%

No.	Ordre du jour	Board	Ethos	Résultat
Elections to the board of directors				
30	Re-election of Mr. Arthur Sadoun	POUR	● CONTRE	Combined chair and CEO. <span style="float: right;">✔ 77.6%</span>
31	Re-election of Ms. Élisabeth Badinter	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. <span style="float: right;">✔ 86.0%</span>  The director is over 75 years old, which exceeds guidelines.
32	Re-election of Mr. Simon Badinter	POUR	POUR	<span style="float: right;">✔ 95.3%</span>
33	Re-election of Mr. Jean Charest	POUR	POUR	<span style="float: right;">✔ 91.2%</span>
34	Re-election of Ms. Sophie Dulac	POUR	POUR	<span style="float: right;">✔ 94.0%</span>
35	Re-election of Mr. Thomas H. Glocer	POUR	POUR	<span style="float: right;">✔ 98.3%</span>
36	Re-election of Ms. Marie-Josée Kravis	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. <span style="float: right;">✔ 92.8%</span>
37	Re-election of Mr. André Kudelski	POUR	POUR	<span style="float: right;">✔ 89.6%</span>
38	Re-election of Ms. Suzan LeVine	POUR	POUR	<span style="float: right;">✔ 98.1%</span>
39	Re-election of Ms. Antonella Mei-Pochtler	POUR	POUR	<span style="float: right;">✔ 98.5%</span>
40	Re-election of Mr. Tidjane Thiam	POUR	POUR	<span style="float: right;">✔ 99.4%</span>
41	Approve the remuneration policy of Mr. Arthur Sadoun, chair/CEO	POUR	● CONTRE	Excessive total remuneration. <span style="float: right;">✔ 89.6%</span>  Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
42	Approve the remuneration policy of directors	POUR	● CONTRE	As Ethos does not support the change of the new governance structure, Ethos cannot approve the new additional fees for the lead independent director. Furthermore, the 2023 average fees of non-executive directors stood at EUR 91'792 which is at the upper end of the median remuneration paid for non-executive directors at other French companies. <span style="float: right;">✔ 97.8%</span>
Re-election of the members of the supervisory board in case of refusal of ITEM 29				
43	Re-elect Ms. Sophie Dulac	RETIRÉE	● POUR	Given that shareholders approved the change of governance structure proposed under ITEM 29, ITEM 43 lapsed and has therefore been withdrawn. <span style="float: right;">-</span>



No.	Ordre du jour	Board	Ethos	Résultat
44	Re-elect Mr. Thomas H. Glocer	RETIRÉE	● POUR	Given that shareholders approved the change of governance structure proposed under ITEM 29, ITEM 44 lapsed and has therefore been withdrawn. -
45	Re-elect Ms. Marie-Josée Kravis	RETIRÉE	● CONTRE	Given that shareholders approved the change of governance structure proposed under ITEM 29, ITEM 45 lapsed and has therefore been withdrawn. -  Ethos initially recommended to OPPOSE as Ms. Kravis is a non independent director (board membership exceeds time limit for independence) and the board is not sufficiently independent.
46	Re-elect Mr. André Kudelski	RETIRÉE	● POUR	Given that shareholders approved the change of governance structure proposed under ITEM 29, ITEM 46 lapsed and has therefore been withdrawn. -
47	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
2	Approve the remuneration report	POUR	POUR	✓ 99.1%
3	Grant of Conditional Rights under the 2024 LTI Plan to the Group CEO	POUR	POUR	✓ 99.1%
4	Election of directors			
4.a	Re-elect Ms. Tan Le	POUR	POUR	✓ 98.9%
4.b	Elect Mr. Steve Ferguson	POUR	POUR	✓ 99.9%
4.c	Elect Ms. Penny James	POUR	POUR	✓ 99.9%
4.d	Elect Mr. Peter Wilson	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Sylvia Acevedo	POUR	POUR	✓ 98.8%
1.b	Re-elect Mr. Cristiano Amon	POUR	POUR	✓ 99.5%
1.c	Re-elect Mr. Mark Fields	POUR	POUR	✓ 99.5%
1.d	Re-elect Mr. Jeffrey W. Henderson	POUR	POUR	✓ 93.8%
1.e	Re-elect Mr. Gregory Johnson	POUR	POUR	✓ 99.0%
1.f	Re-elect Ms. Ann M. Livermore	POUR	POUR	✓ 98.5%
1.g	Re-elect Mr. Mark D McLaughlin	POUR	POUR	✓ 99.6%
1.h	Re-elect Ms. Jamie S. Miller	POUR	POUR	✓ 99.7%
1.i	Re-elect Dr. Irene B. Rosenfeld	POUR	POUR	✓ 98.1%
1.j	Re-elect Mr. Neil Smit	POUR	POUR	✓ 99.0%
1.k	Re-elect Mr. Jean-Pascal Tricoire	POUR	POUR	✓ 98.6%
1.l	Re-elect Mr. Anthony J. Vinciguerra	POUR	● S'ABSTENIR Concerns over the director's time commitments.	✓ 98.9%
2	Re-election of the auditor	POUR	● CONTRE The auditor's long tenure raises independence concerns.	✓ 93.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.	✓ 91.6%
4	To approve the amendment of the Omnibus Incentive Plan	POUR	● CONTRE Potential excessive awards.	✓ 94.6%
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 88.0%
6	Amend Bylaws to require claims under the Securities Act to be brought in federal court	POUR	POUR	✓ 87.5%

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 100.0%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.4%
3	Final dividend	POUR	POUR		✓ 99.9%
	Elections to the board of directors				
4	Re-elect Mr. Andrew Bonfield	POUR	POUR		✓ 96.8%
5	Re-elect Mr. Olivier Bohuon	POUR	POUR		✓ 99.8%
6	Re-elect Ms. Margherita Della Valle	POUR	POUR		✓ 99.8%
7	Re-elect Mr. Mehmood Khan	POUR	POUR		✓ 99.8%
8	Re-elect Ms. Elane Stock	POUR	POUR		✓ 99.8%
9	Re-elect Ms. Mary Harris	POUR	POUR		✓ 97.8%
10	Re-elect Sir Jeremy Darroch	POUR	POUR		✓ 96.8%
11	Re-elect Ms. Tamara Ingram, OBE	POUR	POUR		✓ 98.5%
12	Elect Mr. Kristoffer Licht	POUR	POUR		✓ 99.7%
13	Elect Ms. Shannon Eisenhardt	POUR	POUR		✓ 99.3%
14	Elect Ms. Marybeth Hays	POUR	POUR		✓ 99.9%
15	Re-appoint KPMG as auditors	POUR	POUR		✓ 99.3%
16	Auditor's remuneration	POUR	POUR		✓ 100.0%
17	Political donations	POUR	POUR		✓ 98.8%
18	General authority to allot shares	POUR	POUR		✓ 90.3%
19	Disapplication of pre-emption rights	POUR	POUR		✓ 98.4%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 97.9%
21	Purchase of own shares	POUR	● CONTRE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.4%
22	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 90.2%

## Recruit Holdings

20.06.2024

AGO

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Masumi Minegishi	POUR	POUR	✓ 97.0%
1.2	Re-elect Mr. Hisayuki Idekoba	POUR	POUR	✓ 98.0%
1.3	Re-elect Ms. Ayano Senaha	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.5%
1.4	Re-elect Mr. Rony Kahan	POUR	POUR	✓ 99.6%
1.5	Re-elect Mr. Naoki Izumiya	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.6%
1.6	Re-elect Mr. Hiroki Totoki	POUR	POUR	✓ 99.6%
1.7	Re-elect Ms. Keiko Honda	POUR	POUR	✓ 99.7%
1.8	Re-elect Ms. Katrina Lake	POUR	POUR	✓ 99.6%
2.	Election of 3 Corporate Auditors			
2.1	Elect Ms. Yukiko Nagashima as a Corporate Auditor	POUR	POUR	✓ 90.8%
2.2	Elect Mr. Yoichiro Ogawa as a Corporate Auditor	POUR	POUR	✓ 99.9%
2.3	Elect Mr. Katsuya Natori as a Corporate Auditor	POUR	POUR	✓ 96.5%
2.4	Elect Ms. Miho Tanaka as a Substitute Corporate Auditor	POUR	POUR	✓ 100.0%
3	Approve the maximum remuneration of corporate auditors	POUR	POUR	✓ 99.7%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Dr. N. Anthony Coles	POUR	POUR		✓ 98.3%
1b.	Elect Ms. Kathryn Guarini	POUR	POUR		✓ 99.7%
1c.	Re-elect Mr. Arthur F. Ryan	POUR	● CONTRE	<p>Non-independent chairman of the nomination 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 16 years, which exceeds guidelines.</p>	✓ 72.1%
1d.	Elect Mr. David P. Schenkein	POUR	POUR		✓ 95.1%
1e.	Re-elect Mr. George L. Sing	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.5%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.5%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 95.3%
4	Shareholder resolution: Introduce simple majority voting	CONTRE	CONTRE		✓ 76.5%

No.	Ordre du jour	Board	Ethos		Résultat
1	Annual Report and Accounts	POUR	POUR		✓ 99.9%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 96.0%
3	Final dividend	POUR	POUR		✓ 99.9%
4	Re-appoint Ernst & Young as auditors	POUR	POUR		✓ 99.5%
5	Auditor's remuneration	POUR	POUR		✓ 99.9%
Elections to the board of directors					
6	Elect Ms. Bianca Tetteroo	POUR	POUR		✓ 100.0%
7	Re-elect Mr. Paul Walker	POUR	POUR		✓ 96.5%
8	Re-elect Mr. Erik Engstrom	POUR	POUR		✓ 99.9%
9	Re-elect Mr. Nick Luff	POUR	POUR		✓ 99.7%
10	Re-elect Mr. Alistair Cox	POUR	POUR		✓ 100.0%
11	Re-elect Ms. June Felix	POUR	POUR		✓ 100.0%
12	Re-elect Ms. Charlotte Hogg	POUR	POUR		✓ 100.0%
13	Re-elect Mr. Robert MacLeod	POUR	POUR		✓ 97.1%
14	Re-elect Mr. Andrew Sukawaty	POUR	POUR		✓ 100.0%
15	Re-elect Ms. Suzanne Wood	POUR	POUR		✓ 97.0%
16	General authority to allot shares	POUR	POUR		✓ 94.1%
17	Disapplication of pre-emption rights	POUR	POUR		✓ 99.6%
18	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR		✓ 99.1%
19	Purchase of own shares	POUR	POUR		✓ 99.4%
20	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 92.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
2	Remuneration report (advisory vote)	POUR	POUR	✓ 98.0%
3	Remuneration policy (binding vote)	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.1%
4	Final dividend	POUR	POUR	✓ 100.0%
Elections to the board of directors				
5	Re-elect Mr. David Frear	POUR	POUR	✓ 98.4%
6	Re-elect Mr. Stuart Ingall-Tombs	POUR	POUR	✓ 98.3%
7	Re-elect Ms. Sally Johnson	POUR	POUR	✓ 98.5%
8	Re-elect Mr. Sarosh Mistry	POUR	POUR	✓ 98.4%
9	Re-elect Mr. John Pettigrew	POUR	POUR	✓ 97.3%
10	Re-elect Mr. Andrew Ransom	POUR	POUR	✓ 99.2%
11	Re-elect Mr. Richard Solomons	POUR	● CONTRE	Chairman of the nomination committee. The representation of women on the board is insufficient. ✓ 91.5%
12	Re-elect Ms. Catherine Turner	POUR	POUR	✓ 98.5%
13	Re-elect Ms. Linda Yueh CBE	POUR	POUR	✓ 96.3%
14	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR	✓ 99.6%
15	Auditor's remuneration	POUR	POUR	✓ 100.0%
16	Political donations	POUR	POUR	✓ 99.5%
17	General authority to allot shares	POUR	POUR	✓ 94.1%
18	Disapplication of pre-emption rights	POUR	POUR	✓ 88.8%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 85.4%
20	Purchase of own shares	POUR	POUR	✓ 99.6%
21	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 94.3%



No.	Ordre du jour	Board	Ethos	Résultat
1	Approve the financial statements and the annual report	POUR	POUR	✓ 99.6%
2	Remuneration policy (binding vote)	POUR	● CONTRE	Potential excessive awards. ✓ 97.3%
3	Approve Remuneration Report for UK Law Purposes	POUR	● CONTRE	Excessive variable remuneration. ✓ 97.3%
4	Approve Remuneration Report for Australian Law Purposes	POUR	● CONTRE	Excessive variable remuneration. The structure of the remuneration system is not satisfactory. ✓ 97.2%
5	Increase non-executive directors' fee cap Election of directors	POUR	● CONTRE	The proposed increase is excessive and not justified. ✓ 99.4%
6	Elect Mr. Dean Dalla Valle	POUR	POUR	✓ 99.1%
7	Elect Ms. Susan Lloyd-Hurwitz	POUR	POUR	✓ 99.7%
8	Elect Ms. Martina Merz	POUR	POUR	✓ 99.9%
9	Re-elect Mr. James O'Rourke	POUR	POUR	✓ 99.4%
10	Re-elect Mr. Dominic Barton	POUR	POUR	✓ 95.9%
11	Re-elect Mr. Peter Cunningham	POUR	POUR	✓ 99.1%
12	Re-elect Mr. Simon Henry	POUR	POUR	✓ 97.6%
13	Re-elect Ms. Kaisa H. Hietala	POUR	POUR	✓ 97.4%
14	Re-elect Mr. Samuel William Laidlaw	POUR	POUR	✓ 96.9%
15	Re-elect Ms. Jennifer Nason	POUR	POUR	✓ 97.9%
16	Re-elect Mr. Jakob Stausholm	POUR	POUR	✓ 98.7%
17	Re-elect Prof. Dr. Ngaire Woods	POUR	POUR	✓ 97.3%
18	Re-elect Mr. Ben Wyatt	POUR	POUR	✓ 98.2%
19	Re-election of the auditor	POUR	POUR	✓ 99.6%
20	Fix the remuneration of auditors	POUR	POUR	✓ 99.9%
21	Political donations and political expenditure	POUR	POUR	✓ 98.9%
22	Amendments to Rio Tinto Limited's Constitution: Class Rights Actions	POUR	POUR	✓ 99.7%
23	Amendments to Rio Tinto Limited's Constitution: General updates and changes	POUR	POUR	✓ 99.7%
24	Renewal of on-market share buy-back authority	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital. ✓ 98.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.6%
2	Remuneration policy (binding vote)	POUR	● CONTRE	✓ 97.3% The potential variable remuneration exceeds our guidelines.
3	Remuneration report (UK advisory vote)	POUR	● CONTRE	✓ 97.3% Excessive variable remuneration.
4	Remuneration report (Australian advisory vote)	POUR	● CONTRE	✓ 97.2% Excessive variable remuneration.
5	Increase to non-executive directors' fees	POUR	● CONTRE	✓ 99.4% The proposed increase relative to the previous year is not justified.
Elections to the board of directors				
6	Elect Dean Dalla Valle	POUR	POUR	✓ 99.1%
7	Elect Ms. Susan Lloyd-Hurwitz	POUR	POUR	✓ 99.7%
8	Elect Ms. Martina Merz	POUR	POUR	✓ 99.9%
9	Elect Mr. James O'Rourke	POUR	POUR	✓ 99.4%
10	Re-elect Mr. Dominic Barton	POUR	POUR	✓ 95.9%
11	Re-elect Mr. Peter Cunningham	POUR	POUR	✓ 99.1%
12	Re-elect Mr. Simon Henry	POUR	POUR	✓ 97.6%
13	Re-elect Ms. Kaisa H. Hietala	POUR	POUR	✓ 97.4%
14	Re-elect Mr. Samuel William Laidlaw	POUR	POUR	✓ 96.9%
15	Re-elect Ms. Jennifer Nason	POUR	POUR	✓ 97.9%
16	Re-elect Mr. Jakob Stausholm	POUR	POUR	✓ 98.7%
17	Re-elect Prof. Dr. Ngaire Woods CBE	POUR	POUR	✓ 97.3%
18	Re-elect Mr. Ben Wyatt	POUR	POUR	✓ 98.2%
19	Re-appoint KPMG as auditors	POUR	POUR	✓ 99.6%
20	Auditor's remuneration	POUR	POUR	✓ 99.9%
21	Political donations	POUR	POUR	✓ 98.9%
22	Amendments to Rio Tinto Limited's Constitution	POUR	POUR	✓ 99.9%
23	General authority to allot shares	POUR	POUR	✓ 97.4%
24	Disapplication of pre-emption rights	POUR	POUR	✓ 99.1%
25	Purchase of own shares	POUR	POUR	✓ 79.6%
26	Authority to call general meetings on short notice	POUR	● CONTRE	✓ 96.0% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.8%
2	Remuneration policy (binding vote)	POUR	● CONTRE	✓ 95.6% The potential variable remuneration exceeds Ethos' guidelines.
3	Remuneration report (advisory vote)	POUR	● CONTRE	✓ 98.0% Excessive total remuneration and no long-term incentive plans.
Elections to the board of directors				
4	Re-elect Dame Anita Frew DBE	POUR	POUR	✓ 96.4%
5	Re-elect Mr. Tufan Erginbilgic	POUR	POUR	✓ 99.9%
6	Elect Ms. Helen McCabe	POUR	POUR	✓ 99.8%
7	Re-elect Mr. George Culmer	POUR	POUR	✓ 98.8%
8	Elect Ms. Birgit A. Behrendt	POUR	POUR	✓ 98.0%
9	Elect Mr. Stuart Bradie	POUR	POUR	✓ 98.9%
10	Elect Mr. Paulo Cesar de Souza e Silva	POUR	POUR	✓ 100.0%
11	Re-elect Lord Jitesh Gadhia	POUR	POUR	✓ 95.2%
12	Re-elect Ms. Beverly Goulet	POUR	POUR	✓ 98.8%
13	Re-elect Mr. Nick Luff	POUR	POUR	✓ 98.7%
14	Re-elect Ms. Wendy Mars	POUR	● CONTRE	✓ 99.2% Chair of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
15	Re-elect Dame Angela Strank	POUR	POUR	✓ 99.2%
16	Re-appoint PricewaterhouseCoopers as auditors	POUR	POUR	✓ 99.7%
17	Auditor's remuneration	POUR	POUR	✓ 100.0%
18	Political donations	POUR	POUR	✓ 98.8%
19	General authority to allot shares	POUR	POUR	✓ 96.2%
20	Rolls-Royce Global Employee Share Purchase Plan	POUR	POUR	✓ 100.0%
21	Rolls-Royce Long Term Incentive Plan	POUR	● CONTRE	✓ 98.8% No individual caps are disclosed.
22	Increase of non-executive directors' fees	POUR	● CONTRE	✓ 99.6% The proposed increase relative to the previous year is not justified.
23	Disapplication of pre-emption rights	POUR	POUR	✓ 98.9%
24	Purchase of own shares	POUR	● CONTRE	✓ 99.7% The amount of the repurchase is excessive given the financial situation and perspectives of the company.
25	Adoption of new Articles of Association	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Shellye L. Archambeau	POUR	POUR	✓ 98.3%
1b	Re-elect Ms. Amy Woods Brinkley	POUR	POUR	✓ 94.8%
1c	Re-elect Ms. Irene M. Esteves	POUR	POUR	✓ 98.7%
1d	Re-elect Mr. L. Neil Hunn	POUR	POUR	✓ 99.4%
1e	Re-elect Mr. Robert D. Johnson	POUR	● CONTRE	✓ 96.3% The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1f	Re-elect Mr. Thomas P. Joyce Jr.	POUR	POUR	✓ 98.5%
1g	Elect Mr. John F. Murphy	POUR	POUR	✓ 99.4%
1h	Re-elect Ms. Laura G. Thatcher	POUR	POUR	✓ 97.5%
1i	Re-elect Mr. Richard F. Wallman	POUR	● CONTRE	✓ 95.5% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1j	Re-elect Mr. Christopher Wright	POUR	● CONTRE	✓ 95.6% The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 89.1% Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	✓ 95.2% The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Introduce simple majority voting	PAS DE RECOMMAND.	● CONTRE	✓ 94.4% Higher voting requirements are appropriate in limited circumstances.

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Mirko Bibic	POUR	POUR	✓ 98.8%
1.2	Re-elect Mr. Andrew A. Chisholm	POUR	POUR	✓ 98.8%
1.3	Re-elect Ms. Jacynthe Côté	POUR	POUR	✓ 98.5%
1.4	Re-elect Mr. Toos N. Daruvala	POUR	POUR	✓ 99.5%
1.5	Re-elect Ms. Cynthia Devine	POUR	POUR	✓ 98.9%
1.6	Re-elect Ms. Roberta L. Jamieson	POUR	POUR	✓ 98.9%
1.7	Re-elect Mr. David I. McKay	POUR	POUR	✓ 99.7%
1.8	Elect Ms. Amanda Norton	POUR	POUR	✓ 99.7%
1.9	Elect Mr. Barry Perry	POUR	POUR	✓ 99.7%
1.10	Re-elect Ms. Maryann Turcke	POUR	POUR	✓ 98.8%
1.11	Re-elect Mr. Thierry Vandal	POUR	POUR	✓ 99.3%
1.12	Re-elect Mr. Frank Vettese	POUR	POUR	✓ 99.5%
1.13	Re-elect Mr. Jeffery Yabuki	POUR	● S'ABSTENIR Concerns over the director's time commitments.	✓ 99.3%
2	Re-election of the auditor	POUR	POUR	✓ 99.6%
3	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 96.3%
Schedule A: Shareholder Resolution				
4	Shareholder resolution 1: Disclose clean energy to fossil fuel financing ratios	RETIRÉE	● POUR The proponent withdrew the proposal following discussions with the company. Ethos initially recommended to vote FOR for the following reason:  The resolution asks the bank to finance the transition to a low carbon economy.	–
5	Shareholder resolution 2: Report on the bank's exposure to oil and gas sector	RETIRÉE	● CONTRE The proposal was not presented in person or by proxy at the meeting by the proponent. As a result, the proposal was not voted on.	–
6	Shareholder resolution 3: Disclose the CEO pay ratio on an annual basis	CONTRE	● POUR The proposal aims at improving the remuneration policy.	✗ 11.4%
7	Shareholder resolution 4: Hold annual meetings in person with virtual meetings as complements	CONTRE	CONTRE	✗ 47.1%
8	Shareholder resolution 5: Non-confidential information relating to the bank's country-by country reporting	CONTRE	● POUR The report would promote transparency disclosing the mean annual compensation for all employees and contribute to combatting tax havens	✗ 10.7%

No.	Ordre du jour	Board	Ethos		Résultat
9	Shareholder resolution 6: Reporting circular economy loans	CONTRE	● POUR	The resolution asks the bank to finance the transition to a low carbon economy.	✘ 11.1%
10	Shareholder resolution 7: Annual advisory vote on environmental and climate objectives and action plan	CONTRE	● POUR	An annual advisory vote serves as a mechanism for monitoring progress and holding the company accountable for its climate commitments.	✘ 15.1%

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No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Ms. Tracy A. Atkinson	POUR	POUR	✓ 87.0%
1b.	Elect Mr. Christopher T. Calio	POUR	POUR	✓ 99.4%
1c.	Re-elect Ms. Leanne G. Caret	POUR	POUR	✓ 99.2%
1d.	Re-elect Dr. Bernard A. Harris Jr.	POUR	POUR	✓ 98.8%
1e.	Re-elect Mr. Gregory J. Hayes	POUR	POUR	✓ 97.2%
1f.	Re-elect Mr. George R. Oliver	POUR	POUR	✓ 99.0%
1g.	Re-elect Mr. Robert K. Ortberg	POUR	POUR	✓ 99.2%
1h.	Re-elect Prof. Ellen M. Pawlikowski	POUR	POUR	✓ 98.9%
1i.	Re-elect Ms. Denise L. Ramos	POUR	POUR	✓ 98.6%
1j.	Re-elect Mr. Fredric G. Reynolds	POUR	POUR	✓ 98.2%
1k.	Re-elect Mr. Brian C. Rogers	POUR	POUR	✓ 98.7%
1l.	Re-elect Mr. James A. Winnefeld Jr.	POUR	POUR	✓ 98.3%
1m.	Re-elect Mr. Robert O. Work	POUR	● CONTRE	<p>Chairman of the nomination committee which oversees ESG topics and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.</p> <p>✓ 96.2%</p>
2	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p> <p>✓ 86.4%</p>
3	Re-election of the auditor	POUR	● CONTRE	<p>The auditor's long tenure raises independence concerns.</p> <p>✓ 96.8%</p>
4	To approve the amendment of the 2018 Long-Term Incentive Plan	POUR	● CONTRE	<p>The potential variable remuneration exceeds our guidelines.</p> <p>✓ 94.2%</p>
5	Shareholder resolution: Transparency in Lobbying	CONTRE	● POUR	<p>Enhanced disclosure on lobbying activities.</p> <p>✗ 30.7%</p>
6	Shareholder resolution: Full Value Chain Emissions Reduction Plan	CONTRE	● POUR	<p>The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.</p> <p>✗ 25.9%</p>
7	Shareholder resolution: Human Rights Impact Report	CONTRE	● POUR	<p>Enhanced disclosure on human rights.</p> <p>✗ 5.5%</p>

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1a	Re-elect Mr. Marco Alverà	POUR	POUR	✓ 98.5%	
1b	Re-elect Mr. Jacques Esculier	POUR	POUR	✓ 99.7%	
1c	Re-elect Ms. Gay Huey Evans, CBE	POUR	POUR	✓ 98.9%	
1d	Re-elect Mr. William D. Green	POUR	POUR	✓ 94.8%	
1e	Re-elect Ms. Stephanie C. Hill	POUR	POUR	✓ 97.9%	
1f	Re-elect Ms. Rebecca Jacoby	POUR	POUR	✓ 98.6%	
1g	Re-elect Mr. Robert P. Kelly	POUR	POUR	✓ 96.5%	
1h	Re-elect Mr. Ian Livingston	POUR	POUR	✓ 99.6%	
1i	Re-elect Ms. Maria R. Morris	POUR	POUR	✓ 99.1%	
1j	Re-elect Mr. Douglas L. Peterson	POUR	POUR	✓ 99.7%	
1k	Re-elect Mr. Richard E. Thornburgh	POUR	POUR	✓ 95.9%	
1l	Re-elect Dr. Gregory Washington	POUR	POUR	✓ 98.6%	
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 95.6%
3	To approve the amendment of the Deferred Stock Ownership Plan	POUR	● CONTRE	The proposed individual cap of fees for each non-executive director is excessive.	✓ 99.0%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 93.2%



No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
4	Approve two new regulated agreements and the statutory auditors' special report on regulated agreements and commitments	POUR	POUR	✓ 99.1%
Elections to the board of directors				
5	Re-elect Ms. Patricia Bellinger	POUR	POUR	✓ 98.7%
6	Elect Ms. Pascale Dosda	POUR	● CONTRE	Affiliated new nominee and the board size is excessive. ✓ 99.9%
7	Re-elect Ms. Anne Aubert	POUR	POUR	✓ 99.9%
8	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.4%
9	Ratify Ernst & Young as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.4%
10	Approve the 2023 remuneration of Mr. Ross McInnes, chair	POUR	POUR	✓ 99.9%
11	Approve the 2023 remuneration of Mr. Olivier Andriès, CEO	POUR	POUR	✓ 99.5%
12	Approve the remuneration report	POUR	POUR	✓ 99.4%
13	Approve the remuneration policy of Mr. Ross McInnes, chair	POUR	POUR	✓ 77.0%
14	Approve the remuneration policy of Mr. Olivier Andriès, CEO	POUR	POUR	✓ 98.1%
15	Approve the remuneration policy of directors	POUR	POUR	✓ 99.9%
16	Authorisation to purchase company shares (share buyback programme)	POUR	POUR	✓ 99.9%
17	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.8%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 99.8%
3	Approve allocation of income and dividend	POUR	POUR	✓ 99.9%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
Elections to the board of directors				
5	Re-elect Mr. Jean-François Cirelli	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 94.5%
6	Elect Ms. Sophie Brochu	POUR	POUR	✓ 99.6%
7	Elect Ms. Hélène de Tissot	POUR	POUR	✓ 99.6%
8	Elect Mr. Geoffroy Roux de Bézieux	POUR	POUR	✓ 99.3%
9	Approve the 2023 remuneration of Mr. Pierre-André de Chalendar, chair	POUR	POUR	✓ 92.3%
10	Approve the 2023 remuneration of Mr. Benoît Bazin, CEO	POUR	● CONTRE	Excessive variable remuneration. ✓ 89.2%
11	Approve the remuneration report	POUR	● CONTRE	The transparency of the remuneration report is insufficient. ✓ 91.4%
				Excessive variable remuneration.
12	Approve the remuneration policy of Mr. Pierre-André de Chalendar, chair until 6 June 2024	POUR	POUR	✓ 99.2%
13	Approve the remuneration policy of Mr. Benoît Bazin, CEO until 6 June 2024	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.3%
14	Approve the remuneration policy of Mr. Benoît Bazin, chair/CEO from 6 June 2024	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.5%
15	Approve the remuneration policy of directors	POUR	POUR	✓ 99.6%
16	Approve the maximum amount to be allocated to directors	POUR	POUR	✓ 99.0%
17	Ratify KPMG as statutory auditors	POUR	POUR	✓ 87.3%
18	Ratify Deloitte as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.8%
19	Authorisation to purchase company shares (share buyback programme)	POUR	POUR	✓ 99.0%
20	Amend articles of association: Lead independent director	POUR	POUR	✓ 100.0%
21	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1.1	Re-elect Mr. Marc Benioff	POUR	● CONTRE	Combined chairman and CEO.	✓ 95.9%
1.2	Re-elect Ms. Laura Alber	POUR	POUR		✓ 98.4%
1.3	Re-elect Mr. Craig Conway	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.3%
1.4	Re-elect Mr. Arnold W. Donald	POUR	POUR		✓ 98.0%
1.5	Re-elect Mr. Parker Harris	POUR	POUR		✓ 98.5%
1.6	Re-elect Ms. Neelie Kroes	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 98.1%
1.7	Re-elect Mr. Sachin Mehra	POUR	POUR		✓ 99.3%
1.8	Re-elect Mr. Mason G Morfit	POUR	POUR		✓ 99.3%
1.9	Re-elect Mr. Oscar Munoz	POUR	POUR		✓ 98.4%
1.10	Re-elect Mr. John V. Roos	POUR	POUR		✓ 93.7%
1.11	Re-elect Ms. Robin L. Washington	POUR	POUR		✓ 95.3%
1.12	Re-elect Mr. Maynard G. Webb	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 98.1%
1.13	Re-elect Ms. Susan Wojcicki	POUR	POUR		✓ 99.0%
2.	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 76.8%
3.	To approve the amendment of the 2013 Equity Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 93.6%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.4%
5.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✗ 45.6%
6.	Shareholder resolution: Independent chair	CONTRE	CONTRE		✗ 21.6%
7.	Shareholder resolution: Termination Pay	CONTRE	● POUR	We strongly support the right of shareholders to address pay-related concerns.	✗ 5.1%
8.	Shareholder resolution: Report on Viewpoint Discrimination	CONTRE	CONTRE		✗ 0.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Calling the meeting to order	SANS VOTE	SANS VOTE	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	SANS VOTE	SANS VOTE	
4.	Recording the legality of the meeting	SANS VOTE	SANS VOTE	
5.	Recording the attendance at the meeting and adoption of the list of votes	SANS VOTE	SANS VOTE	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	SANS VOTE	SANS VOTE	
7.	Adoption of the financial statements	POUR	POUR	✓ 90.7%
8.	Approve allocation of income and dividend	POUR	POUR	✓ 90.8%
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	POUR	POUR	✓ 89.8%
10.	Approve remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. ✓ 88.1%
11.	Approve remuneration policy (advisory vote)	POUR	● CONTRE	Potential excessive awards. ✓ 86.4%
12.	Approve directors' fees	POUR	POUR	✓ 90.3%
13.	Resolution on the number of members of the board of directors	POUR	POUR	✓ 90.8%
14.	Election of the board of directors	POUR	POUR	✓ 80.3%
15.	Approve auditors' fees and fees of the sustainability reporting assurance provider	POUR	POUR	✓ 90.8%
16.	Election of auditor and the sustainability reporting assurance provider	POUR	POUR	✓ 90.8%
17.	Authorisation to repurchase own shares	POUR	POUR	✓ 90.7%
18.	Approve share split	POUR	POUR	✓ 90.8%
19.	Closing of the meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Election of the chairman of the meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
5.	Approval of the agenda	POUR	POUR	✓
6.	Determination whether the meeting has been duly convened	POUR	POUR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
8.	Address by the CEO	SANS VOTE	SANS VOTE	
9.	Adoption of the financial statements	POUR	POUR	✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10.1.	Discharge of Johan Molin	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.2.	Discharge of Jennifer Allerton	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.3.	Discharge of Claes Boustedt	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.4.	Discharge of Marika Fredriksson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.5.	Discharge of Andreas Nordbrandt	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.6.	Discharge of Helena Stjernholm	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.7.	Discharge of Stefan Widing	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.8.	Discharge of Kai Wärn	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.9.	Discharge of Thomas Andersson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.10.	Discharge of Thomas Lilja	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.11.	Discharge of Fredrik Håf	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.12.	Discharge of Erik Knebel	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
10.13.	Discharge of the CEO	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.	Approve allocation of income and dividend	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
12.	Resolution on the number of shareholder-elected members of the board of directors and auditors to be appointed	POUR	POUR	✓
13.	Approve directors and auditors' fees	POUR	POUR	✓
14.	Composition of the board of directors			
14.1.	Elect Ms. Susanna Schneeberger	POUR	POUR	✓
14.2.	Re-elect Mr. Claes Boustedt	POUR	POUR	✓
14.3.	Re-elect Ms. Marika Fredriksson	POUR	● CONTRE	Representative of an important shareholder who is sufficiently represented on the board. ✓
14.4.	Re-elect Mr. Johan Molin	POUR	POUR	✓
14.5.	Re-elect Mr. Andreas Nordbrandt	POUR	POUR	✓
14.6.	Re-elect Ms. Helena Stjernholm	POUR	POUR	✓
14.7.	Re-elect Mr. Stefan Widing	POUR	POUR	✓
14.8.	Re-elect Mr. Kai Wärn	POUR	POUR	✓
15.	Election of the chairman of the board of directors	POUR	POUR	✓
16.	Election of auditor	POUR	POUR	✓
17.	Approve remuneration report (advisory vote)	POUR	POUR	✓
18.	Approve remuneration policy (binding vote)	POUR	POUR	✓
19.	Approve share-related incentive plan	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. ✓
20.	Authorisation to repurchase own shares	POUR	POUR	✓
21.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 99.8%
	Elections to the board of directors				
4	Re-elect Ms. Rachel Duan	POUR	POUR		✓ 88.7%
5	Re-elect Ms. Lise Kingo	POUR	POUR		✓ 98.6%
6	Elect Ms. Clotilde Delbos	POUR	POUR		✓ 99.4%
7	Elect Ms. Anne-Francoise Nesmes	POUR	POUR		✓ 97.2%
8	Elect Mr. John Sundy	POUR	POUR		✓ 99.6%
9	Approve the remuneration report	POUR	● CONTRE	Excessive fixed and variable remuneration.	✓ 95.9%
10	Approve the 2023 remuneration of Mr. Serge Weinberg, chair from 1 January to 25 May 2023	POUR	● CONTRE	Excessive total remuneration.	✓ 99.1%
11	Approve the 2023 remuneration of Mr. Frédéric Oudéa, chair from 25 May to 31 December 2023	POUR	● CONTRE	Excessive total remuneration.	✓ 99.1%
12	Approve the 2023 remuneration of Mr. Paul Hudson, CEO	POUR	● CONTRE	Excessive total remuneration.  Excessive variable remuneration.  Concerns over the pension allowance which exceeds guidelines.	✓ 93.5%
13	Approve the remuneration policy of directors	POUR	● CONTRE	The remuneration of directors is excessive compared to market practice.	✓ 98.0%
14	Approve the remuneration policy of Mr. Frédéric Oudéa, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 99.1%
15	Approve the remuneration policy of Mr. Paul Hudson, CEO	POUR	● CONTRE	Excessive total remuneration.  Excessive variable remuneration.  Concerns over the pension allowance which exceeds guidelines.	✓ 94.7%
16	Ratify Mazars as statutory auditors	POUR	POUR		✓ 99.9%
17	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.8%
18	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR		✓ 96.6%
19	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximal repurchase price is too high.	✓ 99.5%
20	Approve distribution of performance shares	POUR	● CONTRE	The information provided is insufficient.	✓ 93.4%

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No.	Ordre du jour	Board	Ethos	Résultat
21	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 98.8%
22	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.0%
23	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%



No.	Ordre du jour	Board	Ethos	Résultat
	Election of directors			
2.a	Re-elect Mr. Keith Spence	POUR	POUR	✓ 93.4%
2.b	Re-elect Dr. Vanessa Guthrie	POUR	POUR	✓ 92.1%
2.c	Elect Mr. John Lydon	POUR	POUR	✓ 99.8%
2.d	Elect Ms. Vickki McFadden	POUR	POUR	✓ 99.7%
3	Advisory vote on the remuneration report	POUR	POUR	✓ 90.6%
4	Grant of share acquisition rights to Kevin Gallagher	POUR	POUR	✓ 97.5%
5	Approve renewal of the proportional takeover provisions	POUR	POUR	✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 99.5%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 99.4%
5	Appoint the Auditors	POUR	POUR	✓ 99.9%
6	Approve Remuneration Report	POUR	● CONTRE	Excessive variable remuneration. ✓ 90.4%
Board main features				
7a	Elections to the Supervisory Board: Aicha Evans	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 93.4%
7b	Elections to the Supervisory Board: Gerhard Oswald	POUR	● CONTRE	Non independent director (former executive). The board is not sufficiently independent. ✓ 89.8%
7c	Elections to the Supervisory Board: Dr. Friederike Rotsch	POUR	POUR	✓ 92.5%
7d	Elections to the Supervisory Board: Prof. Dr. Ralf Herbrich	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 99.3%
7e	Elections to the Supervisory Board: Dr. Pekka Ala-Pietilä	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓ 95.5%
				Concerns over the director's time commitments.
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	POUR	● CONTRE	The chair's remuneration is excessive. ✓ 98.2%
9	Amend Articles: Proof of entitlement, section 18 (3)	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Peter J. Coleman	POUR	POUR	✓ 94.2%
1.2	Re-elect Mr. Patrick de La Chevardière	POUR	POUR	✓ 98.7%
1.3	Re-elect Mr. Miguel M. Galuccio	POUR	POUR	✓ 94.0%
1.4	Elect Mr. Jim T. Hackett	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 93.6%
1.5	Re-elect Mr. Olivier Le Peuch	POUR	POUR	✓ 99.7%
1.6	Re-elect Mr. Samuel Georg Friedrich Leupold	POUR	POUR	✓ 99.7%
1.7	Re-elect Dr. Tatiana A. Mitrova	POUR	POUR	✓ 99.7%
1.8	Re-elect Ms. Maria Moræus Hanssen	POUR	POUR	✓ 88.9%
1.9	Re-elect Ms. Vanitha Narayanan	POUR	POUR	✓ 88.1%
1.10	Re-elect Mr. Jeff W. Sheets	POUR	POUR	✓ 98.6%
1.11	Re-elect Dr. rer. pol. Ulrich Spiesshofer	POUR	POUR	✓ 99.7%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 97.3%
3	Approve financial statements and dividend	POUR	POUR	✓ 100.0%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
5	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR	✓ 98.8%
6	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.8%
7	Approve the remuneration report	POUR	● CONTRE	<p>✓ 94.8%</p> <p>The information provided is insufficient.</p> <p>Concerns over the remuneration of the chair and other board members.</p>
8	Approve the 2023 remuneration of Mr. Jean Pascale Tricoire, chair/CEO until 3 May 2023	POUR	● CONTRE	<p>✓ 85.9%</p> <p>The realised value of the plan 2021-2023 is excessive given the performance of the company and considering that Mr. Tricoire stepped down as CEO during the year.</p>
9	Approve the 2023 remuneration of Mr. Peter Herweck, CEO since 4 May 2023	POUR	POUR	✓ 96.2%
10	Approve the 2023 remuneration of Mr. Jean-Pascal Tricoire, chair since 4 May 2023	POUR	● CONTRE	<p>✓ 97.1%</p> <p>Excessive total remuneration.</p>
11	Approve the remuneration policy of Mr. Peter Herweck, CEO	POUR	POUR	✓ 94.4%
12	Approve the remuneration policy of Mr. Jean-Pascal Tricoire, chair	POUR	● CONTRE	<p>✓ 97.6%</p> <p>Excessive total remuneration.</p>
13	Approve the remuneration policy of directors	POUR	● CONTRE	<p>✓ 96.3%</p> <p>The remuneration of the lead director is excessive and not justified.</p>
Elections to the board of directors				
14	Re-elect Mr. Fred Kindle	POUR	POUR	✓ 98.8%
15	Re-elect Ms. Cécile Cabanis	POUR	POUR	✓ 99.4%
16	Re-elect Ms. Jill Lee	POUR	POUR	✓ 98.7%
17	Elect Mr. Philippe Knoche	POUR	POUR	✓ 99.7%
18	Authorisation to purchase company shares (share buyback programme)	POUR	POUR	✓ 99.1%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 99.0%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.0%

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

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Dividend Allocation	POUR	POUR	✓ 100.0%	
2.	Amend the Articles of Incorporation to decrease the board size	POUR	POUR	✓ 100.0%	
3.	Election of Directors on a Kansayaku board				
3.1	Re-elect Mr. Yasuyuki Yoshida	POUR	● CONTRE	Combined chairman and CEO. Executive director. The board is not sufficiently independent.	✓ 91.6%
3.2	Re-elect Mr. Tatsuro Fuse	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.9%
3.3	Elect Mr. Yoshinori Yamanaka	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.6%
3.4	Elect Mr. Seiya Nagao	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.6%
3.5	Elect Mr. Takashi Nakada	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.7%
3.6	Elect Mr. Makoto Inaba	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 96.6%
3.7	Re-elect Mr. Takaharu Hirose	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 94.7%
3.8	Re-elect Mr. Hajime Watanabe	POUR	POUR		✓ 98.6%
3.9	Re-elect Ms. Miri Hara	POUR	POUR		✓ 98.7%
3.10	Elect Mr. Kosuke Matsuzaki	POUR	POUR		✓ 99.0%
3.11	Elect Ms. Yukari Suzuki	POUR	POUR		✓ 99.1%
4.	Approve remuneration for corporate auditors	POUR	POUR		✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Deborah Black	POUR	POUR	✓ 98.5%
1b	Re-elect Ms. Susan L. Bostrom	POUR	POUR	✓ 92.5%
1c	Re-elect Ms. Teresa Briggs	POUR	POUR	✓ 96.8%
1d	Re-elect Mr. Jonathan C. Chadwick	POUR	POUR	✓ 96.4%
1e	Re-elect Mr. Paul E. Chamberlain	POUR	POUR	✓ 98.7%
1f	Re-elect Mr. Lawrence J. Jackson Jr.	POUR	POUR	✓ 98.2%
1g	Re-elect Mr. Frederic B. Luddy	POUR	POUR	✓ 98.6%
1h	Re-elect Mr. William R. McDermott	POUR	● CONTRE	Combined chair and CEO. ✓ 93.3%
1i	Re-elect Mr. Jeffrey A. Miller	POUR	POUR	✓ 95.9%
1j	Re-elect Mr. Joseph (Larry) Quinlan	POUR	POUR	✓ 99.9%
1k	Re-elect Dr. Anita M. Sands	POUR	POUR	✓ 92.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 88.5%
3	Re-election of the auditor	POUR	POUR	✓ 98.1%
4	Shareholder resolution: Introduce simple majority voting	PAS DE RECOMMA ND.	● CONTRE	While supermajority votes hinder some decisions, certain corporate actions should be approved by a higher percentage of voters, and not by the majority of votes cast for and against. ✓ 96.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 100.0%
	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Ryuichi Isaka	POUR	● CONTRE	Combined chairman and CEO. ✓ 97.1%
2.2	Re-elect Mr. Junro Ito	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.0%
2.3	Re-elect Mr. Fumihiko Nagamatsu	POUR	POUR	✓ 99.3%
2.4	Re-elect Mr. Joseph M. DePinto	POUR	POUR	✓ 99.0%
2.5	Re-elect Mr. Yoshimichi Maruyama	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.1%
2.6	Elect Mr. Tamaki Wakita	POUR	POUR	✓ 99.2%
2.7	Re-elect Mr. Stephen Hayes Dacus	POUR	POUR	✓ 99.6%
2.8	Re-elect Mr. Toshiro Yonemura	POUR	POUR	✓ 97.9%
2.9	Re-elect Mr. Yoshiyuki Izawa	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 98.8%
2.10	Re-elect Ms. Meyumi Yamada	POUR	POUR	✓ 99.2%
2.11	Re-elect Ms. Jenifer Simms Rogers	POUR	POUR	✓ 99.6%
2.12	Re-elect Mr. Shinji Wada	POUR	POUR	✓ 99.6%
2.13	Re-elect Mr. Fuminao Hachiuma	POUR	POUR	✓ 99.7%
2.14	Re-elect Mr. Paul Yonamine	POUR	POUR	✓ 99.7%
2.15	Re-elect Ms. Elizabeth Miin Meyerdirk	POUR	POUR	✓ 93.2%
















No.	Ordre du jour	Board	Ethos		Résultat
Ethos' ongoing engagement with Shell					
1	Annual Report and Accounts	POUR	POUR		✓ 99.1%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.8%
Elections to the board of directors					
3	Re-elect Mr. Dick Boer	POUR	POUR		✓ 97.4%
4	Re-elect Mr. Neil Carson OBE	POUR	POUR		✓ 98.8%
5	Re-elect Ms. Ann Godbehere	POUR	POUR		✓ 96.1%
6	Re-elect Ms. Sinead Gorman	POUR	POUR		✓ 98.6%
7	Re-elect Ms. Jane H. Lute	POUR	POUR		✓ 98.8%
8	Re-elect Ms. Catherine Hughes	POUR	● CONTRE	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 96.0%
9	Re-elect Sir Andrew Mackenzie	POUR	POUR		✓ 90.2%
10	Re-elect Sir Charles Roxburgh	POUR	POUR		✓ 98.8%
11	Re-elect Mr. Wael Sawan	POUR	POUR		✓ 98.7%
12	Re-elect Mr. Abraham (Bram) Schot	POUR	POUR		✓ 98.3%
13	Re-elect Ms. Leena Srivastava	POUR	POUR		✓ 98.8%
14	Re-elect Mr. Cyrus Taraporevala	POUR	POUR		✓ 98.8%
15	Re-appoint Ernst & Young as auditors	POUR	POUR		✓ 99.0%
16	Auditor's remuneration	POUR	POUR		✓ 99.7%
17	General authority to allot shares	POUR	POUR		✓ 97.8%
18	Disapplication of pre-emption rights	POUR	POUR		✓ 99.2%
19	On-market purchase of own shares	POUR	● CONTRE	The share repurchase replaces part of the dividend in cash.	✓ 99.1%
20	Off-market purchase of own shares	POUR	● CONTRE	The share repurchase replaces part of the dividend in cash.	✓ 98.6%
21	Political donations	POUR	● CONTRE	Authorisation to make political donations exceeds Ethos' guidelines.	✓ 98.8%
22	Shell's Energy Transition Strategy 2024 resolution	POUR	● CONTRE	Serious concerns about alignment between Shell's strategy and Paris agreement goals.	✓ 78.0%
23	Shareholder resolution: Aligning Shell's Scope 3 Medium-Term Emissions Reduction Targets with Paris Agreement Goals	CONTRE	● POUR	The company has scaled back some of its Scope 3 emission targets, moving further from the goal of limiting global warming to 1.5°C.	✗ 18.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Kerrii B. Anderson	POUR	POUR	✓ 95.3%
1b	Re-elect Mr. Arthur F. Anton	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 89.3%
1c	Re-elect Mr. Jeff M. Fettig	POUR	POUR	✓ 96.9%
1d	Re-elect Mr. John G. Morikis	POUR	POUR	✓ 95.8%
1e	Elect Ms. Heidi G. Petz	POUR	POUR	✓ 99.4%
1f	Re-elect Ms. Christine A. Poon	POUR	POUR	✓ 95.5%
1g	Re-elect Mr. Aaron M. Powell	POUR	POUR	✓ 98.9%
1h	Re-elect Ms. Marta R. Stewart	POUR	POUR	✓ 99.5%
1i	Re-elect Mr. Michael H. Thaman	POUR	POUR	✓ 99.6%
1j	Re-elect Mr. Matthew Thornton III	POUR	POUR	✓ 98.4%
1k	Elect Mr. Thomas L. Williams	POUR	POUR	✓ 99.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 91.6%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.3%
4	Shareholder resolution: Adopt a simple majority voting	CONTRE	CONTRE	✓ 71.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 99.7%
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Fumio Akiya	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 97.0%
2.2	Re-elect Mr. Yasuhiko Saitoh	POUR	POUR	✓ 91.9%
2.3	Re-elect Mr. Susumu Ueno	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 98.2%
2.4	Re-elect Mr. Masahiko Todoroki	POUR	POUR	✓ 98.3%
2.5	Re-elect Mr. Hiroshi Komiyama	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 72.8%
2.6	Re-elect Mr. Kuniharu Nakamura	POUR	POUR	✓ 98.7%
2.7	Re-elect Mr. Michael H. McGarry	POUR	POUR	✓ 97.9%
2.8	Re-elect Prof. Mariko Hasegawa	POUR	POUR	✓ 96.4%
2.9	Elect Mr. Takashi Hibino	POUR	POUR	✓ 98.1%
3	Approve stock option plan for employees	POUR	● CONTRE	The information provided is insufficient. ✓ 96.0%

No individual caps are disclosed.

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1A	Re-elect Mr. Tobias Lütke	POUR	● CONTRE	Combined chairman and CEO.  98.1%
1B	Re-elect Mr. Robert G. Ashe	POUR	POUR	 89.0%
1C	Re-elect Ms. Gail F. Goodman	POUR	POUR	 76.3%
1D	Re-elect Ms. Colleen Johnston	POUR	POUR	 96.7%
1E	Re-elect Mr. Jeremy Levine	POUR	POUR	 96.4%
1F	Elect Mr. Prashanth Mahendra-Rajah	POUR	● CONTRE	Concerns over the director's time commitments.  97.7%
1G	Elect Ms. Lulu Cheng Meservey	POUR	POUR	 100.0%
1H	Re-elect Mr. Toby Shannan	POUR	POUR	 99.6%
1I	Re-elect Ms. Fidji Simo	POUR	POUR	 92.8%
2	Re-election of the auditor and fix their remuneration	POUR	POUR	 99.5%
3	Approval of the unallocated options under the Stock Option Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.  63.1%
4	Approval of the Third Amended and Restated Long-Term Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.  65.0%
5	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  69.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.9%
3.1	Approve Discharge of Management Board member Dr. Roland Busch (CEO)	POUR	POUR	✓ 99.3%
3.2	Approve Discharge of Management Board member Cedrik Neike	POUR	POUR	✓ 99.3%
3.3	Approve Discharge of Management Board member Matthias Rebellius	POUR	POUR	✓ 99.3%
3.4	Approve Discharge of Management Board member Prof. Dr. Ralf P. Thomas	POUR	POUR	✓ 99.3%
3.5	Approve Discharge of Management Board member Judith Wiese	POUR	POUR	✓ 99.3%
4.1	Approve Discharge of Supervisory Board member Jim Hagemann Snabe (Chair)	POUR	POUR	✓ 98.0%
4.2	Approve Discharge of Supervisory Board member Birgit Steinborn (First Vice Chair)	POUR	POUR	✓ 98.9%
4.3	Approve Discharge of Supervisory Board member Dr. Werner Brandt (Second Vice Chair)	POUR	POUR	✓ 99.3%
4.4	Approve Discharge of Supervisory Board member Tobias Bäuml	POUR	POUR	✓ 99.3%
4.5	Approve Discharge of Supervisory Board member Michael Diekmann (member until 9 February 2023)	POUR	POUR	✓ 99.3%
4.6	Approve Discharge of Supervisory Board member Dr. Regina E. Dugan (member since 9 February 2023)	POUR	POUR	✓ 99.3%
4.7	Approve Discharge of Supervisory Board member Dr. Andrea Fehrmann	POUR	POUR	✓ 99.3%
4.8	Approve Discharge of Supervisory Board member Bettina Haller	POUR	POUR	✓ 99.3%
4.9	Approve Discharge of Supervisory Board member Oliver Hartmann (member since 14 September 2023)	POUR	POUR	✓ 99.3%
4.10	Approve Discharge of Supervisory Board member Keryn Lee James (member since 9 February 2023)	POUR	POUR	✓ 99.3%
4.11	Approve Discharge of Supervisory Board member Harald Kern	POUR	POUR	✓ 99.3%
4.12	Approve Discharge of Supervisory Board member Jürgen Kerner	POUR	POUR	✓ 99.3%

No.	Ordre du jour	Board	Ethos	Résultat
4.13	Approve Discharge of Supervisory Board member Martina Merz (member since 9 February 2023)	POUR	POUR	✓ 99.3%
4.14	Approve Discharge of Supervisory Board member Dr. Christian Pfeiffer (member since 9 February 2023)	POUR	POUR	✓ 99.3%
4.15	Approve Discharge of Supervisory Board member Benoît Potier	POUR	POUR	✓ 99.3%
4.16	Approve Discharge of Supervisory Board member Hagen Reimer	POUR	POUR	✓ 98.9%
4.17	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (member until 9 February 2023)	POUR	POUR	✓ 99.3%
4.18	Approve Discharge of Supervisory Board member Kasper Rørsted	POUR	POUR	✓ 99.2%
4.19	Approve Discharge of Supervisory Board member Baroness Nemat Shafik (member until 9 February 2023)	POUR	POUR	✓ 99.2%
4.20	Approve Discharge of Supervisory Board member Dr. Nathalie von Siemens	POUR	POUR	✓ 99.3%
4.21	Approve Discharge of Supervisory Board member Michael Sigmund (member until 31 August 2023)	POUR	POUR	✓ 99.3%
4.22	Approve Discharge of Supervisory Board member Dorothea Simon	POUR	POUR	✓ 99.3%
4.23	Approve Discharge of Supervisory Board member Grazia Vittadini	POUR	POUR	✓ 99.3%
4.24	Approve Discharge of Supervisory Board member Matthias Zachert	POUR	POUR	✓ 99.3%
4.25	Approve Discharge of Supervisory Board member Gunnar Zukunft (member until 9 February 2023)	POUR	POUR	✓ 99.3%
5	Appoint the Auditors	POUR	POUR	✓ 99.8%
6	Approve Remuneration System for the Management Board members	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 86.4%
7	Approve Remuneration Report	POUR	● CONTRE	Excessive variable remuneration. ✓ 86.5%
8	Approve the creation of a new Authorised Capital 2024, the cancellation of the existing Authorised Capital 2019 and related amendments to the Articles of Association	POUR	POUR	✓ 95.3%

No.	Ordre du jour	Board	Ethos	Résultat
9	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	POUR	POUR	✓ 96.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 99.7%
3.1	Approve Discharge of Management Board member Dr. Bernhard Montag (CEO)	POUR	POUR	✓ 99.9%
3.2	Approve Discharge of Management Board member Dr. Jochen Schmitz	POUR	POUR	✓ 99.9%
3.3	Approve Discharge of Management Board member Darleen Caron	POUR	POUR	✓ 99.9%
3.4	Approve Discharge of Management Board member Elisabeth Staudinger-Leibrecht	POUR	POUR	✓ 99.9%
4.1	Approve Discharge of Supervisory Board member Prof. Dr. Ralf P. Thomas (Chair)	POUR	POUR	✓ 98.8%
4.2	Approve Discharge of Supervisory Board member Karl-Heinz Streibich (Vice Chair since 15 February 2023)	POUR	POUR	✓ 99.2%
4.3	Approve Discharge of Supervisory Board member Veronika Bienert (member since 15 February 2023)	POUR	POUR	✓ 99.2%
4.4	Approve Discharge of Supervisory Board member Dr. Roland Busch	POUR	POUR	✓ 99.2%
4.5	Approve Discharge of Supervisory Board member Dr. Norbert Gaus (Vice Chair and member until 15 February 2023)	POUR	POUR	✓ 99.2%
4.6	Approve Discharge of Supervisory Board member Dr. Marion Helmes	POUR	POUR	✓ 99.2%
4.7	Approve Discharge of Supervisory Board member Dr. Andreas C. Hoffmann (member until 15 February 2023)	POUR	POUR	✓ 99.2%
4.8	Approve Discharge of Supervisory Board member Dr. Peter Körte (member since 15 February 2023)	POUR	POUR	✓ 99.2%
4.9	Approve Discharge of Supervisory Board member Sarena Lin (member since 15 February 2023)	POUR	POUR	✓ 99.2%
4.10	Approve Discharge of Supervisory Board member Dr. Philipp Rösler (member until 15 February 2023)	POUR	POUR	✓ 99.2%
4.11	Approve Discharge of Supervisory Board member Peer M. Schatz	POUR	POUR	✓ 99.2%
4.12	Approve Discharge of Supervisory Board member Dr. Gregory Sorensen (member until 15 February 2023)	POUR	POUR	✓ 99.2%



No.	Ordre du jour	Board	Ethos		Résultat
4.13	Approve Discharge of Supervisory Board member Dr. Nathalie von Siemens	POUR	POUR		✓ 99.2%
4.14	Approve Discharge of Supervisory Board member Dow R. Wilson (member since 15 February 2023)	POUR	POUR		✓ 99.2%
5	Appoint the Auditors	POUR	POUR		✓ 100.0%
6	Approve Remuneration Report	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.	✓ 98.4%
7	Amend Articles: Object of the Company (Section 2)	POUR	POUR		✓ 100.0%
8	Amend Articles: Introduction of a co-determined Supervisory Board and composition of the Supervisory Board (Sections 7 (1), (3) and (4), 8 (1) to (4), 10 (2) and (3), 11 (5), 12 (1))	POUR	● CONTRE	The proposed board size of 20 members is less effective than the current board size of 16 board members.	✓ 100.0%
	Board main features				
9.1	Elections to the Supervisory Board: Prof. Dr. Ralf P. Thomas	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient.	✓ 88.2%
9.2	Elections to the Supervisory Board: Karl-Heinz Streibich	POUR	POUR		✓ 99.9%
9.3	Elections to the Supervisory Board: Dr. Roland Busch	POUR	POUR		✓ 89.3%
9.4	Elections to the Supervisory Board: Dr. Marion Helmes	POUR	POUR		✓ 99.2%
9.5	Elections to the Supervisory Board: Sarena Lin	POUR	POUR		✓ 92.7%
9.6	Elections to the Supervisory Board: Peer M. Schatz	POUR	POUR		✓ 91.5%
9.7	Elections to the Supervisory Board: Dr. Nathalie von Siemens	POUR	POUR		✓ 90.8%
9.8	Elections to the Supervisory Board: Dow R. Wilson	POUR	● CONTRE	Non independent director (former executive). The board is not sufficiently independent.	✓ 91.8%
9.9	Elections to the Supervisory Board: Veronika Bienert	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 90.9%
9.10	Elections to the Supervisory Board: Dr. Peter Körte	POUR	POUR		✓ 94.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Adopt the Audited Financial Statements and Auditors' Report	POUR	POUR	✓ 100.0%
2	Approve the Final Dividend	POUR	POUR	✓ 100.0%
	Elections of Directors			
3	Re-elect Mr. Gautam Banerjee	POUR	POUR	✓ 94.4%
4	Re-elect Mr. Lim Swee Say	POUR	POUR	✓ 99.8%
5	Re-elect Mr. Rajeev Suri	POUR	POUR	✓ 97.7%
6	Re-elect Mr. Siew Kim Wee	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 96.7%
7	Re-elect Mr. Yuen Kuan Moon	POUR	POUR	✓ 100.0%
8	Approve Directors' fees for the financial year ending 31 March 2025	POUR	POUR	✓ 99.9%
9	Approve Re-election of the Auditor and fix their Remuneration	POUR	POUR	✓ 99.9%
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights. ✓ 93.0%
11	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	POUR	● CONTRE	Excessive variable remuneration. ✓ 97.4%
12	Approve the Renewal of the Share Purchase Mandate	POUR	POUR	✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Election of the chair of the meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	SANS VOTE	SANS VOTE	
4.	Approval of the agenda	POUR	POUR	✓
5.1.	Election of Anna Magnusson to verify the minutes of the meeting	POUR	POUR	✓
5.2.	Election of Carina Sverin to verify the minutes of the meeting	POUR	POUR	✓
6.	Determination whether the meeting has been duly convened	POUR	POUR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
8.	Address by the CEO	SANS VOTE	SANS VOTE	
9.	Adoption of the financial statements	POUR	POUR	✓
10.	Approve allocation of income and dividend	POUR	POUR	✓
11.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
11.1.	Discharge of Jacob Aarup-Andersen	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.2.	Discharge of Signhild Arnegård Hansen	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.3.	Discharge of Anne-Catherine Berner	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.4.	Discharge of Annika Dahlberg	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.5.	Discharge of John Flint	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.6.	Discharge of Winnie Fok	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.7.	Discharge of Anna-Karin Glimström	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.8.	Discharge of Svein Tore Holsether	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.9.	Discharge of Charlotta Lindholm	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.10.	Discharge of Sven Nyman	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.11.	Discharge of Marika Ottander	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.12.	Discharge of Lars Ottersgård	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.13.	Discharge of Jesper Ovesen	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓

No.	Ordre du jour	Board	Ethos	Résultat
11.14.	Discharge of Helena Saxon	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.15.	Discharge of Johan Torgeby	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.16.	Discharge of Marcus Wallenberg	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.17.	Discharge of the CEO	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
12.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
12.2.	Resolution on the number of auditors to be appointed	POUR	POUR	✓
13.1.	Approve directors' fees	POUR	● CONTRE	The proposed increase relative to the previous year is excessive compared to peer group. ✓
13.2.	Approve auditors' fees	POUR	POUR	✓
14.	Composition of the board of directors			
14a (i)	Re-elect Mr. Jacob Aarup-Andersen	POUR	POUR	✓
14a (ii)	Re-elect Ms. Signhild Arnegård Hansen	POUR	POUR	✓
14a (iii)	Re-elect Ms. Anne Berner	POUR	POUR	✓
14a (iv)	Re-elect Mr. John Flint	POUR	POUR	✓
14a (v)	Re-elect Ms. Winnie Fok	POUR	POUR	✓
14a (vi)	Re-elect Mr. Svein-Tore Holsether	POUR	POUR	✓
14a (vii)	Re-elect Mr. Sven Nyman	POUR	POUR	✓
14a (viii)	Re-elect Mr. Lars Ottersgård	POUR	POUR	✓
14a (ix)	Re-elect Ms. Helena Saxon	POUR	● CONTRE	Non-independent chair of the audit committee. The independence of this committee is insufficient. ✓
14a (x)	Re-elect Mr. Johan Torgeby	POUR	POUR	✓
14a (xi)	Re-elect Mr. Marcus Wallenberg	POUR	● CONTRE	Concerns over the director's time commitments. ✓  The director has been sitting on the board for over 16 years, which exceeds guidelines.
14b.	Election of the chair of the board of directors	POUR	● CONTRE	Concerns over the director's time commitments. ✓  The director has been sitting on the board for over 16 years, which exceeds guidelines.
15.	Election of auditor	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat	
16a.	Approve remuneration report (advisory vote)	POUR	POUR	✓	
16b.	Approve remuneration policy (binding vote)	POUR	POUR	✓	
17a.	Approve share-related incentive plan: "All Employee Programme" 2024	POUR	POUR	✓	
17b.	Approve share-related incentive plan: "Share Deferral Programme" 2024	POUR	POUR	✓	
17c.	Approve share-related incentive plan: "Restricted Share Programme" 2024	POUR	POUR	✓	
18a.	Authorisation to repurchase own shares in accordance with chapter 7 section 6 of the Swedish Securities Market Act	POUR	POUR	✓	
18b.	Authorisation to repurchase own shares	POUR	POUR	✓	
18c.	Authorisation to transfer own shares in connection with share-related incentive plans 2024	POUR	POUR	✓	
19.	Authorisation to issue convertible Tier 1 capital instruments	POUR	POUR	✓	
20a.	Reduce share capital via cancellation of shares	POUR	POUR	✓	
20b.	Resolution on a bonus issue	POUR	POUR	✓	
21.	Appointment of auditors in foundations without own management	POUR	POUR	✓	
22.	Shareholder proposal: To correct the software in its central computers	PAS DE RECOMMANDE.	● CONTRE	The board is responsible to ensure payment security and prevent fraudulent activities.	✗
23.	Shareholder proposal: To stop financing fossil companies that expand extraction and lack robust fossil phase-out plans in line with 1.5 degrees	PAS DE RECOMMANDE.	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗
24.	Closing of the Meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 100.0%
2.	Amend the Articles of Incorporation	POUR	POUR	✓ 100.0%
3.	Election of Directors on a Kansayaku board			
3.1	Re-elect Mr. Yoshiki Takada	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 94.9%
3.2	Re-elect Mr. Yoshitada Doi	POUR	POUR	✓ 98.7%
3.3	Re-elect Mr. Toshio Isoe	POUR	POUR	✓ 98.7%
3.4	Re-elect Mr. Masahiro Ota	POUR	POUR	✓ 98.7%
3.5	Re-elect Mr. Samuel Neff	POUR	POUR	✓ 98.7%
3.6	Re-elect Mr. Koji Ogura	POUR	POUR	✓ 98.7%
3.7	Re-elect Ms. Kelley Stacy	POUR	POUR	✓ 95.5%
3.8	Elect Mr. Hidemi Houjyou	POUR	POUR	✓ 98.6%
3.9	Re-elect Mr. Masanobu Kaizu	POUR	POUR	✓ 91.8%
3.10	Re-elect Prof. Toshiharu Kagawa	POUR	POUR	✓ 99.7%
3.11	Re-elect Ms. Yoshiko Iwata	POUR	POUR	✓ 99.8%
3.12	Re-elect Mr. Kyoichi Miyazaki	POUR	POUR	✓ 99.7%

Snam S.p.A.

07.05.2024

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No.	Ordre du jour	Board	Ethos	Résultat
1	Financial statements as at 31 December 2023	POUR	POUR	✓ 99.8%
2	Allocation of net income and dividend distribution	POUR	● CONTRE	The proposed dividend is inconsistent with the company's financial situation. ✓ 99.2%
3	Authorization for the purchase and disposal of treasury shares	POUR	POUR	✓ 99.8%
4.1	Binding vote on the remuneration policy	POUR	POUR	✓ 97.3%
4.2	Advisory vote on the remuneration paid in 2023	POUR	POUR	✓ 97.8%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Elections of directors				
1.1	Re-elect Dr. Benoit Dageville	POUR	POUR	✓ 80.6%*	
1.2	Re-elect Mr. Mark S. Garrett	POUR	POUR	✓ 77.2%*	
1.3	Re-elect Ms. Jayshree V. Ullal	POUR	POUR	✓ 95.7%*	
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 88.2%
3	Re-election of the auditor	POUR	POUR	✓ 99.5%	
4	Shareholder resolution: Declassify the board of directors	CONTRE	● POUR	Annual election of the directors allows shareholders to express themselves on the directors more frequently.	✓ 78.0%

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



No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the consolidated financial statements	POUR	POUR		✓ 99.6%
2	Approval of the statutory financial statements	POUR	POUR		✓ 99.5%
3	Approve allocation of income and dividend	POUR	POUR		✓ 98.3%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 99.8%
5	Approve the remuneration policy of Mr. Lorenzo Bini Smaghi, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 92.3%
6	Approve the remuneration policy of the CEO and Deputy CEOs	POUR	POUR		✓ 89.6%
7	Approve the remuneration policy of directors	POUR	POUR		✓ 93.9%
8	Approve the maximum amount to be allocated to directors	POUR	POUR		✓ 91.4%
9	Approve the remuneration report	POUR	POUR		✓ 93.5%
10	Approve the 2023 remuneration of Mr. Lorenzo Bini Smaghi, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 90.8%
11	Approve the 2023 remuneration of Mr. Frédéric Oudéa, CEO until 23 May 2023	POUR	POUR		✓ 91.7%
12	Approve the 2023 remuneration of Mr. Salwomir Krupa, CEO from 23 May 2023	POUR	POUR		✓ 92.5%
13	Approve the 2023 remuneration of Mr. Philippe Aymerich, Deputy CEO	POUR	POUR		✓ 92.4%
14	Approve the 2023 remuneration of Mr. Pierre Palmieri, Deputy CEO from 23 May 2023	POUR	POUR		✓ 93.0%
15	Approve the 2023 remuneration of Ms. Diony Lebot, Deputy CEO until 23 May 2023	POUR	POUR		✓ 92.5%
16	Consultative vote on the remuneration 2023 paid to the material key risk takers	POUR	POUR		✓ 98.0%
	Elections to the board of directors				
17	Re-election of Ms. Annette Messemer	POUR	POUR		✓ 94.0%
18	Ratify KPMG as statutory auditors	POUR	POUR		✓ 99.7%
19	Ratify PricewaterhouseCoopers as statutory auditors	POUR	POUR		✓ 99.7%
20	Ratify KPMG as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.4%
21	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.3%

No.	Ordre du jour	Board	Ethos		Résultat
22	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The authorisation is not in the long-term interest of shareholders.	✓ 98.5%
23	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 96.8%
24	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The potential discount (10%) is above market practice (5%).	✓ 94.0%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 96.4%
26	Authorisation to increase the share capital through conversion of convertible bonds	POUR	POUR		✓ 95.9%
27	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR		✓ 97.5%
28	Approve distribution of performance shares to certain employees	POUR	POUR		✓ 94.6%
29	Approve distribution of performance shares to employees other than corporate officers	POUR	POUR		✓ 98.1%
30	Authorisation to reduce share capital via cancellation of shares	POUR	● CONTRE	The capital reduction is incompatible with the long-term interests of the company's stakeholders.	✓ 98.5%
31	Amend articles of association: terms and conditions for the election of directors representing employees elected by employees	POUR	POUR		✓ 99.1%
32	Amend articles of association: terms and conditions for the election of the director representing shareholder employees	POUR	POUR		✓ 98.8%
33	Delegation of powers for the completion of formalities	POUR	POUR		✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approve a share split	POUR	POUR	✓ 99.8%
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Yasuyuki Imai	POUR	POUR	✓ 98.6%
2.2	Re-elect Mr. Junichi Miyakawa	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.3%
2.3	Re-elect Mr. Jun Shimba	POUR	POUR	✓ 99.5%
2.4	Re-elect Mr. Kazuhiko Fujihara	POUR	POUR	✓ 99.6%
2.5	Re-elect Mr. Masayoshi Son	POUR	POUR	✓ 99.1%
2.6	Re-elect Mr. Atsushi Horiba	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 97.5%
2.7	Re-elect Mr. Takehiro Kamigama	POUR	POUR	✓ 99.7%
2.8	Re-elect Mr. Kazuaki Oki	POUR	POUR	✓ 99.7%
2.9	Re-elect Ms. Naomi Koshi	POUR	POUR	✓ 99.7%
2.10	Elect Prof. Maki Sakamoto	POUR	POUR	✓ 99.9%
2.11	Elect Ms. Hiroko Sasaki	POUR	POUR	✓ 99.8%
3	Elect Mr. Yasuhiro Nakajima as a Substitute Corporate Auditor	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Dividend Allocation	POUR	POUR	✓ 93.8%
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Masayoshi Son	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice.  Combined chairman and CEO. ✓ 79.5%
2.2	Re-elect Mr. Yoshimitsu Goto	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 89.0%
2.3	Re-elect Mr. Ken Miyauchi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 89.0%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.4	Re-elect Mr. René Haas	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.9%
2.5	Re-elect Mr. Masami Iijima	POUR	POUR	✓ 92.4%
2.6	Re-elect Prof. Dr. Yutaka Matsuo	POUR	POUR	✓ 92.9%
2.7	Re-elect Ms. Keiko Erikawa	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 93.1%
2.8	Re-elect Mr. Kenneth A. Siegel	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 68.6%
2.9	Re-elect Mr. David Chao	POUR	POUR	✓ 99.2%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Election of Directors (with 3-committees)			
1.1	Re-elect Mr. Kenichiro Yoshida	POUR	POUR	✓ 99.9%
1.2	Re-elect Mr. Hiroki Totoki	POUR	POUR	✓ 99.7%
1.3	Re-elect Mr. Yoshihiko Hatanaka	POUR	POUR	✓ 99.4%
1.4	Re-elect Ms. Wendy Becker	POUR	POUR	✓ 99.9%
1.5	Re-elect Ms. Sakie Akiyama	POUR	POUR	✓ 99.9%
1.6	Re-elect Ms. Keiko Kishigami	POUR	POUR	✓ 99.6%
1.7	Re-elect Dr. Neil Hunt	POUR	POUR	✓ 99.8%
1.8	Re-elect Mr. Joseph A. Kraft Jr.	POUR	POUR	✓ 99.9%
1.9	Re-elect Mr. William Morrow	POUR	POUR	✓ 99.9%
1.10	Elect Mr. Shingo Konomoto	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
2	Remuneration report (advisory vote)	POUR	POUR	✓ 96.7%
3	Final dividend	POUR	POUR	✓ 99.8%
4	Re-appoint Deloitte as auditors	POUR	POUR	✓ 99.9%
5	Auditor's remuneration	POUR	POUR	✓ 100.0%
Elections to the board of directors				
6	Re-elect Mr. Jamie Pike	POUR	POUR	✓ 94.2%
7	Re-elect Mr. Nimesh Patel	POUR	POUR	✓ 100.0%
8	Re-elect Ms. Angela Archon	POUR	POUR	✓ 100.0%
9	Elect Ms. Constance Baroudel	POUR	POUR	✓ 100.0%
10	Re-elect Mr. Peter France	POUR	POUR	✓ 100.0%
11	Re-elect Mr. Richard Gillingwater CBE	POUR	POUR	✓ 100.0%
12	Re-elect Ms. Caroline Johnstone	POUR	POUR	✓ 100.0%
13	Re-elect Ms. Jane Kingston	POUR	POUR	✓ 99.9%
14	Re-elect Mr. Kevin Thompson	POUR	POUR	✓ 100.0%
15	General authority to allot shares	POUR	POUR	✓ 97.1%
16	Authority to offer scrip dividend	POUR	POUR	✓ 99.8%
17	Change of Company Name to Spirax Group plc	POUR	POUR	✓ 99.9%
18	Amendment to Articles of Association	POUR	POUR	✓ 100.0%
19	Disapplication of pre-emption rights	POUR	POUR	✓ 99.5%
20	Purchase of own shares	POUR	● CONTRE	✓ 99.5% The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.4%
2	Remuneration report (advisory vote)	POUR	● CONTRE	<p>✓ 98.0%</p> <p>The pay-for-performance connection is not demonstrated.</p> <p>Concerns over the pension allowance which exceeds guidelines.</p>
3	Final dividend	POUR	POUR	✓ 99.9%
	Elections to the board of directors			
4	Re-elect Lady Elish Angiolini	POUR	POUR	✓ 97.8%
5	Re-elect Mr. John Bason	POUR	POUR	✓ 98.1%
6	Re-elect Mr. Anthony Cocker	POUR	POUR	✓ 97.8%
7	Re-elect Ms. Deborah Crosbie	POUR	POUR	✓ 98.0%
8	Re-elect Ms. Helen Mahy CBE	POUR	POUR	✓ 97.8%
9	Re-elect Sir John Manzoni	POUR	POUR	✓ 96.3%
10	Elect Mr. Barry O'Regan	POUR	POUR	✓ 99.9%
11	Re-elect Mr. Alistair Phillips-Davies	POUR	POUR	✓ 99.8%
12	Re-elect Mr. Martin Pibworth	POUR	● CONTRE	<p>✓ 99.6%</p> <p>Executive director. The number of executives on the board exceeds market practice.</p>
13	Re-elect Ms. Melanie Smith CBE	POUR	POUR	✓ 97.6%
14	Re-elect Dame Angela Strank DBE	POUR	POUR	✓ 97.8%
15	Elect Mr. Maarten Wetselaar	POUR	POUR	✓ 100.0%
16	Re-appoint Ernst & Young as auditors	POUR	POUR	✓ 99.5%
17	Auditor's remuneration	POUR	POUR	✓ 100.0%
18	Net Zero Transition Report	POUR	POUR	✓ 98.2%
19	General authority to allot shares	POUR	POUR	✓ 95.1%
20	Renewal of Scrip Dividend Scheme	POUR	POUR	✓ 99.5%
21	Disapplication of pre-emption rights	POUR	POUR	✓ 88.0%
22	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 83.3%
23	Purchase of own shares	POUR	● CONTRE	<p>✓ 99.4%</p> <p>The amount of the repurchase is excessive given the financial situation and perspectives of the company.</p>
24	Notice of general meetings	POUR	● CONTRE	<p>✓ 94.6%</p> <p>A 14-day notice is insufficient for shareholders to vote in an informed manner.</p>

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 100.0%
2	Final dividend	POUR	POUR	✓ 100.0%
3	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive total remuneration. ✓ 95.3%
	Elections to the board of directors			
4	Elect Mr. Diego De Giorgi	POUR	POUR	✓ 100.0%
5	Elect Ms. Diane Jurgens	POUR	POUR	✓ 100.0%
6	Re-elect Mr. Shirish Apte	POUR	POUR	✓ 99.0%
7	Re-elect Mr. David Conner	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 99.8%
8	Re-elect Ms. Jacqueline Hunt	POUR	POUR	✓ 100.0%
9	Re-elect Ms. Robin Lawther, CBE	POUR	POUR	✓ 99.9%
10	Re-elect Ms. Maria Ramos	POUR	POUR	✓ 99.9%
11	Re-elect Mr. Phil Rivett	POUR	POUR	✓ 99.9%
12	Re-elect Mr. David Tang	POUR	POUR	✓ 100.0%
13	Re-elect Mr. José Viñals	POUR	POUR	✓ 99.3%
14	Re-elect Mr. William Winters	POUR	POUR	✓ 100.0%
15	Re-elect Ms. Linda Yueh CBE	POUR	POUR	✓ 99.5%
16	Re-appoint Ernst & Young as auditors	POUR	POUR	✓ 99.3%
17	Auditor's remuneration	POUR	POUR	✓ 100.0%
18	Political donations	POUR	POUR	✓ 99.4%
19	General authority to allot shares	POUR	POUR	✓ 97.5%
20	Directors' authority to reissue treasury shares	POUR	POUR	✓ 98.0%
21	Authority to issue Equity Convertible Additional Tier 1 Securities (ECAT1 Securities)	POUR	POUR	✓ 99.2%
22	Disapplication of pre-emption rights	POUR	POUR	✓ 99.5%
23	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 98.8%
24	Disapplication of pre-emption rights in relation to issuances of ECAT1 Securities	POUR	POUR	✓ 99.1%
25	Purchase of own ordinary shares	POUR	● CONTRE	The share repurchase replaces part of the dividend in cash. ✓ 99.3%
26	Purchase of own preference shares	POUR	POUR	✓ 99.7%
27	Notice of general meetings	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 96.9%
28	Amendment to Articles of Association	POUR	POUR	✓ 100.0%



No.	Ordre du jour	Board	Ethos	Résultat
1	Adoption of new Articles of association	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
Elections of directors (Management Nominees)				
1.a	Re-elect Mr. Richard E. Allison	POUR	POUR	✓ 93.3%
1.b	Re-elect Mr. Andrew Champion	POUR	POUR	✓ 95.7%
1.c	Re-elect Ms. Beth Ford	POUR	POUR	✓ 98.0%
1.d	Re-elect Ms. Mellody Hobson	POUR	● S'ABSTENIR	✓ 90.1%
The director has been sitting on the board for over 16 years, which exceeds guidelines.				
1.e	Re-elect Mr. Jorgen Vig Knudstorp	POUR	POUR	✓ 90.3%
1.f	Elect Mr. Neal Mohan	POUR	● S'ABSTENIR	✓ 98.3%
Concerns over the director's time commitments.				
1.g	Re-elect Mr. Satya Nadella	POUR	POUR	✓ 94.7%
1.h	Re-elect Mr. Laxman Narasimhan	POUR	POUR	✓ 97.4%
1.i	Elect Mr. Daniel Servitje	POUR	POUR	✓ 98.1%
1.j	Elect Mr. G. Michael Sievert	POUR	POUR	✓ 98.1%
1.k	Elect Ms. Wei Zhang	POUR	POUR	✓ 98.3%
Elections of directors (SOC Group nominees)				
1.l	Elect Dissident Nominee Ms. Maria Echaveste	RETIRÉE	● POUR	–
ITEM 1.l was not submitted to vote as the proponent withdrew the proposal one week before the AGM. Ethos initially recommended to vote FOR for the following reason:				
The nomination of Ms. Echaveste would be valuable to the board.				
1.m	Elect Dissident Nominee Mr. Joshua Gotbaum	RETIRÉE	● S'ABSTENIR	–
ITEM 1.m was not submitted to vote as the proponent withdrew the proposal one week before the AGM.				
1.n	Elect Dissident Nominee Ms. Wilma B. Liebman	RETIRÉE	● POUR	–
ITEM 1.n was not submitted to vote as the proponent withdrew the proposal one week before the AGM. Ethos initially recommended to vote FOR for the following reason:				
The expertise of Ms. Liebman in labour management, employee relations and law would be helpful to the board.				
2	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 91.8%
3	Re-election of the auditor	POUR	● CONTRE	✓ 94.2%
The auditor's long tenure raises independence concerns.				
4	Shareholder resolution: Report on plant-based milk pricing	CONTRE	CONTRE	✗ 5.3%
5	Shareholder resolution: Report on Direct and Systemic Discrimination	CONTRE	CONTRE	✗ 1.2%
6	Shareholder resolution: Report on human rights policies	CONTRE	CONTRE	✗ 1.6%

No.	Ordre du jour	Board	Ethos		Résultat
1	Opening	SANS VOTE	SANS VOTE		
2.a	Report of the Board of Directors for the financial year 2023	SANS VOTE	SANS VOTE		
2.b	Policy on additions to reserves and on dividends	SANS VOTE	SANS VOTE		
2.c	Corporate Governance Chapter of the Annual Report 2023	SANS VOTE	SANS VOTE		
2.d	Remuneration Report 2023 (advisory voting)	POUR	● CONTRE	Excessive variable remuneration.	✓ 70.2%
2.e	Adoption of the Annual Accounts 2023	POUR	POUR		✓ 99.3%
2.f	Approval of 2023 dividend	POUR	POUR		✓ 100.0%
2.g	Granting of discharge to the directors in respect of the performance of their duties during the financial year 2023	POUR	● CONTRE	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.  The company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 95.8%
3	Appointment of Ms. Claudia Parzani as Non-Executive Director	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.9%
4.a	Authorization to issue common shares and to grant rights to subscribe for common shares	POUR	POUR		✓ 98.3%
4.b	Authorization to limit or exclude pre-emptive rights	POUR	POUR		✓ 98.1%
5	Authorization to purchase treasury shares	POUR	POUR		✓ 98.9%
6.a	Authorization to cancel common shares held by the Company	POUR	POUR		✓ 99.9%
6.b	Authorization to cancel all class B special voting shares held by the Company	POUR	POUR		✓ 100.0%
7	Closing	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos		Résultat
1	Report of the Managing Board on the Company's 2023 financial year	SANS VOTE	SANS VOTE		
2	Report on the Company's corporate governance structure and compliance with the updated Dutch Corporate Governance Code	SANS VOTE	SANS VOTE		
3	Report of the Supervisory Board on the Company's 2023 financial year	SANS VOTE	SANS VOTE		
4	Advisory vote on the Remuneration Report 2023	POUR	● CONTRE	Excessive variable remuneration.	✓ 95.0%
5	Adoption of the Remuneration Policy for the Supervisory Board	POUR	● CONTRE	The information provided is insufficient.	✓ 98.3%
6	Adoption of the Company's annual accounts for its 2023 financial year	POUR	POUR		✓ 97.4%
7	Adoption of a dividend	POUR	POUR		✓ 99.3%
8	Discharge of the sole member of the Managing Board	POUR	POUR		✓ 96.8%
9	Discharge of the members of the Supervisory Board	POUR	POUR		✓ 97.7%
10	Amendment to the Company's Articles of Association	POUR	POUR		✓ 98.9%
11	Adoption of the Remuneration Policy for the Managing Board	POUR	● CONTRE	Potential excessive awards.	✓ 94.5%
12	Re-appointment of Mr. Jean-Marc Chery as member and chair of the Managing Board	POUR	POUR		✓ 99.9%
13	Approval of the stock-based portion of the compensation of the CEO	POUR	● CONTRE	The information provided is insufficient.	✓ 97.2%
14	Appointment of Mr. Lorenzo Grandi (CFO) as member of the Managing Board	POUR	POUR		✓ 99.9%
15	Approval of the stock-based portion of the compensation of the CFO	POUR	● CONTRE	The information provided is insufficient.	✓ 97.6%
16	Approval of a new Unvested Stock Award Plan for Management and Key Employees	POUR	● CONTRE	The information provided is insufficient.	✓ 95.3%
17	Re-appointment of EY as external auditor for the 2024 and 2025 financial years	POUR	POUR		✓ 99.7%
Supervisory Board composition					
18	Re-appointment of Mr. Nicolas Dufourcq as member of the Supervisory Board for a 3-year term	POUR	POUR		✓ 96.5%
19	Re-appointment of Ms. Janet Davidson as member of the Supervisory Board for a 1-year term	POUR	POUR		✓ 97.5%

No.	Ordre du jour	Board	Ethos	Résultat
20	Appointment of Mr. Pascal Daloz as member of the Supervisory Board for a 3-year term	POUR	POUR	✓ 72.8%
21	Authorization to repurchase shares	POUR	● CONTRE	The share repurchase replaces part of the dividend in cash. ✓ 99.5%
22	Authorization to issue new common shares	POUR	POUR	✓ 98.2%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Mary K. Brainerd	POUR	POUR	✓ 99.0%
1b	Re-elect Dr. Giovanni Caforio	POUR	POUR	✓ 99.6%
1c	Re-elect Mr. Allan C. Golston	POUR	POUR	✓ 96.5%
1d	Re-elect Mr. Kevin A. Lobo	POUR	● CONTRE	Combined chairman and CEO. ✓ 95.8%
1e	Re-elect Ms. Sherilyn McCoy	POUR	POUR	✓ 97.5%
1f	Elect Ms. Rachel Ruggeri	POUR	POUR	✓ 99.9%
1g	Re-elect Mr. Andrew K. Silvernail	POUR	POUR	✓ 97.8%
1h	Re-elect Ms. Lisa M. Skeete Tatum	POUR	POUR	✓ 98.8%
1i	Re-elect Ms. Ronda E. Stryker	POUR	POUR	✓ 97.6%
1j	Re-elect Mr. Rajeev Suri	POUR	POUR	✓ 98.9%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 92.2%
				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	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.1%
				An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Transparency in Political Spending	CONTRE	● POUR	Enhanced disclosure on political donations. ✗ 37.4%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 99.9%
2.	Amend the Articles of Incorporation: Share split	POUR	POUR	✓ 99.7%
3.	Election of Directors (with 3-committees)			
3.1	Re-elect Mr. Takeshi Kunibe	POUR	POUR	✓ 78.7%
3.2	Elect Mr. Toru Nakashima	POUR	POUR	✓ 94.9%
3.3	Re-elect Ms. Teiko Kudo	POUR	POUR	✓ 98.8%
3.4	Re-elect Mr. Fumihiko Ito	POUR	POUR	✓ 98.4%
3.5	Re-elect Mr. Toshihiro Isshiki	POUR	POUR	✓ 96.3%
3.6	Re-elect Mr. Yoshiyuki Gono	POUR	● CONTRE	The director has held executive functions in the company during the last three years and sits on the audit committee.                     ✓ 96.3%
3.7	Re-elect Prof. Shozo Yamazaki	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.                     ✓ 99.0%
3.8	Elect Mr. Sonosuke Kadonaga	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees.                     ✓ 99.2%
3.9	Re-elect Mr. Yoshinobu Tsutsui	POUR	POUR	✓ 96.7%
3.10	Re-elect Mr. Katsuyoshi Shinbo	POUR	POUR	✓ 99.0%
3.11	Re-elect Ms. Eriko Sakurai	POUR	POUR	✓ 98.7%
3.12	Re-elect Mr. Charles Ditmars Lake II	POUR	● CONTRE	Concerns over the director's time commitments.                     ✓ 98.2%
3.13	Re-elect Ms. Jenifer Simms Rogers	POUR	POUR	✓ 99.4%
4	Shareholder resolution: Shareholder resolution: Director Competencies to Manage Climate-Related Business Risks and Opportunities	CONTRE	● POUR	Ethos supports the nomination of directors to the board with competencies to manage climate-related business risks and opportunities.                     ✗ 26.6%
5	Shareholder resolution: Assessment of Clients' Climate Change Transition Plans	CONTRE	● POUR	The resolution asks the company to disclose its alignment with climate goals and role in supporting its clients' decarbonisation process.                     ✗ 24.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	To receive the audited financial statements and related reports for the year ended 30 June 2024	POUR	POUR	✓ 99.9%
2	To declare a final dividend	POUR	POUR	✓ 100.0%
3.1	Elections of directors			
3.1.a	Re-elect Mr. Dicky Peter Yip	POUR	● CONTRE	<p>✓ 88.6%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
3.1.b	Re-elect Prof. Yue-chim Richard Wong	POUR	● CONTRE	<p>✓ 86.4%</p> <p>Non-independent chair of the remuneration committee. The independence of this committee is insufficient.</p> <p>Non-independent chair of the nomination committee. The independence of this committee is insufficient.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Chair of the nomination committee. The composition of the board is unsatisfactory.</p>
3.1.c	Re-elect Mr. Cheuk-yin William Kwan	POUR	● CONTRE	<p>✓ 85.1%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
3.1.d	Re-elect Mr. Kai-fai Adam Kwok	POUR	● CONTRE	<p>✓ 95.1%</p> <p>Executive director. The board is not sufficiently independent.</p> <p>Executive director. The number of executives on the board exceeds market practice.</p>
3.1.e	Re-elect Mr. Chi-ho Eric Tung	POUR	● CONTRE	<p>✓ 95.1%</p> <p>Executive director. The board is not sufficiently independent.</p> <p>Executive director. The number of executives on the board exceeds market practice.</p>



No.	Ordre du jour	Board	Ethos	Résultat	
3.1.f	Re-elect Mr. Tak-yeung Albert Lau	RETIRÉE	● CONTRE	<p>ITEM 3.1.f was not submitted to vote since the company announced six days prior to the AGM that Mr. Lau would leave the company by the end of November. Ethos initially recommended to OPPOSE for the following reasons:</p> <p>Executive director. The board is not sufficiently independent.</p> <p>Executive director. The number of executives on the board exceeds market practice.</p>	–
3.1.g	Re-elect Ms. Sau-yim Maureen Fung	POUR	● CONTRE	<p>Executive director. The board is not sufficiently independent.</p> <p>Executive director. The number of executives on the board exceeds market practice.</p>	✓ 96.7%
3.2	Fix the directors' fees for the year ending 30 June 2025	POUR	POUR		✓ 100.0%
4	Re-elect Deloitte Touche Tohmatsu as auditor and authorise the board of directors to fix its remuneration	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 99.1%
5	Grant a general mandate to the board to buy back shares	POUR	POUR		✓ 100.0%
6	Grant a general mandate to the board to issue new shares	POUR	POUR		✓ 79.1%
7	Extend the general mandate to issue new shares by adding the number of shares bought back	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 78.3%

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Dividend Allocation	POUR	POUR	✓ 98.6%	
2.	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Toshihiro Suzuki	POUR	● CONTRE	Combined chairman and CEO. Executive director. The board is not sufficiently independent. Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 89.1%
2.2	Re-elect Mr. Naomi Ishii	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 97.8%
2.3	Elect Mr. Katsuhiko Kato	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 98.3%
2.4	Elect Mr. Shigetoshi Torii	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 98.3%
2.5	Elect Mr. Aritaka Okajima	POUR	● CONTRE	Executive director. The board is not sufficiently independent.	✓ 98.3%
2.6	Re-elect Mr. Hideaki Domichi	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 98.9%
2.7	Re-elect Prof. Shun Egusa	POUR	POUR		✓ 99.1%
2.8	Re-elect Ms. Naoko Takahashi	POUR	POUR		✓ 99.7%
3.	Election of 5 Corporate Auditors				
3.1	Elect Mr. Taisuke Toyoda as a Corporate Auditor	POUR	POUR		✓ 99.1%
3.2	Elect Shigeo Yamagishi as a Corporate Auditor	POUR	POUR		✓ 99.1%
3.3	Elect Norihise Nagano as a Corporate Auditor	POUR	POUR		✓ 99.9%
3.4	Elect Mitsuhiro Fukuta as a Corporate Auditor	POUR	POUR		✓ 99.7%
3.5	Elect Junko Kito as a Corporate Auditor	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Election of the chair of the meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	POUR	POUR	✓
4.	Approval of the agenda	POUR	POUR	✓
5.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
6.	Determination whether the meeting has been duly convened	POUR	POUR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
8.	Adoption of the financial statements	POUR	POUR	✓
9.	Approve allocation of income and dividend	POUR	POUR	✓
10.	Approve remuneration report (advisory vote)	POUR	POUR	✓
11.	Resolution on the discharge of the members of the board of directors and the CEO from liability	POUR	● CONTRE	Voting results of the AGM 2023 are not disclosed. ✓
12.	Authorisation to repurchase own shares	POUR	POUR	✓
13.	Authorisation to repurchase own shares in accordance with chapter 7 section 6 of the Swedish Securities Market Act	POUR	POUR	✓
14.	Authorisation to issue convertible Tier 1 capital instruments	POUR	POUR	✓
15.	Amend articles of association: removal of voting rights restriction	POUR	POUR	✓
16.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
17.	Resolution on the number of auditors to be appointed	POUR	POUR	✓
18.	Approve directors' and auditors' fees	POUR	● CONTRE	The proposed increase relative to the previous year is not justified. ✓
19.	Composition of the board of directors			
19.1.	Re-elect Mr. Jon Fredrik Baksaa	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓
19.2.	Re-elect Ms. Hélène Barnekow	POUR	POUR	✓
19.3.	Re-elect Dr. Stina Honkamaa Bergfors	POUR	POUR	✓
19.4.	Re-elect Mr. Hans Biörck	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos		Résultat
19.5.	Re-elect Dr. Pär Boman	POUR	● CONTRE	Concerns over the director's time commitments.	✓
19.6.	Re-elect Ms. Kerstin Hessius	POUR	POUR		✓
19.7.	Elect Ms. Louise Lindh	POUR	POUR		✓
19.8.	Re-elect Mr. Fredrik Lundberg	POUR	● CONTRE	Concerns over the director's time commitments.	✓
19.9.	Re-elect Mr. Ulf Riese	POUR	POUR		✓
20.	Re-elect the chair of the board of directors	POUR	● CONTRE	Concerns over the director's time commitments.	✓
21.1.	Election of auditor: PricewaterhouseCoopers	POUR	POUR		✓
21.2.	Election of auditor: Deloitte	POUR	POUR		✓
22.	Approve remuneration policy (binding vote)	POUR	POUR		✓
23.	Appointment of auditors in foundations without own management	POUR	POUR		✓
24.	Shareholder proposal: To correct the software in its central computers	PAS DE RECOMMANDE.	● CONTRE	The board is responsible to ensure payment security and prevent fraudulent activities.	✗
25.	Closing of the Meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Election of the chair of the meeting	POUR	POUR	✓ 100.0%
3.	Preparation and approval of the voting register	SANS VOTE	SANS VOTE	
4.	Approval of the agenda	POUR	POUR	✓ 100.0%
5.	Election of persons to verify the minutes of the meeting	SANS VOTE	SANS VOTE	
6.	Determination whether the meeting has been duly convened	POUR	POUR	✓ 100.0%
7a.	Presentation of the annual report and the consolidated accounts	SANS VOTE	SANS VOTE	
7b.	Presentation of the auditor's report	SANS VOTE	SANS VOTE	
8.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
9.	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10a.	Discharge of Bo Bengtsson	POUR	POUR	✓ 99.9%
10b.	Discharge of Göran Bengtsson	POUR	POUR	✓ 99.9%
10c.	Discharge of Annika Creutzer	POUR	POUR	✓ 99.9%
10d.	Discharge of Hans Eckerström	POUR	POUR	✓ 99.9%
10e.	Discharge of Kerstin Hermansson	POUR	POUR	✓ 99.9%
10f.	Discharge of Helena Liljedahl	POUR	POUR	✓ 99.9%
10g.	Discharge of Bengt Erik Lindgren	POUR	POUR	✓ 99.9%
10h.	Discharge of Anna Mossberg	POUR	POUR	✓ 99.9%
10i.	Discharge of Per Olof Nyman	POUR	POUR	✓ 99.9%
10j.	Discharge of Biljana Pehrsson	POUR	POUR	✓ 99.9%
10k.	Discharge of Göran Persson	POUR	POUR	✓ 99.9%
10l.	Discharge of Biörn Riese	POUR	POUR	✓ 99.9%
10m.	Discharge of Jens Henriksson	POUR	POUR	✓ 99.9%
10n.	Discharge of Roger Ljung	POUR	POUR	✓ 99.9%
10o.	Discharge of Åke Skoglund	POUR	POUR	✓ 99.9%
10p.	Discharge of Henrik Joelsson	POUR	POUR	✓ 99.9%
10q.	Discharge of Camilla Linder	POUR	POUR	✓ 99.9%
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓ 100.0%
12.	Approve directors' and auditors' fees	POUR	● CONTRE	The remuneration of the non-executive directors is far higher than the median of the peer group. ✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
13.	Composition of the board of directors			
13a.	Re-elect Mr. Göran Bengtsson	POUR	POUR	✓ 99.9%
13b.	Re-elect Ms. Annika Creutzer	POUR	POUR	✓ 99.9%
13c.	Re-elect Mr. Hans Eckerström	POUR	POUR	✓ 94.2%
13d.	Re-elect Ms. Kerstin Hermansson	POUR	POUR	✓ 98.3%
13e.	Re-elect Ms. Helena Liljedah	POUR	POUR	✓ 99.0%
13f.	Re-elect Ms. Anna Mossberg	POUR	POUR	✓ 98.8%
13g.	Re-elect Mr. Per Olof Nyman	POUR	POUR	✓ 99.9%
13h.	Re-elect Ms. Biljana Pehrsson	POUR	POUR	✓ 99.0%
13i.	Re-elect Mr. Göran Persson	POUR	POUR	✓ 98.7%
13j.	Re-elect Mr. Biörn Riese	POUR	POUR	✓ 99.8%
14.	Election of the chair of the board of directors	POUR	POUR	✓ 98.8%
15.	Election of auditor	POUR	POUR	✓ 99.9%
16.	Resolution on the nomination committee	POUR	POUR	✓ 100.0%
17.	Authorisation to repurchase own shares in accordance with chapter 7 section 6 of the Swedish Securities Market Act	POUR	POUR	✓ 99.9%
18.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.9%
19.	Authorisation to issue convertible Tier 1 capital instruments	POUR	POUR	✓ 100.0%
20a.	Approve share-related incentive plan: "Eken 2024"	POUR	POUR	✓ 99.7%
20b.	Approve share-related incentive plan: "Individual Plan 2024" for so-called 'risk-takers'	POUR	POUR	✓ 99.7%
20c.	Authorisation to transfer own shares in connection with share-related incentive plans 2024	POUR	POUR	✓ 99.9%
21.	Amend articles of association: organisation of general meetings	POUR	POUR	✓ 100.0%
22.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 97.9%
23.	Shareholder proposal: To correct the software in its central computers	PAS DE RECOMMA ND.	● CONTRE	The board is responsible to ensure payment security and prevent fraudulent activities. ✗ 1.0%
24.	Shareholder proposal: To stop financing fossil companies that expand extraction and lack robust fossil phase-out plans in line with 1.5 degrees	PAS DE RECOMMA ND.	● POUR	The resolution asks the bank to finance the transition to a low carbon economy. ✗ 3.0%
25.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 96.7%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 93.0%
5	Appoint the Auditors	POUR	POUR	✓ 100.0%
6	Approve Remuneration Report	POUR	POUR	✓ 84.1%
7.1	Amend Articles: Virtual general meetings (Section 19 (7))	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 85.4%
7.2	Amend Articles: Virtual attendance of Supervisory Board members at general meetings (Section 10 (4))	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✓ 96.2%
8	Approve the creation of a new Authorised Capital 2024, the cancellation of the existing Authorised Capital 2019 and related amendments to the Articles of Association	POUR	POUR	✓ 86.9%
9	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	POUR	POUR	✓ 85.5%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Dr. Aart J. de Geus	POUR	POUR	✓ 96.3%
1.b	Re-elect Mr. Roy Vallee	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.2%
1.c	Elect Mr. Sassine Ghazi	POUR	POUR	✓ 99.3%
1.d	Re-elect Mr. Luis Borgen	POUR	POUR	✓ 99.7%
1.e	Re-elect Mr. Marc N. Casper	POUR	POUR	✓ 99.2%
1.f	Re-elect Ms. Janice D. Chaffin	POUR	POUR	✓ 85.1%
1.g	Re-elect Mr. Bruce R. Chizen	POUR	● CONTRE	Concerns over the director's time commitments. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 80.1%
1.h	Re-elect Ms. Mercedes Johnson	POUR	POUR	✓ 98.1%
1.i	Elect Mr. Robert G. Painter	POUR	POUR	✓ 97.5%
1.j	Re-elect Ms. Jeannine P. Sargent	POUR	POUR	✓ 96.6%
1.k	Re-elect Mr. John G. Schwarz	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.8%
2	To approve the revised 2006 Employee Equity Incentive Plan	POUR	● CONTRE	Potential excessive awards. ✓ 94.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	An important part of the variable remuneration is based on continued employment only. Excessive variable remuneration. ✓ 92.7%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.8%
5	Shareholder resolution: Independent chairman	CONTRE	CONTRE	✗ 32.7%



No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 97.7%
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Christophe Weber	POUR	POUR	✓ 76.2%
2.2	Re-elect Dr. Andrew Plump	POUR	POUR	✓ 89.5%
2.3	Elect Mr. Milano Furuta	POUR	POUR	✓ 94.1%
2.4	Re-elect Mr. Masami Iijima	POUR	POUR	✓ 96.1%
2.5	Re-elect Mr. Ian Clark	POUR	POUR	✓ 92.3%
2.6	Re-elect Dr. Steven Gillis	POUR	POUR	✓ 93.2%
2.7	Re-elect Mr. John Maraganore	POUR	POUR	✓ 97.4%
2.8	Re-elect Mr. Michel Orsinger	POUR	POUR	✓ 95.8%
2.9	Re-elect Ms. Miki Tsusaka	POUR	POUR	✓ 97.5%
2.10	Re-elect Ms. Emiko Higashi	POUR	POUR	✓ 94.4%
3.	Election of directors to the audit and supervisory committee			
3.1	Re-elect Mr. Koji Hatsukawa	POUR	POUR	✓ 97.0%
3.2	Re-elect Mr. Yoshiaki Fujimori	POUR	POUR	✓ 96.9%
3.3	Re-elect Ms. Kimberly A. Reed	POUR	POUR	✓ 97.4%
3.4	Re-elect Mr. Jean-Luc Butel	POUR	POUR	✓ 96.9%
4.	Approve bonus payment for directors	POUR	● CONTRE	The information provided is insufficient. ✓ 73.6%

Target

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No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Mr. David P. Abney	POUR	POUR		✓ 99.3%
1b.	Re-elect Mr. Douglas M. Baker Jr.	POUR	POUR		✓ 95.4%
1c.	Re-elect Mr. George S. Barrett	POUR	POUR		✓ 96.2%
1d.	Re-elect Ms. Gail K. Boudreaux	POUR	POUR		✓ 99.2%
1e.	Re-elect Mr. Brian C. Cornell	POUR	● CONTRE	Combined chair and CEO.	✓ 94.9%
1f.	Re-elect Mr. Robert L. Edwards	POUR	POUR		✓ 99.2%
1g.	Re-elect Mr. Donald (Don) R. Knauss	POUR	POUR		✓ 98.4%
1h.	Re-elect Ms. Christine A. Leahy	POUR	POUR		✓ 97.8%
1i.	Re-elect Ms. Monica C. Lozano	POUR	POUR		✓ 96.4%
1j.	Re-elect Ms. Grace Puma	POUR	POUR		✓ 99.3%
1k.	Re-elect Mr. Derica W. Rice	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.4%
1l.	Re-elect Mr. Dmitri L. Stockton	POUR	POUR		✓ 96.7%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 93.2%
4	Shareholder resolution: Independent chair	CONTRE	● POUR	An independent chair can ensure independent oversight of management.	✗ 29.0%
5	Shareholder resolution: Report on Animal Pain Management Procedures	CONTRE	● POUR	Animals should not be subjected to cruel and painful procedures in the supply chain.	✗ 9.3%
6	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	CONTRE	● POUR	The resolution aims to prevent discrimination.	✗ 12.6%
7	Shareholder resolution: Political contributions congruency analysis	CONTRE	● POUR	Enhanced disclosure on political donations.	✗ 14.4%
8	Shareholder resolution: Report on Charitable Contributions	CONTRE	CONTRE		✗ 2.2%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 93.3%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Noboru Saito	POUR	POUR	✓ 95.9%
2.2	Re-elect Mr. Tetsuji Yamanishi	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 98.6%
2.3	Re-elect Mr. Shigeki Sato	POUR	POUR	✓ 99.6%
2.4	Re-elect Ms. Kozue Nakayama	POUR	POUR	✓ 99.3%
2.5	Re-elect Mr. Mutsuo Iwai	POUR	POUR	✓ 99.1%
2.6	Re-elect Mr. Shoei Yamana	POUR	POUR	✓ 99.6%
2.7	Elect Mr. Toro Katsumoto	POUR	POUR	✓ 99.9%
3.	Approve the Restricted and Performance-linked Share Plans	POUR	● CONTRE	No individual caps are disclosed. Potential excessive awards with no individual cap for executives under this remuneration plan. ✓ 98.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	To receive the audited accounts and reports of the directors and auditor	POUR	POUR	✓ 99.7%
2	Approve final dividend	POUR	POUR	✓ 100.0%
3	Elections of directors			
3.a	Re-elect Mr. Stephan Horst Pudwill	POUR	POUR	✓ 97.3%
3.b	Re-elect Mr. Peter David Sullivan	POUR	● CONTRE	✓ 86.7% The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 16 years, which exceeds guidelines.
3.c	Re-elect Mr. Johannes-Gerhard Hesse	POUR	POUR	✓ 96.9%
3.d	Re-elect Ms. Virginia Davis Wilmerding	POUR	POUR	✓ 94.6%
3.e	Elect Mr. Andrew Philip Roberts	POUR	POUR	✓ 99.9%
3.f	Approve board fees	POUR	● CONTRE	✓ 98.8% The non-executive directors receive variable remuneration and options.
4	Re-election of the auditor and fix their remuneration	POUR	POUR	✓ 95.4%
5	To give a general mandate to the Directors to issue and dispose of additional shares in the Company	POUR	POUR	✓ 95.3%
6	Approve the share buyback	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.1	Approval of the individual and consolidated accounts	POUR	POUR	✓ 99.6%
1.2	Approval of the non-financial information statement	POUR	POUR	✓ 99.6%
1.3	Discharge the board	POUR	POUR	✓ 99.3%
2	Allocation of results	POUR	POUR	✓ 99.6%
3	Election of the auditor	POUR	POUR	✓ 99.5%
4	Elections to the Board of Directors			
4.1	Re-elect Mr. Isidro Fainé Casas	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 98.4%
4.2	Re-elect Mr. José Javier Echenique Landiribar	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 98.1%
4.3	Re-elect Mr. Peter Löscher	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 98.2%
4.4	Re-elect Ms. Verónica María Pascual Boé	POUR	POUR	✓ 98.6%
4.5	Re-elect Ms. Claudia Sender Ramirez	POUR	POUR	✓ 99.1%
4.6	Elect Ms. Solange Sobral Targa	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.2%
4.7	Elect Mr. Alejandro Reynal Ample	POUR	POUR	✓ 99.3%
5	Share capital reduction	POUR	POUR	✓ 99.6%
6	Distribution of dividends from unrestricted reserves	POUR	POUR	✓ 99.8%
7	Approval of a Long-Term Incentive Plan	POUR	● CONTRE	Potential excessive awards. ✓ 91.5%
8	Delegation of powers	POUR	POUR	✓ 99.6%
9	Advisory vote on the 2023 Directors' Remuneration Report	POUR	● CONTRE	Excessive variable remuneration. ✓ 88.5%
	Unannounced proposal made by a shareholder during the AGM: COO	CONTRE	CONTRE	✗ 0.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 97.7%
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Toshiaki Takagi	POUR	POUR	✓ 84.8%
2.2	Elect Mr. Hikaru Samejima	POUR	POUR	✓ 96.7%
2.3	Elect Mr. Toshihiko Osada	POUR	POUR	✓ 98.2%
2.4	Re-elect Mr. Kazunori Hirose	POUR	POUR	✓ 98.3%
2.5	Re-elect Mr. Norimasa Kunimoto	POUR	POUR	✓ 98.3%
2.6	Re-elect Mr. Hidenori Nishi	POUR	POUR	✓ 92.0%
2.7	Re-elect Prof. Keiya Ozawa	POUR	POUR	✓ 98.1%
2.8	Elect Ms. Mari Kogiso	POUR	POUR	✓ 100.0%
3.	Election of substitute directors of the audit and supervisory committee			
3.1	Elect Mr. Koichi Sakaguchi as a substitute audit and supervisory committee member	POUR	POUR	✓ 99.9%
3.2	Elect Mr. Hiroaki Kosugi as a substitute audit and supervisory committee member	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 100.0%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration. ✓ 93.5%
3	Final dividend	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
4	Elect Dame Carolyn Fairbairn	POUR	POUR	✓ 100.0%
5	Elect Dr. Gerard Murphy	POUR	POUR	✓ 98.5%
6	Re-elect Ms. Melissa Bethell	POUR	POUR	✓ 97.9%
7	Re-elect Mr. Bertrand Bodson	POUR	POUR	✓ 98.5%
8	Re-elect Mr. Thierry Garnier	POUR	POUR	✓ 98.3%
9	Re-elect Mr. Stewart Gilliland	POUR	POUR	✓ 97.2%
10	Re-elect Mr. Ken Murphy	POUR	POUR	✓ 99.9%
11	Re-elect Mr. Imran Nawaz	POUR	POUR	✓ 99.7%
12	Re-elect Ms. Alison Platt	POUR	POUR	✓ 96.9%
13	Re-elect Ms. Caroline Silver	POUR	POUR	✓ 98.3%
14	Re-elect Ms. Karen Whitworth	POUR	POUR	✓ 97.5%
15	Re-appoint Deloitte as auditors	POUR	POUR	✓ 99.8%
16	Auditor's remuneration	POUR	POUR	✓ 99.9%
17	Political donations	POUR	POUR	✓ 97.4%
18	General authority to allot shares	POUR	POUR	✓ 91.1%
19	Disapplication of pre-emption rights	POUR	POUR	✓ 90.1%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 87.9%
21	Purchase of own shares	POUR	● CONTRE	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme. ✓ 98.8%
22	Notice of general meetings	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 93.7%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a	Re-elect Mr. James R. Murdoch	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 68.8%
1b	Re-elect Mr. Kimbal Musk	POUR	● CONTRE	Non independent director (family connections). The board is not sufficiently independent.  The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 79.5%
2	Advisory vote on executive remuneration	POUR	● CONTRE	The information provided is insufficient.  Excessive total remuneration.	✓ 80.3%
3	Change State of Incorporation from Delaware to Texas	POUR	● CONTRE	The company fails to provide sufficient information to enable the shareholders to assess the impact of the amendment(s) on their rights and interests.	✓ 62.7%
4	Ratify Performance Based Stock Options to Elon Musk	POUR	● CONTRE	Excessive variable remuneration.	✓ 76.9%
5	Re-election of the auditor	POUR	POUR		✓ 97.5%
6	Shareholder resolution: Establish Term Limits for Directors	CONTRE	● POUR	Ethos strongly supports annual election of all directors.	✓ 54.1%
7	Shareholder resolution: Introduce simple majority voting	CONTRE	CONTRE		✓ 53.9%
8	Shareholder resolution: Report on Harassment and Discrimination Prevention Efforts	CONTRE	● POUR	Enhanced disclosure on social issues.	✗ 31.5%
9	Shareholder resolution: Adopt a Non-Interference Policy Respecting Freedom of Association	CONTRE	● POUR	Enhanced disclosure on human rights.	✗ 20.6%
10	Shareholder resolution: Report on Effects and Risks Associated with Electromagnetic Radiation and Wireless Technologies	CONTRE	● POUR	Enhanced disclosure on the potential ill effects of electromagnetic radiation and wireless technologies.	✗ 3.8%
11	Shareholder resolution: Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 10.2%
12	Shareholder resolution: Commit to a Moratorium on Sourcing Minerals from Deep Sea Mining	CONTRE	● POUR	The resolution aims to prevent environmental risks.	✗ 7.7%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Mark A. Blinn	POUR	POUR	✓ 96.6%
1.b	Re-elect Mr. Todd M. Bluedorn	POUR	POUR	✓ 95.1%
1.c	Re-elect Ms. Janet F. Clark	POUR	POUR	✓ 98.6%
1.d	Re-elect Ms. Carrie S. Cox	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.7%
1.e	Re-elect Mr. Martin S. Craighead	POUR	POUR	✓ 95.8%
1.f	Elect Prof. Reginald DesRoches	POUR	POUR	✓ 99.5%
1.g	Re-elect Mr. Curtis C. Farmer	POUR	POUR	✓ 99.4%
1.h	Re-elect Ms. Jean M. Hobby	POUR	POUR	✓ 95.7%
1.i	Re-elect Mr. Haviv Ilan	POUR	POUR	✓ 98.6%
1.j	Re-elect Mr. Ronald D. Kirk	POUR	POUR	✓ 97.8%
1.k	Re-elect Ms. Pamela H. Patsley	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice. ✓ 90.3%
1.l	Re-elect Mr. Robert E. Sanchez	POUR	POUR	✓ 96.0%
1.m	Re-elect Mr. Richard K. Templeton	POUR	POUR	✓ 94.5%
2	Approve the Texas Instruments 2024 Long-Term Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 96.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 85.4%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.4%
5	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	● POUR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 46.6%
6	Shareholder resolution: Report on due diligence efforts to identify risks associated with product misuse	CONTRE	● POUR	We support corporate policies that encourage social responsibility. ✗ 19.2%

No.	Ordre du jour	Board	Ethos	Résultat	
1	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%	
2	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%	
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%	
4	Ratify the transfer of the registered office	POUR	POUR	✓ 100.0%	
Elections to the board of directors					
5	Ratify the co-optation of Mr. Loïc Rocard	POUR	● CONTRE	Chair of the nomination committee. The composition of the board is unsatisfactory.  Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.7%
6	Elect Mr. Loïc Rocard	POUR	● CONTRE	Chair of the nomination committee. The composition of the board is unsatisfactory.  Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.1%
7	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.9%
8	Approve the 2023 remuneration of Mr. Patrice Caine, chair/CEO	POUR	POUR		✓ 99.3%
9	Approve the remuneration report	POUR	POUR		✓ 99.8%
10	Approve the remuneration policy of Mr. Patrice Caine, chair/CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 98.6%
11	Approve the remuneration policy and total maximum amount to be allocated to directors	POUR	POUR		✓ 99.9%
12	Authorisation to purchase company shares (share buyback programme)	POUR	POUR		✓ 99.9%
13	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	● CONTRE	The authorisation is not suspended during public offer period.	✓ 86.1%
14	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The maximum discount exceeds market practice.  The authorisation is not suspended during public offer period.	✓ 86.5%
15	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	The maximum discount exceeds market practice.  The authorisation is not suspended during public offer period.	✓ 86.5%
16	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	● CONTRE	The authorisation is not suspended during public offer period.	✓ 84.9%

No.	Ordre du jour	Board	Ethos		Résultat
17	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	The maximum discount exceeds market practice.	✓ 86.0%
18	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	● CONTRE	The authorisation is not suspended during public offer period.	✓ 86.6%
19	Authorisation to increase the share capital through transfer of reserves	POUR	POUR		✓ 99.9%
20	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR		✓ 99.3%
21	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR		✓ 99.7%
22	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%
23	Elect Ms. Ruby McGregor	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 95.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Marc N. Casper	POUR	● CONTRE	Combined chair and CEO. <span style="float:right">✓ 91.7%</span>
1.b	Re-elect Mr. Nelson J. Chai	POUR	POUR	<span style="float:right">✓ 94.0%</span>
1.c	Re-elect Ms. Ruby R. Chandy	POUR	POUR	<span style="float:right">✓ 98.9%</span>
1.d	Re-elect Prof. Dr. C. Martin Harris	POUR	● CONTRE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. <span style="float:right">✓ 93.4%</span>
1.e	Re-elect Prof. Dr. Tyler Jacks	POUR	● CONTRE	<span style="float:right">✓ 98.2%</span>  Non independent director (business connections with the company). The board is not sufficiently independent.
1.f	Elect Ms. Jennifer M. Johnson	POUR	POUR	<span style="float:right">✓ 98.3%</span>
1.g	Re-elect Ms. R. Alexandra Keith	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. <span style="float:right">✓ 97.6%</span>
1.h	Re-elect Mr. James C. Mullen	POUR	POUR	<span style="float:right">✓ 98.0%</span>
1.i	Re-elect Dr. Debora L. Spar	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. <span style="float:right">✓ 99.9%</span>
1.j	Re-elect Mr. Scott M. Sperling	POUR	● CONTRE	Non independent lead director, which is not best practice. <span style="float:right">✓ 94.6%</span>  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Mr. Dion J. Weisler	POUR	POUR	<span style="float:right">✓ 97.1%</span>
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="float:right">✓ 88.8%</span>  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="float:right">✓ 89.1%</span>  On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
4	Shareholder resolution: Introduce simple majority voting	CONTRE	CONTRE	<span style="float:right">✗ 6.7%</span>

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. José B. Alvarez	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 98.1%
1b	Re-elect Mr. Alan M. Bennett	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.0%  Non independent lead director, which is not best practice.
1c	Re-elect Ms. Rosemary T. Berkery	POUR	POUR	✓ 97.2%
1d	Re-elect Mr. David T. Ching	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.8%
1e	Re-elect Ms. C. Kim Goodwin	POUR	POUR	✓ 98.9%
1f	Re-elect Mr. Ernie Herrman	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.5%
1g	Re-elect Ms. Amy B. Lane	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.3%
1h	Re-elect Ms. Carol Meyrowitz	POUR	● CONTRE	Executive chairman. The board is not sufficiently independent. ✓ 94.9%  The director has been sitting on the board for over 16 years, which exceeds guidelines.
1i	Re-elect Ms. Jackwyn L. Nemerov	POUR	POUR	✓ 96.7%
1j	Elect Mr. Charles F. Wagner	POUR	POUR	✓ 99.6%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 93.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.3%  An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: report on effectiveness of social compliance efforts in TJX's supply chain	CONTRE	● POUR	Enhanced disclosure on human rights, specifically of child workers in the company's supply chain. ✗ 19.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. André Almeida	POUR	● S'ABSTENIR Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 88.6%*
1b	Re-elect Mr. Marcelo Claure	POUR	POUR	✓ 87.5%*
1c	Re-elect Dr. Srikant M. Datar	POUR	POUR	✓ 98.2%*
1d	Re-elect Mr. Srinivasa Gopalan	POUR	● S'ABSTENIR Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 82.2%*
1e	Re-elect Mr. Timotheus Höttges	POUR	POUR	✓ 88.4%*
1f	Re-elect Mr. Christian P. Illek	POUR	POUR	✓ 83.0%*
1g	Elect Mr. James Kavanaugh	POUR	POUR	✓ 98.7%*
1h	Re-elect Dr. Raphael Kübler	POUR	POUR	✓ 82.9%*
1i	Re-elect Mr. Thorsten Langheim	POUR	POUR	✓ 89.0%*
1j	Re-elect Ms. Dominique Leroy	POUR	POUR	✓ 82.9%*
1k	Re-elect Ms. Letitia A. Long	POUR	POUR	✓ 93.2%*
1l	Re-elect Mr. G. Michael Sievert	POUR	● S'ABSTENIR Executive director. The board is not sufficiently independent.	✓ 91.9%*
1m	Re-elect Ms. Teresa A. Taylor	POUR	POUR	✓ 89.6%*
1n	Re-elect Mr. Kelvin R. Westbrook	POUR	● S'ABSTENIR Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.  Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 72.3%*
2	Re-election of the auditor	POUR	POUR	✓ 99.9%

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

No.	Ordre du jour	Board	Ethos	Résultat
1.	Dividend Allocation	POUR	POUR	✓ 100.0%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Tsuyoshi Nagano	POUR	POUR	✓ 71.9%
2.2	Re-elect Mr. Satoru Komiya	POUR	POUR	✓ 67.1%
2.3	Re-elect Mr. Kenji Okada	POUR	POUR	✓ 88.8%
2.4	Re-elect Mr. Yoichi Moriwaki	POUR	POUR	✓ 94.4%
2.5	Re-elect Mr. Kichiichiro Yamamoto	POUR	POUR	✓ 92.0%
2.6	Re-elect Mr. Kiyoshi Wada	POUR	POUR	✓ 93.8%
2.7	Re-elect Mr. Takashi Mitachi	POUR	POUR	✓ 96.3%
2.8	Re-elect Mr. Nobuhiro Endo	POUR	POUR	✓ 92.3%
2.9	Re-elect Mr. Shinya Katanozaka	POUR	POUR	✓ 90.1%
2.10	Re-elect Prof. Emi Osono	POUR	POUR	✓ 97.2%
2.11	Re-elect Mr. Kosei Shindo	POUR	● CONTRE	✓ 94.0% The director is over 75 years old, which exceeds guidelines.
2.12	Re-elect Mr. Robert Feldman	POUR	POUR	✓ 99.0%
2.13	Re-elect Ms. Haruka Matsuyama	POUR	POUR	✓ 99.7%
2.14	Elect Ms. Keiko Fujita	POUR	POUR	✓ 97.4%
2.15	Elect Mr. Hiroaki Shirota	POUR	POUR	✓ 96.8%
3.	Elect Mr. Akira Harashima as a Corporate Auditor	POUR	POUR	✓ 94.7%
4.	Approve remuneration for the board of directors	POUR	● CONTRE	✓ 84.5% The non-executive chair receives variable remuneration.

No.	Ordre du jour	Board	Ethos	Résultat
1	Election of Directors			
1.1	Re-elect Mr. Toshiki Kawai	POUR	POUR	✓ 97.7%
1.2	Re-elect Mr. Sadao Sasaki	POUR	POUR	✓ 99.4%
1.3	Re-elect Mr. Yoshikazu Nunokawa	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.3%
1.4	Re-elect Mr. Michio Sasaki	POUR	POUR	✓ 99.6%
1.5	Re-elect Ms. Sachiko Ichikawa	POUR	POUR	✓ 99.7%
1.6	Elect Mr. Joseph A. Kraft Jr.	POUR	POUR	✓ 99.8%
1.7	Elect Ms. Yukari Suzuki	POUR	POUR	✓ 100.0%
2	Election of 2 Corporate Auditors			
2.1	Re-elect Mr. Ryota Miura as a Corporate Auditor	POUR	POUR	✓ 99.7%
2.2	Elect Mr. Yutaka Endo as a Corporate Auditor	POUR	POUR	✓ 100.0%
3	Approve annual cash bonus	POUR	● CONTRE	Excessive variable remuneration. ✓ 99.5%
4	Approve the Stock-Based Compensation to Executives and Senior Officers of its Subsidiaries	POUR	● CONTRE	Excessive variable remuneration. Potential excessive awards with no individual cap for executives under this remuneration plan. ✓ 98.2%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Elect Mr. Ayman Antoun	POUR	POUR	✓ 99.5%
1b	Re-elect Ms. Cherie Brant	POUR	POUR	✓ 99.5%
1c	Re-elect Ms. Amy Woods Brinkley	POUR	POUR	✓ 96.2%
1d	Re-elect Mr. Brian C. Ferguson	POUR	POUR	✓ 99.3%
1e	Re-elect Ms. Colleen A. Goggins	POUR	POUR	✓ 99.4%
1f	Re-elect Dr. h.c. Alan N. MacGibbon	POUR	POUR	✓ 97.2%
1g	Elect Mr. John B. MacIntyre	POUR	POUR	✓ 99.6%
1h	Re-elect Ms. Karen E. Maidment	POUR	● S'ABSTENIR Non-independent chair of the remuneration committee. The independence of this committee is insufficient.	✓ 97.7%
1i	Elect Mr. Keith G. Martell	POUR	POUR	✓ 99.6%
1j	Re-elect Mr. Bharat B. Masrani	POUR	POUR	✓ 98.9%
1k	Re-elect Mr. Claude Mongeau	POUR	POUR	✓ 99.5%
1l	Re-elect Ms. Jane S. Rowe	POUR	POUR	✓ 99.4%
1m	Re-elect Ms. Nancy G. Tower	POUR	POUR	✓ 99.3%
1n	Re-elect Mr. Ajay K. Virmani	POUR	POUR	✓ 99.3%
1o	Re-elect Ms. Mary Winston	POUR	POUR	✓ 98.9%
2	Re-election of the auditor	POUR	POUR	✓ 97.2%
3	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 90.2%
4	Approve the maximum aggregate remuneration of directors and minimum board size	POUR	● CONTRE The proposed increase relative to the previous year is excessive.	✓ 96.4%
5	Approve various changes to the bank's by-laws	POUR	● CONTRE The amendment constitutes a risk for the going concern.	✓ 99.1%
6	Shareholder resolution 1: Consider CEO pay ratio in executive remuneration	CONTRE	● POUR The proposal aims at improving the remuneration policy.	✗ 13.2%
7	Shareholder resolution 2: Disclose transition activities	CONTRE	● POUR The resolution supports enhanced transparency on sustainability issues.	✗ 28.8%
8	Shareholder resolution 3: Incentive remuneration for all employees against ESG objectives	CONTRE	● POUR The proposal aims at improving the remuneration policy.	✗ 2.0%
9	Shareholder resolution 4: Non-confidential information relating to the bank's country-by country reporting	CONTRE	● POUR The report would promote transparency disclosing the mean annual compensation for all employees and contribute to combatting tax havens	✗ 12.2%

No.	Ordre du jour	Board	Ethos		Résultat
10	Shareholder resolution 5: Advisory vote on environmental policies	CONTRE	● POUR	An annual advisory vote serves as a mechanism for monitoring progress and holding the company accountable for its climate commitments.	✘ 19.1%
11	Shareholder resolution 6: Report on impact of oil and gas divestment	CONTRE	CONTRE		✘ 1.2%
12	Shareholder resolution 7: Annex to annual report on all out-of-court settlements	CONTRE	CONTRE		✘ 0.8%
13	Shareholder resolution 8: Establish a committee of 5 persons to consider all out-of-court settlements	CONTRE	CONTRE		✘ 0.5%
14	Shareholder resolution 9: Provide all employees with the same amount of social benefits	CONTRE	CONTRE		✘ 0.8%

No.	Ordre du jour	Board	Ethos		Résultat
	Ethos' ongoing engagement with TotalEnergies				
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.5%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.5%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximum repurchase price is too high.	✓ 98.8%
5	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
	Elections to the board of directors				
6	Re-elect Mr. Patrick Pouyanné	POUR	● CONTRE	Combined chair and CEO.	✓ 75.7%
7	Re-elect Mr. Jacques Aschenbroich	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.  Non independent lead director, which is not best practice.	✓ 89.3%
8	Re-elect Dr. R. Glenn Hubbard	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 95.6%
9	Elect Ms. Marie-Ange Debon	POUR	● CONTRE	Concerns over the director's time commitments.  Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.3%
10	Approve the remuneration report	POUR	● CONTRE	The information provided is insufficient.  The structure and composition of the chair/CEO's remuneration raises concerns.	✓ 94.9%
11	Approve the remuneration policy of directors	POUR	POUR		✓ 99.2%
12	Approve the 2023 remuneration of Mr. Patrick Pouyanné, chair/CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 92.7%
13	Approve the remuneration policy of Mr. Patrick Pouyanné, chair/CEO	POUR	● CONTRE	Concerns over the structure of the remuneration.  Excessive variable remuneration.	✓ 91.9%
14	Advisory vote on sustainability and climate transition plan (Say on Climate)	POUR	● CONTRE	The GHG emissions reduction targets are not enough challenging.  The targets are not validated by the SBTi as aligned with a 1.5° scenario.	✓ 79.7%
15	Ratify Ernst & Young as auditor in charge of the sustainability reporting	POUR	POUR		✓ 96.4%

No.	Ordre du jour	Board	Ethos	Résultat
16	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.5%
17	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 95.0%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The potential discount (10%) is above market practice (5%). ✓ 94.9%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	The potential discount (10%) is above market practice (5%). ✓ 86.9%
20	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	POUR	✓ 81.0%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 90.5%
22	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR	✓ 98.1%
23	Approve distribution of performance shares	POUR	● CONTRE	Ethos has concerns regarding the structure of the LTIP of the chair/CEO.  Ethos considers that limited eligibility plan should not exceed 0.5% of the share capital. ✓ 94.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Akio Toyoda	POUR	● CONTRE	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. <span style="float: right;">✔ 72.8%</span>
1.2	Re-elect Mr. Shigeru Hayakawa	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. <span style="float: right;">✔ 90.6%</span>
1.3	Re-elect Mr. Koji Sato	POUR	POUR	<span style="float: right;">✔ 96.7%</span>
1.4	Re-elect Mr. Hiroki Nakajima	POUR	POUR	<span style="float: right;">✔ 98.6%</span>
1.5	Re-elect Mr. Yoichi Miyazaki	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. <span style="float: right;">✔ 98.6%</span>
1.6	Re-elect Mr. Simon Humphries	POUR	POUR	<span style="float: right;">✔ 99.9%</span>
1.7	Re-elect Mr. Ikuro Sugawara	POUR	POUR	<span style="float: right;">✔ 95.2%</span>
1.8	Re-elect Mr. Philip Craven	POUR	POUR	<span style="float: right;">✔ 93.7%</span>
1.9	Re-elect Mr. Masahiko Oshima	POUR	POUR	<span style="float: right;">✔ 95.6%</span>
1.10	Re-elect Prof. Emi Osono	POUR	POUR	<span style="float: right;">✔ 98.8%</span>
2	Elect Ms. Hiromi Osada as a Corporate Auditor	POUR	POUR	<span style="float: right;">✔ 99.8%</span>
3	Elect Ms. Kumi Fujisawa as a Substitute Corporate Auditor	POUR	POUR	<span style="float: right;">✔ 99.9%</span>
4	Shareholder resolution: Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. <span style="float: right;">✘ 9.3%</span>

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Kirk E. Arnold	POUR	POUR	✓ 96.8%
1.b	Elect Ms. Ana P. Assis	POUR	POUR	✓ 99.6%
1.c	Re-elect Ms. Ann C. Berzin	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.3%
1.d	Re-elect Ms. April Miller Boise	POUR	POUR	✓ 97.8%
1.e	Re-elect Mr. Gary D. Forsee	POUR	● CONTRE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.9%
1.f	Re-elect Mr. Mark George	POUR	POUR	✓ 99.7%
1.g	Re-elect Mr. John A. Hayes	POUR	POUR	✓ 99.5%
1.h	Re-elect Ms. Linda P. Hudson	POUR	POUR	✓ 98.3%
1.i	Re-elect Mr. Myles P. Lee	POUR	POUR	✓ 99.6%
1.j	Re-elect Mr. David S. Regnery	POUR	● CONTRE	Combined chairman and CEO. ✓ 91.3%
1.k	Re-elect Ms. Melissa N. Schaeffer	POUR	POUR	✓ 99.7%
1.l	Re-elect Mr. John P. Surma	POUR	POUR	✓ 93.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 86.7%
3	Re-election of the auditor and fix their remuneration	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 90.1%
4	Renewal of the Directors' Existing Authority to Issue Shares	POUR	POUR	✓ 96.8%
5	Renewal of the Directors' Existing Authority to Issue Shares for Cash Without First Offering Shares to Existing Shareholders	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. ✓ 90.5%
6	Determine the Price at which the Company Can Reallot Shares Held as Treasury Shares	POUR	POUR	✓ 99.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. David A. Barr	POUR	POUR	✓ 92.5%*
1.2	Re-elect Ms. Jane M. Cronin	POUR	POUR	✓ 97.2%*
1.3	Re-elect Mr. Michael Graff	POUR	● S'ABSTENIR The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.3%*
1.4	Re-elect Mr. Sean P. Hennessy	POUR	● S'ABSTENIR The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.3%*
1.5	Re-elect Mr. W. Nicholas Howley	POUR	POUR	✓ 97.9%*
1.6	Re-elect Mr. Gary E. McCullough	POUR	POUR	✓ 87.5%*
1.7	Re-elect Ms. Michele L. Santana	POUR	POUR	✓ 97.2%*
1.8	Re-elect Mr. Robert J. Small	POUR	● S'ABSTENIR Non independent lead director, which is not best practice.	✓ 88.1%*
1.9	Re-elect Mr. Kevin M. Stein	POUR	● S'ABSTENIR Executive director. The board is not sufficiently independent.	✓ 98.3%*
1.10	Elect Mr. Jorge L. Valladares III	POUR	● S'ABSTENIR Non independent director (former executive). The board is not sufficiently independent.	✓ 98.6%*
2	Re-election of the auditor	POUR	● CONTRE The auditor's long tenure raises independence concerns.	✓ 98.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.	✓ 68.8%

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

No.	Ordre du jour	Board	Ethos	Résultat
2	Election of directors			
2.a	Elect Mr. Gary Lennon	POUR	POUR	✓ 99.9%
2.b	Re-elect Mr. Craig Drummond	POUR	POUR	✓ 98.5%
2.c	Re-elect Mr. Timothy Reed	POUR	POUR	✓ 98.8%
2.d	Re-elect Mr. Robert Whitfield	POUR	POUR	✓ 94.9%
3	Advisory vote on the remuneration report	POUR	POUR	✓ 96.3%
4	Grant of performance shares to Ms. Michelle Jablko	POUR	POUR	✓ 99.2%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Jennifer S. Banner	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. <span style="float: right;">✔ 96.8%</span>
1b	Re-elect Mr. K. David Boyer Jr.	POUR	POUR	<span style="float: right;">✔ 98.1%</span>
1c	Re-elect Ms. Agnes Bundy Scanlan	POUR	POUR	<span style="float: right;">✔ 94.3%</span>
1d	Re-elect Mr. Dallas S. Clement	POUR	POUR	<span style="float: right;">✔ 95.8%</span>
1e	Re-elect Mr. Patrick C. Graney III	POUR	POUR	<span style="float: right;">✔ 97.9%</span>
1f	Re-elect Ms. Linnie M. Haynesworth	POUR	POUR	<span style="float: right;">✔ 98.5%</span>
1g	Re-elect Ms. Donna S. Morea	POUR	● CONTRE	Concerns over the director's time commitments. <span style="float: right;">✔ 98.9%</span>
1h	Re-elect Mr. Charles A. Patton	POUR	POUR	<span style="float: right;">✔ 95.0%</span>
1i	Re-elect Mr. William H. Rogers, Jr.	POUR	● CONTRE	Combined chair and CEO. <span style="float: right;">✔ 93.4%</span>
1j	Re-elect Mr. Thomas E. Skains	POUR	● CONTRE	Non independent lead director, which is not best practice. <span style="float: right;">✔ 93.9%</span>
1k	Elect Mr. Laurence Stein	POUR	POUR	<span style="float: right;">✔ 98.8%</span>
1l	Re-elect Mr. Bruce L. Tanner	POUR	POUR	<span style="float: right;">✔ 97.8%</span>
1m	Re-elect Mr. Steven C. Voorhees	POUR	POUR	<span style="float: right;">✔ 96.7%</span>
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="float: right;">✔ 96.6%</span>
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="float: right;">✔ 88.8%</span>
				An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Disclose lobbying contributions	CONTRE	● POUR	Enhanced disclosure on lobbying expenses. <span style="float: right;">✘ 41.2%</span>
5	Shareholder resolution: A Report on Board Oversight of Risks Related to Discrimination	CONTRE	CONTRE	<span style="float: right;">✘ 2.2%</span>

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Warner L. Baxter	POUR	POUR	✓ 98.8%
1b	Re-elect Ms. Dorothy J. Bridges	POUR	POUR	✓ 99.2%
1c	Re-elect Ms. Elizabeth L. Buse	POUR	POUR	✓ 99.3%
1d	Re-elect Mr. Andrew Cecere	POUR	● CONTRE	Combined chairman and CEO. ✓ 95.3%
1e	Re-elect Mr. Alan B. Colberg	POUR	POUR	✓ 99.5%
1f	Re-elect Ms. Kimberly N. Ellison-Taylor	POUR	POUR	✓ 99.2%
1g	Re-elect Ms. Kimberly J. Harris	POUR	POUR	✓ 97.6%
1h	Re-elect Mr. Roland A. Hernandez	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 96.6%
1i	Re-elect Mr. Richard P. McKenney	POUR	POUR	✓ 98.1%
1j	Re-elect Mr. Yusuf I. Mehdi	POUR	POUR	✓ 99.3%
1k	Re-elect Ms. Loretta E. Reynolds	POUR	POUR	✓ 99.5%
1l	Re-elect Mr. John P. Wiehoff	POUR	POUR	✓ 99.2%
1m	Re-elect Mr. Scott W. Wine	POUR	POUR	✓ 96.9%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 94.1% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 96.5%
4	To adopt the 2024 Stock Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 95.7%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Elections of directors				
1a.	Re-elect Dr. Ronald D. Sugar	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 96.8%
1b.	Re-elect Ms. Revathi Advaiti	POUR	POUR		✓ 99.4%
1c.	Elect Mr. Turqi Alnowaiser	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 99.8%
1d.	Re-elect Ms. Ursula M. Burns	POUR	POUR		✓ 98.4%
1e.	Re-elect Mr. Robert A. Eckert	POUR	POUR		✓ 97.0%
1f.	Re-elect Ms. Amanda Ginsberg	POUR	POUR		✓ 99.0%
1g.	Re-elect Mr. Dara Khosrowshahi	POUR	POUR		✓ 97.0%
1h.	Re-elect Ms. Wan Ling Martello	POUR	POUR		✓ 98.1%
1i.	Re-elect Mr. John Thain	POUR	POUR		✓ 99.3%
1j.	Re-elect Mr. David I. Trujillo	POUR	POUR		✓ 56.3%
1k.	Re-elect Mr. Rijn Alexander Wynaendts	POUR	POUR		✓ 99.4%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 89.6%
3	Re-election of the auditor	POUR	POUR		✓ 99.4%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 88.6%
5	Shareholder resolution: Prepare an Independent Third-Party Audit on Driver Health and Safety	CONTRE	● POUR	The proposal aims at improving safety in the workplace.	✗ 8.1%




No.	Ordre du jour	Board	Ethos	Résultat
ORDINARY GENERAL MEETING				
A. ORDINARY PART				
1.	Report of the board of directors on the company's financial statements	SANS VOTE	SANS VOTE	
2.	Report of the external auditor on the company's financial statements	SANS VOTE	SANS VOTE	
3.	Communication of the consolidated annual accounts	SANS VOTE	SANS VOTE	
4.	Adoption of the financial statements, including the allocation of profit	POUR	POUR	✓ 100.0%
5.	Approve remuneration report (advisory vote)	POUR	● CONTRE	✓ 96.0% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
6.	Approve remuneration policy (binding vote)	POUR	● CONTRE	✓ 97.9% The potential variable remuneration exceeds our guidelines.
7.	Discharge of members of the board of directors	POUR	POUR	✓ 98.0%
8.	Discharge of the external auditor	POUR	POUR	✓ 97.9%
9. Composition of the board of directors				
9.1a.	Re-elect Mr. Pierre Gurdjian	POUR	POUR	✓ 97.6%
9.1b.	Acknowledge independence of Mr. Pierre Gurdjian	POUR	POUR	✓ 97.7%
9.2a.	Re-elect Mr. Ulf Wiinberg	POUR	POUR	✓ 97.6%
9.2b.	Acknowledge independence of Mr. Ulf Wiinberg	POUR	POUR	✓ 98.2%
9.3.	Re-elect Mr. Charles-Antoine Janssen	POUR	POUR	✓ 97.6%
9.4a.	Elect Ms. Nefertiti Greene	POUR	POUR	✓ 99.8%
9.4b.	Acknowledge independence of Ms. Nefertiti Greene	POUR	POUR	✓ 99.3%
9.5a.	Elect Dr. Dolca Thomas	POUR	POUR	✓ 99.7%
9.5b.	Acknowledge independence of Ms. Dolca Thomas	POUR	POUR	✓ 97.6%
9.6a.	Elect Mr. Rodolfo Savitzky	POUR	● CONTRE	✓ 97.3% Concerns over the director's time commitments.
9.6b.	Acknowledge independence of Mr. Rodolfo Savitzky	POUR	POUR	✓ 98.6%
10.	Election of auditor	POUR	POUR	✓ 99.9%
B. SPECIAL PART				
11.	Approve allocation of shares under LT incentive plan	POUR	POUR	✓ 98.0%
12.1.	Approve change of control provision: EMTN Program	POUR	POUR	✓ 97.0%

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No.	Ordre du jour	Board	Ethos	Résultat
12.2.	Approve change of control provision: Schuldschein Loan Agreements	POUR	POUR	✓ 99.2%
EXTRAORDINARY GENERAL MEETING				
1.	Special report of the board of directors	SANS VOTE	SANS VOTE	
2.	Authorisation to issue shares	POUR	POUR	✓ 99.8%
3.	Authorisation to repurchase own shares	POUR	POUR	✓ 98.2%

No.	Ordre du jour	Board	Ethos	Résultat	
Election of Directors with an Audit & Supervisory Committee					
1	Re-elect Mr. Takahisa Takahara	POUR	● CONTRE	Combined chair and CEO. Executive director sitting on the remuneration committee, which is not best practice.	 93.6%
2	Re-elect Mr. Toshifumi Hikosaka	POUR	POUR		 97.7%
3	Re-elect Mr. Kenji Takaku	POUR	POUR		 98.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the 2023 financial statements	POUR	POUR		✓ 99.4%
2	Allocation of 2023 net result and distribution of dividend	POUR	POUR		✓ 100.0%
3	Elimination of so-called "negative reserves" for components not subject to change by means of their definitive coverage	POUR	POUR		✓ 100.0%
4	Authorization to purchase treasury shares aimed at shareholders' remuneration	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital.	✓ 96.7%
5	Determination of the number of directors and of the number of audit committee members	POUR	POUR		✓ 99.9%
6	Appointment of directors and of audit committee members	SANS VOTE	SANS VOTE		
6.1	Slate of nominees submitted by the board of directors	POUR	POUR		✓ 91.5%*
6.2	Slate of nominees submitted by a group of institutional investors	NE PAS VOTER	NE PAS VOTER		✓ 8.4%*
7	Determination of the remuneration of directors and audit committee members	POUR	POUR		✓ 98.1%
8	2024 Group Remuneration Policy	POUR	● CONTRE	Potential excessive awards.	✓ 88.0%
9	Advisory vote on the 2023 Remuneration Report	POUR	● CONTRE	Serious concerns arise over the significant increases in the CEO's base salary in the last two years.	✓ 88.1%
10	2024 Group Incentive System	POUR	POUR		✓ 98.1%
11	Employee Share Ownership Plan	POUR	● CONTRE	Excessive discretion of the remuneration committee in determining the performance criteria.	✓ 99.8%
12	Authorization to increase the share capital in execution of the 2022 Group Incentive System	POUR	POUR		✓ 99.8%
13	Authorization to increase the share capital in execution of the 2023 Group Incentive System	POUR	POUR		✓ 99.4%
14	Authorization to increase the share capital in execution of the 2020- 2023 LTI Plan	POUR	POUR		✓ 99.9%
15	Cancellation of treasury shares with no reduction of share capital	POUR	● CONTRE	The share repurchase replaces the dividend in cash.	✓ 98.3%

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

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.4%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive total remuneration. ✓ 98.0%
3	Remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 97.7%
4	Say on climate: approve the Unilever Climate Transition Action Plan (advisory vote)	POUR	POUR	✓ 97.6%
Elections to the board of directors				
5	Elect Mr. Fernando Fernandez	POUR	POUR	✓ 99.8%
6	Re-elect Mr. Adrian Hennah	POUR	POUR	✓ 94.2%
7	Re-elect Ms. Andrea Jung	POUR	● CONTRE	Chairman of the remuneration committee. We have serious concerns over remuneration. ✓ 98.2%
8	Re-elect Ms. Susan Kilsby	POUR	POUR	✓ 99.7%
9	Re-elect Ms. Ruby Lu	POUR	POUR	✓ 99.4%
10	Elect Mr. Ian Meakins	POUR	POUR	✓ 98.6%
11	Elect Ms. Judith McKenna	POUR	POUR	✓ 99.9%
12	Re-elect Mr. Nelson Peltz	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 98.5%
13	Re-elect Mr. Hein Schumacher	POUR	POUR	✓ 99.8%
14	Re-appoint KPMG as auditors	POUR	POUR	✓ 98.9%
15	Auditor's remuneration	POUR	POUR	✓ 99.9%
16	Political donations	POUR	POUR	✓ 98.3%
17	General authority to allot shares	POUR	POUR	✓ 96.0%
18	Disapplication of pre-emption rights	POUR	POUR	✓ 98.5%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 98.3%
20	Purchase of own shares	POUR	POUR	✓ 99.8%
21	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 93.8%
22	New Articles of association	POUR	POUR	✓ 99.9%



No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. William J. DeLaney	POUR	POUR	✓ 97.0%
1.b	Re-elect Mr. David B. Dillon	POUR	POUR	✓ 97.5%
1.c	Re-elect Ms. Sheri H. Edison	POUR	POUR	✓ 97.3%
1.d	Re-elect Ms. Teresa M. Finley	POUR	POUR	✓ 99.5%
1.e	Re-elect Ms. Deborah C. Hopkins	POUR	POUR	✓ 98.1%
1.f	Re-elect Ms. Jane H. Lute	POUR	POUR	✓ 98.0%
1.g	Re-elect Mr. Michael R. McCarthy	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.5%
1.h	Elect Mr. Doyle R. Simons	POUR	POUR	✓ 99.5%
1.i	Elect Mr. John K. Tien Jr.	POUR	POUR	✓ 99.5%
1.j	Re-elect Mr. V. James Vena	POUR	POUR	✓ 99.4%
1.k	Elect Mr. John P. Wiehoff	POUR	POUR	✓ 99.5%
1.l	Re-elect Mr. Christopher J. Williams	POUR	POUR	✓ 97.4%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.3%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 95.7%
4	Shareholder resolution: Termination Pay	CONTRE	● POUR	We strongly support the right of shareholders to address pay-related concerns. ✗ 6.3%
5	Shareholder resolution: Amend the Stafey and Service Quality Committee's Charter	CONTRE	● POUR	The proposal would enhance safety measures within the company's railroad operations. ✗ 7.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	To receive the audited consolidated financial statements of the company	POUR	POUR	✓ 99.9%
2	Approve final dividend	POUR	POUR	✓ 100.0%
3	Approve directors fees	POUR	● CONTRE	✓ 99.8% The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.
4	Re-election of the auditor and fix their remuneration Elections of directors	POUR	POUR	✓ 96.4%
5	Re-elect Mr. Kan Seng Wong	POUR	● CONTRE	✓ 98.0% The director is over 75 years old, which exceeds guidelines.
6	Re-elect Mr. Michael Jown Leam Lien	POUR	POUR	✓ 95.9%
7	Re-elect Mr. Dinh Ba Thanh	POUR	POUR	✓ 99.9%
8	Authority to issue ordinary shares	POUR	● CONTRE	✓ 94.8% Excessive potential capital increase with pre-emptive rights.
9	Authority to issue ordinary shares pursuant to the UOB Scrip Dividend Scheme	POUR	POUR	✓ 99.3%
10	Renewal of share purchase mandate	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Carol B. Tomé	POUR	POUR	✓ 92.2%
1.b	Re-elect Mr. Rodney C. Adkins	POUR	POUR	✓ 90.5%
1.c	Re-elect Ms. Eva C. Boratto	POUR	POUR	✓ 94.0%
1.d	Re-elect Mr. Michael J. Burns	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.9%
1.e	Re-elect Mr. Wayne M. Hewett	POUR	POUR	✓ 94.4%
1.f	Re-elect Ms. Angela Hwang	POUR	POUR	✓ 94.3%
1.g	Re-elect Ms. Kate E. Johnson	POUR	POUR	✓ 86.7%
1.h	Re-elect Mr. William R. Johnson	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 82.3%
1.i	Re-elect Mr. Franck J. Moison	POUR	POUR	✓ 86.4%
1.j	Re-elect Ms. Christiana S. Shi	POUR	POUR	✓ 92.9%
1.k	Re-elect Mr. Russell Stokes	POUR	POUR	✓ 86.3%
1.l	Re-elect Mr. Kevin M. Warsh	POUR	POUR	✓ 86.2%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 87.1%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.7%
4	Shareholder resolution: Equal Voting Rights for Each Shareholder	CONTRE	● POUR	Shareholders' right to vote should reflect their investment in the company, which is best achieved by the one share = one vote principle. ✗ 36.2%
5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	CONTRE	CONTRE	✗ 7.9%
6	Shareholder resolution: Report on Diversity, Equity and Inclusion	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 22.3%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a.	Elect Mr. Charles Baker	POUR	POUR	✓ 99.7%
1b.	Re-elect Mr. Timothy P. Flynn	POUR	POUR	✓ 97.9%
1c.	Re-elect Mr. Paul R. Garcia	POUR	POUR	✓ 93.2%
1d.	Re-elect Ms. Kristen Gil	POUR	POUR	✓ 93.3%
1e.	Re-elect Mr. Stephen J. Hemsley	POUR	POUR	✓ 96.7%
1f.	Re-elect Ms. Michele J. Hooper	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 95.4%
1g.	Re-elect Mr. Frederick William McNabb III	POUR	POUR	✓ 91.4%
1h.	Re-elect Dr. Valerie C. Montgomery Rice	POUR	POUR	✓ 99.2%
1i.	Re-elect Dr. John H. Noseworthy	POUR	POUR	✓ 95.7%
1j.	Re-elect Mr. Andrew Witty	POUR	POUR	✓ 99.5%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.9% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.3%
4	Shareholder resolution: Report on Political Contributions Congruency	CONTRE	● POUR	Enhanced disclosure on political donations. ✗ 24.8%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE		
2.	Report of the board of directors on the past financial year	SANS VOTE	SANS VOTE		
3.	Report on corporate governance	SANS VOTE	SANS VOTE		
4.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive total remuneration.	✓ 71.0%
5.	Adoption of the financial statements	POUR	POUR		✓ 100.0%
6a.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE		
6b.	Approve allocation of income	POUR	POUR		✓ 99.6%
7a.	Discharge of executive member(s) of the board of directors	POUR	POUR		✓ 99.7%
7b.	Discharge of non-executive members of the board of directors	POUR	● CONTRE	We have serious concerns over remuneration of the chairman.	✓ 99.3%
8.	Re-elect Mr. Vincent Vallejo as CFO and executive member of the board of directors	POUR	POUR		✓ 87.3%
9.	Composition of the supervisory board				
9a.	Re-elect Mr. William A. Ackman	POUR	POUR		✓ 81.7%
9b.	Re-elect Ms. Cathia Lawson-Hall	POUR	POUR		✓ 73.8%
9c.	Re-elect Cyrille Bolloré	POUR	POUR		✓ 74.8%
9d.	Re-elect Mr. James Mitchell	POUR	POUR		✓ 75.8%
9e.	Re-elect Mr. Manning Doherty	POUR	● CONTRE	Representative of an important shareholder who is sufficiently represented on the board.	✓ 81.3%
9f.	Re-elect Ms. Margaret Frerejean-Taittinger	POUR	POUR		✓ 93.1%
9g.	Re-elect Ms. Nicole Avant	POUR	POUR		✓ 96.0%
9h.	Elect Mr. Eric Sprunk	POUR	POUR		✓ 99.4%
9i.	Elect Ms. Mandy Ginsberg	POUR	POUR		✓ 99.6%
10a.	Approve remuneration policy of the non-executive directors (binding vote)	POUR	● CONTRE	Some important elements of best practice are missing from the structure of the board's remuneration.	✓ 98.3%
10b.	Adjustment of the remuneration fees of the non-executive directors (binding vote)	POUR	● CONTRE	The proposed increase relative to the previous year is excessive and not justified.	✓ 98.0%
11a.	Authorisation to repurchase own shares	POUR	POUR		✓ 99.7%
11b.	Reduce share capital via cancellation of shares	POUR	POUR		✓ 100.0%
12.	Any other business	SANS VOTE	SANS VOTE		
13.	Closing of the meeting	SANS VOTE	SANS VOTE		

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Shellye L. Archambeau	POUR	POUR	✓ 94.2%
1b	Re-elect Ms. Roxanne S. Austin	POUR	POUR	✓ 95.7%
1c	Re-elect Mr. Mark T. Bertolini	POUR	POUR	✓ 97.6%
1d	Re-elect Mr. Vittorio A. Colao	POUR	POUR	✓ 97.2%
1e	Re-elect Mr. Laxman Narasimhan	POUR	POUR	✓ 96.4%
1f	Re-elect Mr. Clarence Jr. Otis Jr.	POUR	● CONTRE	<p>✓ 93.8%</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non independent lead director, which is not best practice.</p>
1g	Re-elect Mr. Daniel H. Schulman	POUR	POUR	✓ 97.5%
1h	Re-elect Mr. Rodney E. Slater	POUR	POUR	✓ 94.4%
1i	Re-elect Ms. Carol B. Tomé	POUR	POUR	✓ 98.5%
1j	Re-elect Mr. Hans Vestberg	POUR	● CONTRE	<p>✓ 91.2%</p> <p>Combined chair and CEO.</p>
2	Advisory vote on executive remuneration	POUR	● CONTRE	<p>✓ 90.9%</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	POUR	● CONTRE	<p>✓ 94.7%</p> <p>The auditor's long tenure raises independence concerns.</p>
4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	CONTRE	● POUR	<p>✗ 6.4%</p> <p>Enhanced disclosure on political donations.</p>
5	Shareholder resolution: Transparency on Lobbying	CONTRE	● POUR	<p>✗ 34.6%</p> <p>Enhanced disclosure on lobbying expenses.</p>
6	Shareholder resolution: Amend clawback policy	CONTRE	● POUR	<p>✗ 32.8%</p> <p>We strongly support the right of shareholders to address pay-related concerns.</p>
7	Shareholder resolution: Independent chair	CONTRE	● POUR	<p>✗ 43.2%</p> <p>An independent chair can ensure independent oversight of management.</p>
8	Shareholder resolution: Civil liberties in digital services	CONTRE	CONTRE	<p>✗ 4.6%</p>
9	Shareholder resolution: Lead-sheathed cable report	CONTRE	● POUR	<p>✗ 14.6%</p> <p>Enhanced disclosure on social issues.</p>
10	Shareholder resolution: Political expenditures misalignment	CONTRE	● POUR	<p>✗ 17.4%</p> <p>Enhanced disclosure on political donations.</p>

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1.1	Re-elect Dr. Sangeeta N. Bhatia	POUR	POUR	✓ 99.6%	
1.2	Re-elect Mr. Lloyd A. Carney	POUR	POUR	✓ 96.2%	
1.3	Re-elect Dr. Alan Garber	POUR	POUR	✓ 99.4%	
1.4	Re-elect Dr. med. Reshma Kewalramani	POUR	POUR	✓ 99.7%	
1.5	Elect Mr. Michel Lagarde	POUR	POUR	✓ 99.9%	
1.6	Re-elect Dr. Jeffrey M. Leiden	POUR	POUR	✓ 98.1%	
1.7	Re-elect Ms. Diana L. McKenzie	POUR	POUR	✓ 98.3%	
1.8	Re-elect Mr. Bruce I. Sachs	POUR	● CONTRE	<p>Non independent lead director, which is not best practice.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 93.5%
1.9	Elect Dr. Jennifer Schneider	POUR	POUR	✓ 99.9%	
1.10	Elect Ms. Nancy Thornberry	POUR	POUR	✓ 99.9%	
1.11	Re-elect Mr. Suketu Upadhyay	POUR	POUR	✓ 99.7%	
2	Re-election of the auditor	POUR	● CONTRE	<p>On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.</p>	✓ 98.3%
3	Advisory vote on executive remuneration	POUR	● CONTRE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 91.3%
4	Shareholder resolution: Call Special Shareholder Meetings	CONTRE	● POUR	<p>The proposed threshold would enhance the right of shareholders to call a special meeting.</p>	✓ 72.3%
5	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	<p>Enhanced disclosure on gender equality.</p>	✗ 28.8%

No.	Ordre du jour	Board	Ethos		Résultat
1.	Report on the company's activities	SANS VOTE	SANS VOTE		
2.	Adoption of the financial statements	POUR	POUR		✓ 99.3%
3.	Approve allocation of income and dividend	POUR	POUR		✓ 99.8%
4.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Excessive variable remuneration.	✓ 82.0%
5.	Approve directors' fees	POUR	POUR		✓ 98.2%
6.	Composition of the board of directors				
6a.	Re-elect Mr. Anders Runevad	POUR	POUR		✓ 72.1%*
6b.	Re-elect Ms. Eva Merete Søfelde Berneke	POUR	● ABSTENTION	Concerns over the director's time commitments.	✓ 96.2%*
6c.	Re-elect Ms. Helle Thorning-Schmidt	POUR	POUR		✓ 97.3%*
6d.	Re-elect Mr. Karl-Henrik Sundström	POUR	POUR		✓ 94.6%*
6e.	Re-elect Ms. Lena Olving	POUR	POUR		✓ 98.2%*
6f.	Elect Mr. William (Bill) Fehrman	POUR	POUR		✓ 99.8%*
6g.	Elect Ms. Henriette Hallberg Thygesen	POUR	POUR		✓ 100.0%*
7.	Election of auditor	POUR	POUR		✓ 99.0%*
8.1.	Approve remuneration policy (binding vote)	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.  Concerns over the severance payments which are considered excessive.	✓ 81.7%
8.2.	Authorisation to repurchase own shares	POUR	POUR		✓ 96.5%
9.	To authorise the meeting chairperson	POUR	POUR		✓ 100.0%
10.	Any other business	SANS VOTE	SANS VOTE		

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



No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
4	Elections to the board of directors			
4.1	Re-elect Mr. Benoît Bazin	POUR	POUR	✓ 99.3%
5	Elect PricewaterhouseCoopers as auditor in charge of certifying sustainability information	POUR	POUR	✓ 99.7%
6	Authorisation to purchase company shares (share buyback programme)	POUR	POUR	✓ 99.8%
7	Approve the remuneration policy of directors	POUR	POUR	✓ 99.9%
8	Approve the remuneration policy of the chair and CEO	POUR	● CONTRE	✓ 90.2% The potential variable remuneration exceeds our guidelines.
9	Approve the remuneration report	POUR	POUR	✓ 95.1%
10	Approve the 2023 remuneration of Mr. Huillard, chair and CEO	POUR	● CONTRE	✓ 92.6% Excessive total remuneration. Excessive variable remuneration.
11	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 99.9%
12	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 99.3%
13	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.3%
14	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Lloyd A. Carney	POUR	POUR	✓ 97.4%
1.b	Re-elect Mr. Kermit R. Crawford	POUR	POUR	✓ 99.1%
1.c	Re-elect Mr. Francisco J. Fernández-Carbajal	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.1%
1.d	Re-elect Mr. Ramon L. Laguarta	POUR	POUR	✓ 98.9%
1.e	Re-elect Ms. Teri L. List	POUR	POUR	✓ 98.9%
1.f	Re-elect Mr. John F. Lundgren	POUR	POUR	✓ 97.7%
1.g	Elect Mr. Ryan McInerney	POUR	POUR	✓ 99.8%
1.h	Re-elect Ms. Denise M. Morrison	POUR	POUR	✓ 97.5%
1.i	Elect Ms. Pamela Murphy	POUR	POUR	✓ 99.9%
1.j	Re-elect Ms. Linda J. Rendle	POUR	POUR	✓ 99.2%
1.k	Re-elect Mr. Maynard G. Webb	POUR	POUR	✓ 99.1%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 89.9%
3	Re-election of the auditor	POUR	POUR	✓ 97.7%
4	To approve the Class B Exchange Offer Program Certificate Amendments	POUR	POUR	✓ 99.6%
5	To approve the adjournment proposal	RETIRÉE	● CONTRE	As ITEM 4 was approved by shareholders, ITEM 5 was not submitted to vote. Ethos initially recommend to OPPOSE for the following reason:  When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result. -
6	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 7.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 99.9%
	Elections to the board of directors			
2	Re-elect Mr. Jean-François van Boxmeer	POUR	POUR	✓ 98.1%
3	Re-elect Ms. Margherita Della Valle	POUR	POUR	✓ 99.7%
4	Elect Mr. Luka Mucic	POUR	POUR	✓ 99.6%
5	Re-elect Baron Stephen A. Carter CBE	POUR	POUR	✓ 98.0%
6	Re-elect Mr. Michel Demaré	POUR	POUR	✓ 97.1%
7	Elect Mr. Hatem Dowidar	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 92.6%
8	Re-elect Ms. Delphine Ernotte Cunci	POUR	POUR	✓ 98.8%
9	Re-elect Ms. Deborah Kerr	POUR	POUR	✓ 99.8%
10	Re-elect Ms. Maria Amparo Moraleda Martinez	POUR	POUR	✓ 98.0%
11	Re-elect Mr. David Nish	POUR	POUR	✓ 98.0%
12	Re-elect Ms. Christine Ramon	POUR	POUR	✓ 99.7%
13	Re-elect Mr. Simon Segars	POUR	POUR	✓ 99.8%
14	Final dividend	POUR	POUR	✓ 99.6%
15	Remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration. ✓ 96.4%
16	Re-appoint Ernst & Young as auditors	POUR	POUR	✓ 99.5%
17	Auditor's remuneration	POUR	POUR	✓ 99.6%
18	General authority to allot shares	POUR	POUR	✓ 95.6%
19	Disapplication of pre-emption rights	POUR	POUR	✓ 99.1%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 98.8%
21	Purchase of own shares	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital. ✓ 97.3%
22	Political donations	POUR	POUR	✓ 98.7%
23	Notice of general meetings	POUR	● CONTRE	A 14-day notice is insufficient for shareholders to vote in an informed manner. ✓ 95.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2.	Election of the chair of the meeting	POUR	POUR	✓
3.	Preparation and approval of the voting register	SANS VOTE	SANS VOTE	
4.	Approval of the agenda	POUR	POUR	✓
5.	Election of persons to verify the minutes of the meeting	SANS VOTE	SANS VOTE	
6.	Determination whether the meeting has been duly convened	POUR	POUR	✓
7.	Adress by the chair of the board of directors and the CEO	SANS VOTE	SANS VOTE	
8.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
9.	Adoption of the financial statements	POUR	POUR	✓
10.	Approve allocation of income and dividend	POUR	POUR	✓
11.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
11.1.	Discharge of Matti Alahuhta	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.2.	Discharge of Bo Annvik	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.3.	Discharge of Jan Carlson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.4.	Discharge of Eric Elzvik	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.5.	Discharge of Martha Finn Brooks	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.6.	Discharge of Kurt Jofs	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.7.	Discharge of Martin Lundstedt	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.8.	Discharge of Kathryn V. Marinello	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.9.	Discharge of Martina Merz	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.10.	Discharge of Hanne de Mora	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.11.	Discharge of Helena Stjernholm	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.12.	Discharge of Carl-Henric Svanberg	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.13.	Discharge of Lars Ask	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓
11.14.	Discharge of Mats Henning	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed. ✓

No.	Ordre du jour	Board	Ethos		Résultat
11.15.	Discharge of Mari Larsson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
11.16.	Discharge of Urban Spännar	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
11.17.	Discharge of Danny Bilger	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
11.18.	Discharge of Camilla Johansson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
11.19.	Discharge of Erik Svensson	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
11.20.	Discharge of the CEO	POUR	● CONTRE	The voting results of the 2023 AGM are not disclosed.	✓
12.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR		✓
12.2.	Resolution on the number of deputy members of the board of directors to be appointed	POUR	POUR		✓
13.	Approve directors' fees	POUR	● CONTRE	The remuneration of the chair is considered excessive.	✓
14.	Composition of the board of directors				
14.1.	Re-elect Mr. Matti Alahuhta	POUR	POUR		✓
14.2.	Re-elect Mr. Bo Annvik	POUR	POUR		✓
14.3.	Elect Mr. Pär Boman	POUR	● CONTRE	Concerns over the director's time commitments.	✓
14.4.	Re-elect Mr. Jan Carlson	POUR	POUR		✓
14.5.	Re-elect Mr. Eric Elzvik	POUR	POUR		✓
14.6.	Re-elect Ms. Martha Finn Brooks	POUR	POUR		✓
14.7.	Re-elect Mr. Kurt Jofs	POUR	POUR		✓
14.8.	Re-elect Mr. Martin Lundstedt	POUR	POUR		✓
14.9.	Re-elect Ms. Kathryn V. Marinello	POUR	POUR		✓
14.10.	Re-elect Ms. Martina Merz	POUR	POUR		✓
14.11.	Re-elect Ms. Helena Stjernholm	POUR	POUR		✓
15.	Elect the chair of the board of directors	POUR	● CONTRE	Concerns over the director's time commitments.	✓
16.	Approve auditors' fees	POUR	POUR		✓
17.	Election of auditor	POUR	POUR		✓
18.	Resolution on the nomination committee				
18.1.	Re-elect Mr. Fredrik Persson as chair of the nomination committee	POUR	POUR		✓
18.2.	Re-elect Mr. Anders Oscarsson as member of the nomination committee	POUR	POUR		✓

No.	Ordre du jour	Board	Ethos	Résultat
18.3.	Re-elect Mr. Carina Silberg as member of the nomination committee	POUR	POUR	✓
18.4.	Re-elect Mr. Anders Algotsson as member of the nomination committee	POUR	POUR	✓
18.5.	Elect the chair of the board of directors as member of the nomination committee	POUR	POUR	✓
19.	Approve remuneration report (advisory vote)	POUR	● CONTRE	✓ Some important elements of best practice are missing from the structure of the executive remuneration.

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	● CONTRE	The proposed dividend is inconsistent with the company's financial situation. ✓ 97.8%
3	Approve Discharge of Management Board	POUR	POUR	✓ 97.4%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 92.8%
5	Appoint the Auditors	POUR	POUR	✓ 99.9%
6	Approve Remuneration Report	POUR	POUR	✓ 58.3%
7	Approve Remuneration System for the Management Board members	POUR	● CONTRE	The information provided is insufficient. ✗ 40.4%
	Board main features			
8	Elections to the Supervisory Board: Birgit M. Bohle	POUR	POUR	✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Cesar Conde	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. <span style="float:right">✓ 99.6%</span>
1b.	Re-elect Mr. Timothy P. Flynn	POUR	● CONTRE	Non-independent chairman of the audit committee. The independence of this committee is insufficient. <span style="float:right">✓ 98.9%</span>
1c.	Re-elect Ms. Sarah J. Friar	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. <span style="float:right">✓ 99.6%</span>
1d.	Re-elect Ms. Carla A. Harris	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. <span style="float:right">✓ 96.8%</span>
1e.	Re-elect Mr. Thomas W. Horton	POUR	● CONTRE	Chairman of the nomination committee which oversees sustainability initiatives of the company and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions. <span style="float:right">✓ 94.2%</span>
1f.	Re-elect Ms. Marissa A. Mayer	POUR	POUR	<span style="float:right">✓ 98.0%</span>
1g.	Re-elect Mr. C. Douglas McMillon	POUR	● CONTRE	Executive director. The board is not sufficiently independent. <span style="float:right">✓ 99.6%</span>
1h.	Elect Mr. Brian Niccol	POUR	POUR	<span style="float:right">✓ 99.8%</span>
1i.	Re-elect Mr. Gregory B. Penner	POUR	POUR	<span style="float:right">✓ 98.6%</span>
1j.	Re-elect Mr. Randall L. Stephenson	POUR	POUR	<span style="float:right">✓ 97.4%</span>
1k.	Re-elect Mr. Steuart L. Walton	POUR	POUR	<span style="float:right">✓ 99.5%</span>
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. <span style="float:right">✓ 92.3%</span>  An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. <span style="float:right">✓ 98.2%</span>
	Shareholder resolution not on the agenda: limitations on political contributions	CONTRE	CONTRE	<span style="float:right">✗ 0.0%</span>
4	Shareholder resolution: Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	CONTRE	● POUR	The resolution aims to protect animals from cruelty. <span style="float:right">✗ 12.5%</span>
5	Shareholder resolution: Racial Equity Report/Audit	CONTRE	● POUR	The resolution aims to promote gender equality and ethnic diversity. <span style="float:right">✗ 15.4%</span>
6	Shareholder resolution: Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	CONTRE	● POUR	Enhanced disclosure on human rights. <span style="float:right">✗ 11.5%</span>
7	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	CONTRE	● POUR	The resolution aims to encourage social responsibility. <span style="float:right">✗ 4.4%</span>



Walmart

05.06.2024

AGO

No.	Ordre du jour	Board	Ethos	Résultat
8	Shareholder resolution: Report on a Civil Rights and Non-Discrimination Audit	CONTRE	CONTRE	✘ 0.5%
9	Shareholder resolution: Commission a Third Party Audit on Workplace Safety and Violence	CONTRE	● POUR	Enhanced disclosure on safety in the workplace. ✘ 19.1%
10	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	CONTRE	CONTRE	✘ 0.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors (Management Nominees)			
1.a	Re-elect Ms. Mary T. Barra	POUR	POUR	✓ 93.0%
1.b	Re-elect Ms. Safra A. Catz	POUR	POUR	✓ 93.7%
1.c	Re-elect Ms. Amy L. Chang	POUR	POUR	✓ 96.5%
1.d	Elect Mr. Jeremy Darroch	POUR	POUR	✓ 96.5%
1.e	Re-elect Ms. Carolyn N. Everson	POUR	POUR	✓ 93.1%
1.f	Re-elect Mr. Michael Froman	POUR	● S'ABSTENIR	Ethos recommends to vote for two of the nominees proposed by Blackwells Group. ✓ 87.5%
1.g	Elect Mr. James P. Gorman	POUR	POUR	✓ 97.5%
1.h	Re-elect Mr. Robert A. Iger	POUR	POUR	✓ 94.0%
1.i	Re-elect Ms. Maria Elena Lagomasino	POUR	● S'ABSTENIR	Ethos recommends to vote for two of the nominees proposed by Blackwells Group. ✓ 62.9%
1.j	Re-elect Mr. Calvin R. McDonald	POUR	POUR	✓ 93.4%
1.k	Re-elect Mr. Mark G. Parker	POUR	POUR	✓ 87.7%
1.l	Re-elect Mr. Derica W. Rice	POUR	POUR	✓ 91.4%
1.m	Elect Trian Dissident Nominee Mr. Nelson Peltz	S'ABSTENIR	S'ABSTENIR	✗ 31.1%
1.n	Elect Trian Dissident Nominee Mr. Jay A. Rasulo	S'ABSTENIR	S'ABSTENIR	✗ 11.7%
1.o	Elect Blackwells Dissident Nominee Mr. Craig Hatkoff	S'ABSTENIR	S'ABSTENIR	✗ 2.0%
1.p	Elect Blackwells Dissident Nominee Ms. Jessica Schell	S'ABSTENIR	● POUR	The proposed dissident director will improve the board's range of expertise. ✗ 2.1%
1.q	Elect Blackwells Dissident Nominee Ms. Leah Solivan	S'ABSTENIR	● POUR	The proposed dissident director will improve the board's range of expertise. ✗ 2.0%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 96.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 79.7%
4	To approve the amendment of the 2011 Stock Incentive Plan	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 92.7%
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 8.0%
6	Shareholder resolution: Disclose political contributions	CONTRE	● POUR	Enhanced disclosure on political donations. ✗ 25.5%
7	Shareholder resolution: Gender Transitioning Compensation and Benefits	CONTRE	CONTRE	✗ 2.4%
8	Shareholder resolution: Charitable Contributions	CONTRE	CONTRE	✗ 4.3%

Walt Disney

03.04.2024

AGO

No.	Ordre du jour	Board	Ethos	Résultat
9	Shareholder resolution: Repeal Any Bylaw Provisions Adopted by the Board Subsequent to 30 November 2023	CONTRE	CONTRE	✘ 29.7%
10	Shareholder resolution: Advisory Vote on Board Size and Related Vacancies	CONTRE	● POUR	A board size of 15 members is considered reasonable. ✘ 2.8%

## Waste Management

14.05.2024

AGO

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Elect Mr. Thomas L. Bené	POUR	POUR	✓ 99.0%
1b	Re-elect Mr. Bruce E. Chinn	POUR	POUR	✓ 98.9%
1c	Re-elect Mr. James C. Fish Jr.	POUR	POUR	✓ 99.0%
1d	Re-elect Mr. Andrés R. Gluski	POUR	POUR	✓ 96.9%
1e	Re-elect Ms. Victoria M. Holt	POUR	POUR	✓ 95.0%
1f	Re-elect Ms. Kathleen M. Mazarella	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 96.8%
1g	Re-elect Mr. Sean E. Menke	POUR	POUR	✓ 97.3%
1h	Re-elect Mr. William B. Plummer	POUR	POUR	✓ 97.9%
1i	Re-elect Ms. Maryrose T. Sylvester	POUR	POUR	✓ 97.1%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.5%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 88.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Steven D. Black	POUR	POUR	✓ 95.3%
1.b	Re-elect Mr. Mark A. Chancy	POUR	POUR	✓ 97.5%
1.c	Re-elect Dr. Celeste A. Clark	POUR	POUR	✓ 96.7%
1.d	Re-elect Mr. Theodore F. Craver Jr.	POUR	POUR	✓ 96.7%
1.e	Re-elect Mr. Richard K. Davis	POUR	POUR	✓ 97.7%
1.f	Elect Mr. Fabian T. Garcia	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 97.2%
1.g	Re-elect Mr. Wayne M. Hewett	POUR	POUR	✓ 90.7%
1.h	Re-elect Ms. Cecelia G. Morken	POUR	POUR	✓ 97.4%
1.i	Re-elect Ms. Maria R. Morris	POUR	POUR	✓ 97.0%
1.j	Re-elect Dr. iur. Felicia F. Norwood	POUR	POUR	✓ 97.5%
1.k	Re-elect Mr. Ronald L. Sargent	POUR	POUR	✓ 95.1%
1.l	Re-elect Mr. Charles W. Scharf	POUR	POUR	✓ 97.3%
1.m	Re-elect Ms. Suzanne M. Vautrinot	POUR	POUR	✓ 97.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 92.7%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.3%
4	Opt out of Delaware General Corporation Law Section 203	POUR	● CONTRE	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 98.1%
5	Remove the supermajority vote standard to amend the local directors provision	POUR	POUR	✓ 96.8%
6	Shareholder resolution: Annual Report on Prevention of Workplace Harassment and Discrimination	CONTRE	● POUR	We support corporate policies to prevent discrimination. ✗ 28.2%
7	Shareholder resolution: Policy on Freedom of Association and Collective Bargaining	CONTRE	● POUR	Enhanced disclosure on human rights. ✗ 30.2%
8	Shareholder resolution: Report on Respecting Indigenous Peoples' Rights	CONTRE	● POUR	Enhanced disclosure on human rights. ✗ 23.9%
9	Shareholder resolution: Audit of Climate Transition Policies	CONTRE	CONTRE	✗ 2.6%
10	Shareholder resolution: Annual Climate Lobbying Congruency Report	CONTRE	● POUR	The resolution would give a more precise view on how the bank's lobbying activities are aligned with its commitments to achieve its net zero goals in 2050. ✗ 27.4%

No.	Ordre du jour	Board	Ethos		Résultat
11	Shareholder resolution: Annual Report on Congruency of Political Spending and Corporate Values	CONTRE	● POUR	Enhanced disclosure on political donations.	✘ 24.7%
12	Shareholder resolution: Transparency in Lobbying	CONTRE	● POUR	Enhanced disclosure on lobbying expenses.	✘ 35.4%
13	Shareholder resolution: Report on Risks of Politicized De-Banking	CONTRE	CONTRE		✘ 2.8%

No.	Ordre du jour	Board	Ethos	Résultat
2	Election of directors			
2.a	Re-elect Ms. Alison Mary Watkins	POUR	POUR	✓ 97.2%
2.b	Elect Ms. Kathryn Marian Munnings	POUR	POUR	✓ 99.2%
2.c	Elect Mr. Friedrich (Tom) von Oertzen	POUR	POUR	✓ 99.1%
3	Approve increase in remuneration pool for non-executive directors	PAS DE RECOMMANDE.	● POUR	The proposed increase is not excessive and can be accepted. ✓ 98.5%
4	Advisory vote on the remuneration report	POUR	POUR	✓ 96.3%
5	Grant of restricted shares and performance shares to Mr. Robert Scott (CEO)	POUR	POUR	✓ 97.6%

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



No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the meeting	SANS VOTE	SANS VOTE	
2a.	Report of the executive board on the past financial year	SANS VOTE	SANS VOTE	
2b.	Report on corporate governance	SANS VOTE	SANS VOTE	
2c.	Report of the supervisory board on the past financial year	SANS VOTE	SANS VOTE	
2d.	Approve remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.
3a.	Adoption of the financial statements	POUR	POUR	✓ 99.9%
3b.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
3c.	Approve allocation of income	POUR	POUR	✓ 99.9%
4a.	Discharge of executive board	POUR	POUR	✓ 98.0%
4b.	Discharge of supervisory board	POUR	POUR	✓ 97.8%
5.	Composition of the supervisory board			
5a.	Elect Mr. David Sides	POUR	POUR	✓ 99.6%
5b.	Re-elect Mr. Jack de Kreij	POUR	POUR	✓ 91.7%
5c.	Re-elect Ms. Sophie Vandebroek	POUR	POUR	✓ 97.9%
6a.	Approve remuneration policy of the supervisory board (binding vote)	POUR	POUR	✓ 98.4%
6b.	Adjustment of the remuneration fees of the supervisory board (binding vote)	POUR	POUR	✓ 98.5%
7a.	Authorisation to issue shares	POUR	POUR	✓ 98.7%
7b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 98.2%
8.	Authorisation to repurchase own shares	POUR	● CONTRE	The share repurchase replaces part of the dividend in cash.
9.	Reduce share capital via cancellation of shares	POUR	● CONTRE	Concerns regarding the share repurchase under ITEM 8, therefore we cannot approve the cancellation of the treasury shares.
10.	Amendment of articles 3, 8, 10, 13, 14, 15, 21, 24, 25, 27, 29, 32, 33, 39 and 40 of the articles of association	POUR	POUR	✓ 99.7%
11.	Any other business	SANS VOTE	SANS VOTE	
12.	Closing of the meeting	SANS VOTE	SANS VOTE	

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

No.	Ordre du jour	Board	Ethos	Résultat
Election of directors				
2.a	Re-elect Mr. Richard Goyder	POUR	POUR	✓ 83.4%
2.b	Elect Mr. Ashok Belani	POUR	POUR	✓ 99.7%
3	Approve remuneration report	POUR	● CONTRE	✓ 95.4%
An important part of the variable remuneration is based on continued employment only.				
4	Grant of restricted shares and performance shares to Meg O'Neill	POUR	● CONTRE	✓ 98.0%
Potential excessive awards.				
An important part of the variable remuneration is based on continued employment only.				
5	Approval of leaving entitlements	POUR	POUR	✓ 99.1%
6	Advisory vote on climate transition action plan and 2023 progress report	POUR	● CONTRE	✗ 41.6%
The company has not set CO2e emission reduction targets consistent with limiting the global temperature increase to 1.5°.				

No.	Ordre du jour	Board	Ethos	Résultat
2	Advisory vote on the remuneration report	POUR	POUR	✓ 96.5%
3	Election of directors			
3.a	Re-elect Ms. Maxine Brenner	POUR	POUR	✓ 82.5%
3.b	Re-elect Mr. Philip W. Chronican	POUR	POUR	✓ 97.4%
4	Grant of performance shares to Amanda Bardwell (CEO)	POUR	POUR	✓ 97.4%
5	Approve conditional spill resolution	RETIRÉE	● POUR	<p>As ITEM 2 obtained more than 75% of approval by shareholders, ITEM 5 was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:</p> <p>If the remuneration report is rejected by more than 25% of the shareholders two years in a row, shareholders should have the possibility to vote on the re-election of all directors at an EGM (Spill Meeting).</p>
6.a	Shareholder resolution: amendment to the company's Constitution (shareholders' rights)	CONTRE	● POUR	<p>The proposal aims at improving shareholder rights.</p> <p>✗ 3.2%</p>
6.b	Shareholder resolution: farmed seafood reporting	RETIRÉE	● POUR	<p>As ITEM 6.a was rejected by shareholders, ITEM 6.b was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:</p> <p>Enhanced disclosure on environmental issues.</p>
6.c	Shareholder resolution: farmed salmon sourcing	RETIRÉE	● POUR	<p>As ITEM 6.a was rejected by shareholders, ITEM 6.c was not submitted to vote. Ethos initially recommended to vote FOR for the following reason:</p> <p>This proposal supports the protection of biodiversity.</p>

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Re-elect Mr. Aneel Bhusri	POUR	POUR	✓ 91.8%
1.2	Re-elect Mr. Thomas F. Bogan	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 93.0%
1.3	Re-elect Ms. Lynne M. Doughtie	POUR	POUR	✓ 90.6%
2	Re-election of the auditor	POUR	POUR	✓ 99.7%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 81.8%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 85.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Dr. iur. Paul M. Bisaro	POUR	POUR	✓ 99.2%
1b	Re-elect Ms. Vanessa Broadhurst	POUR	POUR	✓ 99.2%
1c	Re-elect Mr. Frank A. D'Amelio	POUR	POUR	✓ 96.1%
1d	Elect Mr. Gavin D. K. Hattersley	POUR	POUR	✓ 99.8%
1e	Re-elect Mr. Sanjay Khosla	POUR	POUR	✓ 98.7%
1f	Re-elect Ms. Antoinette R. Leatherberry	POUR	POUR	✓ 99.8%
1g	Re-elect Mr. Michael B. McCallister	POUR	POUR	✓ 97.9%
1h	Re-elect Mr. Gregory Norden	POUR	POUR	✓ 95.7%
1i	Re-elect Ms. Louise M. Parent	POUR	POUR	✓ 95.3%
1j	Re-elect Ms. Kristin C. Peck	POUR	POUR	✓ 98.9%
1k	Re-elect Prof. Dr. Willie M. Reed	POUR	POUR	✓ 98.1%
1l	Re-elect Mr. Robert W. Scully	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 96.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 90.9% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	POUR	✓ 98.1%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers. ✓ 89.3%
5	Shareholder resolution: Director Resignation Policy	CONTRE	● POUR	The proposal aims at improving the company's corporate governance. ✗ 13.9%

### Disclaimer

Les analyses d'assemblées générales reposent sur les lignes directrices de vote d'Ethos, fondées sur les principaux codes de bonne pratique en matière de gouvernement d'entreprise d'une part et sur la Charte d'Ethos basée sur la notion de développement durable d'autre part. Les données ont été recueillies auprès de sources accessibles aux investisseurs et au public en général, par exemple les rapports de sociétés et les sites internet, ainsi que d'informations communiquées lors de contacts directs avec les sociétés. Malgré des vérifications multiples, l'information ne peut être certifiée exacte. Ethos ne prend aucune responsabilité sur l'exactitude des informations publiées.