

01.07.2023
30.06.2024

Fonds Ethos

Assemblées générales de sociétés non-suisse

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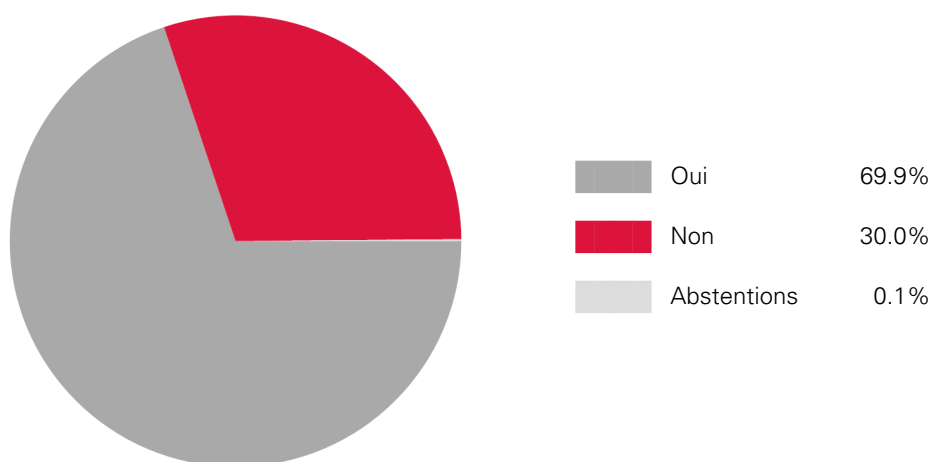
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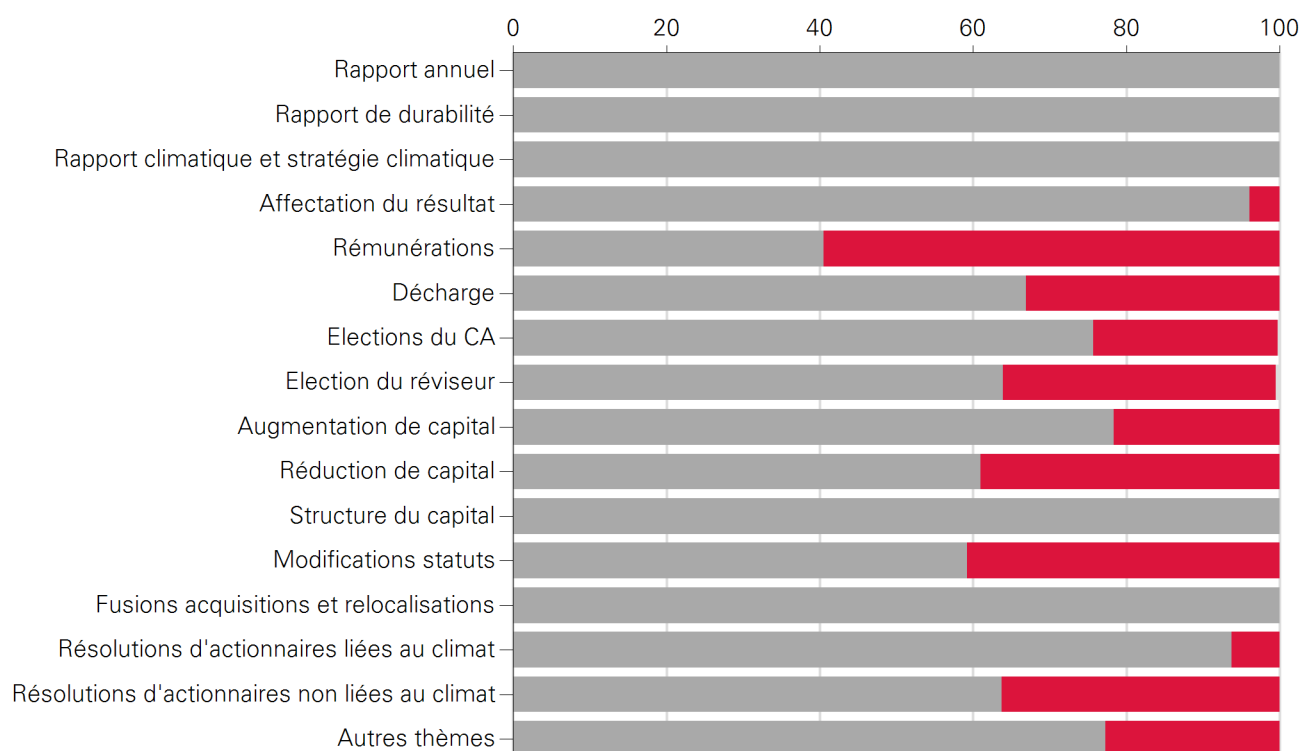
1 Résumé des analyses effectuées

Type d'assemblées générales	Nombre d'assemblées	Nombre de résolutions			
		Total	Oui	Non	Abstentions
Assemblées générales ordinaires	145	2246	1565	677	4
Assemblées générales extraordinaires	12	36	17	19	0
Assemblées générales ordinaires et extraordinaires	25	632	454	178	0
Total	182	2914	2036	874	4

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	94	100.0%	0	0.0%	0	0.0%	94
Rapport de durabilité	4	100.0%	0	0.0%	0	0.0%	4
Rapport climatique et stratégie climatique	2	100.0%	0	0.0%	0	0.0%	2
Affectation du résultat	74	96.1%	3	3.9%	0	0.0%	77
Rémunérations	170	40.5%	250	59.5%	0	0.0%	420
Décharge	91	66.9%	45	33.1%	0	0.0%	136
Elections du CA	983	75.7%	313	24.1%	3	0.2%	1299
Election du réviseur	122	63.9%	68	35.6%	1	0.5%	191
Augmentation de capital	195	78.3%	54	21.7%	0	0.0%	249
Réduction de capital	64	61.0%	41	39.0%	0	0.0%	105
Structure du capital	3	100.0%	0	0.0%	0	0.0%	3
Modifications statuts	29	59.2%	20	40.8%	0	0.0%	49
Fusions acquisitions et relocalisations	2	100.0%	0	0.0%	0	0.0%	2
Résolutions d'actionnaires liées au climat	15	93.8%	1	6.3%	0	0.0%	16
Résolutions d'actionnaires non liées au climat	86	63.7%	49	36.3%	0	0.0%	135
Autres thèmes	102	77.3%	30	22.7%	0	0.0%	132

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 liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Abbvie	03.05.2024	AGO					✗		◐	✓				✓			✓	
Accenture	31.01.2024	AGO					◐		◐	✗	✓							
Adobe	17.04.2024	AGO					✗		◐	✗								✓
Advanced Micro Devices	08.05.2024	AGO					✗		◐	✗								✓
Advantest	28.06.2024	AGO					◐		✓									✓
Adyen	16.05.2024	AGO	✓				✓	✓	✓	✓	✓	✗						
Alfen	19.09.2023	AGE							✓									
	09.04.2024	AGO	✓				✓	✓	✓	✓	✓	✓		◐				
Alstom	11.07.2023	MIX	✓			✓	◐		◐		◐	◐						✓
	20.06.2024	MIX	✓			✗	◐		◐	✓	◐	◐		◐				✓
Amazon.com	22.05.2024	AGO					✗		◐	✗						✓	◐	
American Express Company	06.05.2024	AGO					✗		◐	✓						✓	◐	
Amgen	31.05.2024	AGO					✗		◐	✗								
ams-Osram	20.10.2023	AGE							✓		✗							
	14.06.2024	AGO					✗	✓	✓	✓	✓		✓	✓				✓
Aon	21.06.2024	AGO					✗		◐	◐	◐							
Apple	28.02.2024	AGO					✗		◐	✓								◐
Applied Materials	07.03.2024	AGO					✗		◐	✗								✓
Aquafil	23.04.2024	MIX	✓			✓	✓							✗			✗	◐
Arcadis	13.12.2023	AGE							✓									

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Arcadis	08.05.2024	AGO	✓			✓	✓	✓	✓	✓	✓	✓						✓
Ashtead Group	06.09.2023	AGO	✓			✓	✗		🟡	✓	✓	✓						✗
ASML	24.04.2024	AGO	✓			✓	✗	✓	✓		✓	✓						
AT&T	16.05.2024	AGO					✗		✓	✗							🟡	
Australia & New Zealand Banking	21.12.2023	AGO					✗		✓									
Automatic Data Processing	08.11.2023	AGO					✗		🟡	✗								
Autozone	20.12.2023	AGO					✗		🟡	✗								
Banco Santander	22.03.2024	AGO	✓	✓		✓	🟡	✓	🟡	✓	✓	✗						✓
BBVA	15.03.2024	AGO	✓	✓		✓	✗	✓	🟡			✓						✓
Becton Dickinson	23.01.2024	AGO					✗		🟡	✗								
Befesa	20.06.2024	AGO	✓			✓	🟡	✓	✓	✓								
bioMérieux	23.05.2024	MIX	✓			✓	🟡	✓	🟡	✓	✓	🟡						✓
BMW	15.05.2024	AGO				✓	✗	🟡	✓	✓								
BNP Paribas	14.05.2024	MIX	✓			✓	🟡		🟡	✓	✓	✗						✓
Booking Holdings	04.06.2024	AGO					✗		✓	✗							✓	
Brenntag	23.05.2024	AGO				✓	✓	✓		✓		✓						
Bristol-Myers Squibb	07.05.2024	AGO					✗		🟡	✓				✗			🟡	
BT Group	13.07.2023	AGO	✓			✓	✗		🟡	✓	✓	✓						🟡
Burberry	12.07.2023	AGO	✓			✓	✗		🟡	✓	✓	✗						🟡
Canon	28.03.2024	AGO				✓	✓		🟡									✓
Capital One Financial	02.05.2024	AGO					✗		🟡	✗	✓					✓	🟡	
Chipotle Mexican Grill	06.06.2024	AGO					✗		🟡	✗			✓	✗			✓	
Chugai Pharmaceutical	28.03.2024	AGO				✓	✗		🟡					✓				✓
Cigna	24.04.2024	AGO					✗		🟡	✗							🟡	
Cisco Systems	06.12.2023	AGO					✗		🟡	✗							✓	
CME Group	09.05.2024	AGO					✗		🟡	✗								
Cognizant Technology Solutions	04.06.2024	AGO					✗		🟡	✗				✗			✓	
Colgate-Palmolive	10.05.2024	AGO					✗		🟡	✗							✓	
Compass Group	08.02.2024	AGO	✓			✓	✗		🟡	✓	✓	✓						🟡
Corticeira Amorim	04.12.2023	AGE	✓			✓												

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 liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Corticeira Amorim	22.04.2024	AGO	✓	✓		✓	✓	✓	✗	✓	✓	✓						○
CSL	11.10.2023	AGO					✗		✓	✓								
CVS Health	16.05.2024	AGO					✗		○	✓							○	
Dell Technologies	27.06.2024	AGO					✗		○	✗							○	
Deutsche Börse	14.05.2024	AGO				✓	○	✓	✓	✓	✗	✓						
Diageo	28.09.2023	AGO	✓			✓	○		✓	✓	✓	✗		✓				○
Edenred	07.05.2024	MIX	✓			✓	○		✓	✓	✓	○						✓
Eli Lilly	06.05.2024	AGO					✗		○	✗				✓			✓	
Elis	23.05.2024	MIX	✓			✓	○		✓	✓	○	✓						✓
ENGIE	30.04.2024	MIX	✓			✓	✓		✓	✓	○	○						✓
Extra Space Storage	18.07.2023	AGE													✓			✗
Fastenal	25.04.2024	AGO					✓		✓	✗				✗			✗	
FedEx Corporation	21.09.2023	AGO					✗		○	✗						✓	✓	
Ferguson	28.11.2023	AGO	✓				✗		✓	✓	✓	✓		✓				
Ford Motors	09.05.2024	AGO					○		○	✗						✓	○	
Fortinet	14.06.2024	AGO					✗		○	✗								
Fresenius Medical Care	14.07.2023	AGE							○	✓								✓
GEA Group	30.04.2024	AGO			✓	✓	✓	✓	✓	✓				✓				
General Motors	04.06.2024	AGO					✗		○	✓							○	
Gilead Sciences	08.05.2024	AGO					✗		○	✗				✗			○	
Goodman Group	14.11.2023	AGO					✗		○	✓								
GSK	08.05.2024	AGO	✓				✗		✓	✓	✓	✓						○
Hera	30.04.2024	MIX	✓			✓	○		✗			✓		✓				
Hermes International	30.04.2024	MIX	✓			✓	○	✓	○	✓		○						✓
Hitachi Ltd	21.06.2024	AGO							○									
Honda Motor	19.06.2024	AGO							○									
Hong Kong Exchange & Clearing	24.04.2024	AGO	✓						✓	✓	✓	✓						
HP	22.04.2024	AGO					✗		✓	✗				✗			✗	
IBM	30.04.2024	AGO					✗		○	✗						✓	○	
Idexx Laboratories	06.05.2024	AGO					✗		✓	✗							✗	
Illinois Tool Works	03.05.2024	AGO					✗		○	✗							✓	

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Inditex	11.07.2023	AGO	✓	✓		✓	⊗	✓	⊗		✓							✓
Ingersoll-Rand	13.06.2024	AGO					✗		⊗	✗								
Intel	07.05.2024	AGO					✗		⊗	✗							⊗	
Intesa Sanpaolo	24.04.2024	MIX	✓			✓	⊗				✓							
Intuit	18.01.2024	AGO					✗		⊗	✗						✓		
Investor AB	07.05.2024	AGO	✓			✓	⊗	✗	⊗	✓	✓							⊗
Jerónimo Martins, SGPS, S.A.	18.04.2024	AGO	✓			✓		✓						✓				
Keurig Dr Pepper	10.06.2024	AGO					✗		⊗	✓							✓	
Kingspan Group	20.07.2023	AGE												✓				
	26.04.2024	AGO	✓			✗	✗		⊗	✓	✓	✗						✗
KION Group	29.05.2024	AGO				✓	✗	⊗		✓				✓				✓
Koninklijke Ahold Delhaize	05.07.2023	AGE																✓
	10.04.2024	AGO	✓			✓	✗	✓	⊗	✓	✓	✓						
Kroger	27.06.2024	AGO					✗		⊗	✗							⊗	
Lam Research	07.11.2023	AGO					✗		⊗	✗								
Lenzing	18.04.2024	AGO					✗	⊗	⊗	✗		⊗		⊗				
Liberty Global	13.07.2023	AGE									✗	✗		✗				✗
Link REIT	19.07.2023	AGO							✓		✓							
Lloyds Banking Group	16.05.2024	AGO	✓			✓	✗		✓	✓	✓	⊗						✗
L'Oréal	23.04.2024	MIX	✓			✓	⊗		⊗	✓	✓	⊗						✓
Lowe's Companies	31.05.2024	AGO					✗		⊗	✗								
Lululemon Athletica	06.06.2024	AGO					✗		⊗	✓							✓	
Mastercard	18.06.2024	AGO					✗		⊗	✗							⊗	
Medtronic	19.10.2023	AGO					✗		⊗	✗	✓	✗						
Mercedes-Benz Group	08.05.2024	AGO				✓	✗	⊗	✓	✓								
Merck	28.05.2024	AGO					✗		⊗	✗							✗	
Mersen	16.05.2024	MIX	✓			✓	✓		⊗	✓	⊗	⊗						✓
Mettler Toledo International (MT)	09.05.2024	AGO					✗		⊗	✓								
Microchip Technology	22.08.2023	AGO					⊗		⊗	✗							✓	
Micron Technology	18.01.2024	AGO					✗		⊗	✗							✓	

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Microsoft	07.12.2023	AGO					✗		🟡	✗						✔️	🟡	
MIPS	07.05.2024	AGO	✔️			✔️	✔️	✗	✔️	🟡	✔️	🟡						✔️
Munters Group	21.03.2024	AGO	✔️			✔️	✔️	✗	🟡	✗	✔️							✔️
National Australia Bank	15.12.2023	AGO					🟡		🟡							✔️	✔️	
National Grid	10.07.2023	AGO	✔️			✔️	✗		✔️	✔️	✔️	✗						✗
Newmont Corporation	11.10.2023	AGE									✗				✔️			✗
	24.04.2024	AGO					✗		🟡	✔️								
Nexans	16.05.2024	MIX	✔️			✔️	🟡		🟡	✔️	✔️	🟡		✔️				✔️
Nike	12.09.2023	AGO					✗		🟡	✗							✔️	
Novo Nordisk	21.03.2024	AGO	✔️			✔️	🟡		🟡	✗	✔️	✔️		✔️				
NTT Corp.	20.06.2024	AGO				✔️			🟡								✗	
Nvidia	26.06.2024	AGO					✗		🟡	✗							✗	
Oracle	15.11.2023	AGO					✗		🟡	✗							✔️	
Palo Alto Networks	12.12.2023	AGO					✗		🟡	✔️								
Paychex	12.10.2023	AGO					✗		🟡	✔️								
Pearson	26.04.2024	AGO	✔️			✔️	✗		🟡	✔️	✔️	✗						✗
Pernod Ricard	10.11.2023	AGO	✔️			✔️	✔️		✔️	✔️	🟡	🟡						✔️
Pfizer	25.04.2024	AGO					✗		🟡	✗							🟡	
Progressive Corp	10.05.2024	AGO					✗		🟡	✗							✗	
Prysmian	18.04.2024	AGO	✔️			✔️	🟡		✔️	✔️		✔️						
Publicis Groupe	29.05.2024	MIX	✔️			✔️	🟡		🟡	✔️	🟡	✔️		🟡				✔️
Qualcomm	05.03.2024	AGO					✗		🟡	✗				🟡				
Raiffeisen Bank International	21.11.2023	AGE				✔️			✗					✗				
	04.04.2024	AGO				✔️	✔️	✔️	✗	✔️	✗	🟡						
Reckitt Benckiser	02.05.2024	AGO	✔️			✔️	✗		✔️	✔️	✔️	✗						🟡
Recordati	22.04.2024	AGO	✔️			✔️	🟡					✔️						
RELX	25.04.2024	AGO	✔️			✔️	✗		✔️	✔️	✔️	✔️						✗
Renault	16.05.2024	MIX	✔️			✔️	🟡			✔️	🟡	🟡						🟡
Rexel	30.04.2024	MIX	✔️			✔️	🟡		🟡	🟡	✔️	✔️						✔️
Rockwell Automation	06.02.2024	AGO					✗		✔️	✗								
Salesforce.com	27.06.2024	AGO					✗		🟡	✗				✗			🟡	

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Sanofi	30.04.2024	MIX	✓			✓	✗		✓	✓	✓	✗						✓
SAP	15.05.2024	AGO				✓	✗	✓	○	✓				✓				
Schneider Electric	23.05.2024	MIX	✓			✓	○		✓	✓	✓	✓						✓
Scor	17.05.2024	MIX	✓			✓	○		✓	○	○	○						✓
Siemens	08.02.2024	AGO				✓	✗	✓		✓	✓							
Simon Property Group	08.05.2024	AGO					✗		○	✗								
Singapore Telecommunications	28.07.2023	AGO	✓			✓	○		○	✓	✗	✓						✓
Softbank Corp	20.06.2024	AGO							○				✓					✓
Sopra Steria	21.05.2024	MIX	✓			✓	○	✓	○	✓	○	✓		○				✓
SPIE	03.05.2024	MIX	✓			✓	○			✓	○	○						✓
Starbucks	13.03.2024	AGO					✗		○	✗							○	
STMicroelectronics	22.05.2024	AGO	✓			✓	✗	✓	✓	✓	✓	✗		✓				
Stora Enso	20.03.2024	AGO	✓			✗	✓	✓	○	✓	✓	✓						
T Rowe Price Group	07.05.2024	AGO					✗		○	✗								
Takeda Pharmaceutical	26.06.2024	AGO				✓	✗		✓									
Tesco	14.06.2024	AGO	✓			✓	✗		✓	✓	✓	✗						○
Thule Group	26.04.2024	AGO	✓			✓	✓	✗	○	✓	✓							✓
Tokio Marine Holdings	24.06.2024	AGO				✓	✗		○									✓
Tokyo Electron	18.06.2024	AGO					✗		○									✓
Tomra Systems	25.04.2024	AGO	✓				✓		✓	✗	✓	✓						○
Toyota Motor	18.06.2024	AGO							○							✓		✓
Trane Technologies	06.06.2024	AGO					✗		○	✗	○							✓
Transurban Group	19.10.2023	AGO					○		✓									
Travelers Companies	15.05.2024	AGO					✗		○	✗						✓	✓	
UniCredit	27.10.2023	AGE										✗		✓				
	12.04.2024	MIX	✓			✓	○		✓		✓	✗						✓
Unilever	01.05.2024	AGO	✓		✓		✗		○	✓	✓	✓		✓				○
United Overseas Bank	18.04.2024	AGO	✓			✓	✗		○	✓	○	✓						
United Parcel Service	02.05.2024	AGO					✗		○	✗						✗	✓	
V.F.	25.07.2023	AGO					✗		○	✗								
Veolia Environnement	25.04.2024	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 liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Verallia	26.04.2024	MIX	✓			✓	⊗		✓	✓	⊗	⊗						✓
Verizon Communications	09.05.2024	AGO					✗		⊗	✗							⊗	
Visa	23.01.2024	AGO					✗		⊗	✓				✓			✓	✗
Vodafone	25.07.2023	AGO	✓			✓	✗		✓	✓	✓	✓						⊗
Wesfarmers	26.10.2023	AGO					✓		⊗									
Wienerberger	07.05.2024	AGO				✓	⊗	✓		✓	✓	⊗						
Wolters Kluwer	08.05.2024	AGO	✓			✓	⊗	✓	✓		✓	✗		✓				
Woolworths	26.10.2023	AGO					✓		✓									
Yum! Brands	16.05.2024	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	94	87	99.7%
Rapport de durabilité	4	3	99.9%
Rapport climatique et stratégie climatique	2	2	98.0%
Affectation du résultat	77	71	99.7%
Rémunérations	420	404	93.0%
Décharge	136	93	98.2%
Elections du CA	1252	1204	95.9%
Election du réviseur	190	179	97.2%
Augmentation de capital	249	243	96.2%
Réduction de capital	105	101	98.9%
Structure du capital	3	3	99.7%
Modifications statuts	49	46	91.1%
Fusions acquisitions et relocalisations	2	2	94.0%
Résolutions d'actionnaires liées au climat	16	15	16.6%
Résolutions d'actionnaires non liées au climat	135	132	17.7%
Autres thèmes	131	103	98.4%
Tous les thèmes	2865	2688	91.7%

* 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
National Australia Bank	15.12.2023	1.f	Elect an external nominee Mr. Stephen Mayne	CONTRE	1.3%
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%
Aquafil	23.04.2024	E.1.a	Amendments to the articles of association: virtual general meetings (extraordinary agenda)	CONTRE	4.5%
Alfen	09.04.2024	9b.	Amendment of articles of association: introduction of the option to hold a virtual only shareholders' meeting	CONTRE	19.2%
Palo Alto Networks	12.12.2023	3	Advisory vote on executive remuneration	CONTRE	37.9%
Salesforce.com	27.06.2024	5.	Advisory vote on executive remuneration	CONTRE	45.6%
ams-Osram	14.06.2024	5	Vote consultatif sur le rapport de rémunération	CONTRE	48.6%
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%

3.3 Résolutions du conseil retirées

Société	Date AG	No.	Résolution	Ethos
Alfen	09.04.2024	7.	Elect Mr. Boudewijn Tans as member of the executive board	RETIRÉE
National Australia Bank	15.12.2023	5.b	Shareholder resolution: Transition plan assessments	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
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
Visa	23.01.2024	5	To approve the adjournment proposal	CONTRE

3.4 Résolutions du conseil les plus contestées

Société	Date AG	No.	Résolution	Ethos	Résultat
General Motors	04.06.2024	3	Advisory vote on executive remuneration	CONTRE	57.7%
Travelers Companies	15.05.2024	3	Advisory vote on executive remuneration	CONTRE	59.6%
Palo Alto Networks	12.12.2023	4	To approve the amendment of the Stock Incentive Plan	CONTRE	60.8%
HP	22.04.2024	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	CONTRE	61.0%
Tomra Systems	25.04.2024	8.	Approve remuneration report (advisory vote)	POUR	63.4%
CME Group	09.05.2024	1k	Re-elect Ms. Phyllis M. Lockett	POUR	64.2%
Tomra Systems	25.04.2024	10.	Election of the board of directors	POUR	64.9%
Edenred	07.05.2024	6	Approve the remuneration policy of Mr. Bertrand Dumazy, chair/CEO	CONTRE	65.7%
Simon Property Group	08.05.2024	1a	Re-elect Ms. Glyn F. Aeppel	POUR	66.0%
KION Group	29.05.2024	6	Approve Remuneration Report	CONTRE	67.0%

3.5 Résolutions d'actionnaires

Société	Date AG	No.	Résolution	Ethos	Résultat
Aquafil	23.04.2024	E.1.b	Unannounced shareholder proposal: amendments to the articles of association for virtual general meetings (extraordinary agenda)	CONTRE	100.0%
Idexx Laboratories	06.05.2024	4	Shareholder resolution: Introduce simple majority voting	CONTRE	90.6%
Nvidia	26.06.2024	4	Shareholder resolution: Introduce simple majority voting	CONTRE	88.9%
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%
Verizon Communications	09.05.2024	7	Shareholder resolution: Independent chair	POUR	43.2%
IBM	30.04.2024	6	Shareholder resolution: Allow shareholders to act by written consent	POUR	43.0%
Fastenal	25.04.2024	5	Shareholder resolution: Introduce simple majority voting	CONTRE	41.1%
Bristol-Myers Squibb	07.05.2024	6	Shareholder resolution: Executive Retention of Significant Stock	CONTRE	38.5%
Ford Motors	09.05.2024	5	Shareholder resolution: Give Each Share An Equal Vote	POUR	38.3%
IBM	30.04.2024	4	Shareholder resolution: Public Report on Lobbying Activities	POUR	37.7%
Apple	28.02.2024	7	Shareholder resolution: Report on Use of AI	POUR	37.5%

United Parcel Service	02.05.2024	4	Shareholder resolution: Equal Voting Rights for Each Shareholder	POUR	36.2%
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%
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%
Colgate-Palmolive	10.05.2024	4	Shareholder resolution: Independent chair	POUR	33.8%
Microsoft	07.12.2023	11	Shareholder resolution: Report on risks of operating in countries with significant human rights concerns	POUR	33.6%
Verizon Communications	09.05.2024	6	Shareholder resolution: Amend clawback policy	POUR	32.8%
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%
Oracle	15.11.2023	6	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	31.4%
Amazon.com	22.05.2024	17	Shareholder resolution: Commission a Third Party Audit on Working Conditions	POUR	31.2%
American Express Company	06.05.2024	5	Shareholder resolution: Termination Pay	POUR	31.2%
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%
Booking Holdings	04.06.2024	4	Shareholder resolution: Amend Clawback Policy	POUR	30.7%
FedEx Corporation	21.09.2023	6	Shareholder resolution: Publish a report on just transition	POUR	29.7%
Amazon.com	22.05.2024	7	Shareholder resolution: Transparency on Lobbying	POUR	29.7%
Nike	12.09.2023	5	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	29.6%
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%
Amazon.com	22.05.2024	11	Shareholder resolution: Report on Efforts to Reduce Plastic Use	POUR	28.6%
Abbvie	03.05.2024	7	Shareholder resolution: Disclose lobbying activities	POUR	26.8%

FedEx Corporation	21.09.2023	5	Shareholder resolution: Amend clawback policy	POUR	26.3%
Mastercard	18.06.2024	4	Shareholder resolution: Transparency on Lobbying	POUR	25.5%
Eli Lilly	06.05.2024	6	Shareholder resolution: Report on Lobbying Payments and Policy	POUR	25.5%
Cisco Systems	06.12.2023	6.	Shareholder resolution: Report on tax transparency set forth in the Global Reporting Initiative's tax standard	POUR	25.2%
Abbvie	03.05.2024	8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	POUR	24.7%
American Express Company	06.05.2024	6	Shareholder resolution: Report Climate Lobbying Alignment	POUR	24.4%
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%
Oracle	15.11.2023	7	Shareholder resolution: Independent chairman	POUR	22.6%
United Parcel Service	02.05.2024	6	Shareholder resolution: Report on Diversity, Equity and Inclusion	POUR	22.3%
Salesforce.com	27.06.2024	6.	Shareholder resolution: Independent chair	CONTRE	21.6%
Microsoft	07.12.2023	10	Shareholder resolution: Publish a tax transparency report	POUR	21.3%
Microsoft	07.12.2023	13	Shareholder resolution: Report on risks related to artificial intelligence generated misinformation and disinformation	POUR	21.2%
Applied Materials	07.03.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	POUR	21.1%
Adobe	17.04.2024	5	Shareholder resolution: Directors to be Elected by Majority Vote	POUR	20.4%
AT&T	16.05.2024	4	Shareholder resolution: Independent chair	CONTRE	19.2%
Amazon.com	22.05.2024	14	Shareholder resolution: Third Party Study and Report on Risks Associated with Use of Rekognition	POUR	19.1%
CVS Health	16.05.2024	6	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	POUR	18.5%
Chipotle Mexican Grill	06.06.2024	8	Shareholder resolution: Report on Adoption of Automation	POUR	18.4%
Kroger	27.06.2024	7.	Shareholder resolution: Report on Just Transition	POUR	17.7%
Verizon Communications	09.05.2024	10	Shareholder resolution: Political expenditures misalignment	POUR	17.4%
Amazon.com	22.05.2024	6	Shareholder resolution: Report on Customer Due Diligence	POUR	16.8%
Microchip Technology	22.08.2023	7	Shareholder resolution: report on due diligence efforts to trace end-user misuse of company product	POUR	16.7%

Kroger	27.06.2024	6.	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	POUR	16.6%
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%
Travelers Companies	15.05.2024	6	Shareholder resolution: Report on Human Rights Risks in Underwriting	POUR	15.4%
Travelers Companies	15.05.2024	4	Shareholder resolution: Report on Methane Emissions	POUR	15.4%
Travelers Companies	15.05.2024	5	Shareholder resolution: Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	POUR	15.3%
Amazon.com	22.05.2024	13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	POUR	15.2%
Microsoft	07.12.2023	8	Shareholder resolution: Report on risks of weapons development	POUR	15.2%
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%
Pfizer	25.04.2024	6	Shareholder resolution: Political Contributions Congruency Report	POUR	14.2%
Mastercard	18.06.2024	5	Shareholder resolution: Amend Director Election Resignation Bylaw	POUR	14.0%
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%
Intuit	18.01.2024	6	Shareholder resolution: Report on climate risk in retirement plan options	POUR	13.2%
General Motors	04.06.2024	4	Shareholder resolution: Report on the Use of Child Labour in Connection with Electric Vehicles	CONTRE	12.6%
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	12.09.2023	6	Shareholder resolution: Supply Chain Management Report	POUR	12.0%
Yum! Brands	16.05.2024	4	Shareholder resolution: Policy on the Use of Medically Important Antimicrobials in Food-Producing Animals	POUR	11.8%
Kroger	27.06.2024	4.	Shareholder resolution: Report on Public Health Costs from Sale of Tobacco Products	POUR	11.4%
FedEx Corporation	21.09.2023	7	Shareholder resolution: Paid sick leave disclosure	POUR	10.5%
Capital One Financial	02.05.2024	7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	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%

Eli Lilly	06.05.2024	9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	POUR	10.0%
Chipotle Mexican Grill	06.06.2024	7	Shareholder resolution: Adopt Policy to Not Interfere with Freedom of Association Rights	POUR	9.9%
Travelers Companies	15.05.2024	7	Shareholder resolution: CEO Pay Ratio and Executive Compensation	POUR	9.8%
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%
Toyota Motor	18.06.2024	4	Shareholder resolution: Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	POUR	9.3%
Keurig Dr Pepper	10.06.2024	4	Shareholder resolution: Report on Efforts to Reduce Plastic Use	POUR	8.9%
Eli Lilly	06.05.2024	8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	POUR	8.9%
Microsoft	07.12.2023	9	Shareholder resolution: Report on climate risk in retirement plan options	POUR	8.9%
HP	22.04.2024	6	Shareholder resolution: Termination Pay	CONTRE	8.4%
United Parcel Service	02.05.2024	5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	CONTRE	7.9%
FedEx Corporation	21.09.2023	8	Shareholder resolution: Report climate risk from retirement plan options	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%
Intel	07.05.2024	6	Shareholder resolution: Termination Pay	POUR	7.3%
Visa	23.01.2024	6	Shareholder resolution: Termination Pay	POUR	7.1%
Amazon.com	22.05.2024	4	Shareholder resolution: Establish a Public Policy Committee	POUR	6.6%
Ford Motors	09.05.2024	7	Shareholder resolution: Report on Sustainable Sourcing Policies	POUR	6.6%
Verizon Communications	09.05.2024	4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	POUR	6.4%
CVS Health	16.05.2024	7	Shareholder resolution: Termination Pay	POUR	6.0%
Kroger	27.06.2024	5.	Shareholder resolution: Listing of Charitable Contributions of \$10,000 or More	CONTRE	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%
Ford Motors	09.05.2024	6	Shareholder resolution: Report on Reliance on Child Labour in Supply Chain	CONTRE	5.6%
NTT Corp.	20.06.2024	3	Shareholder resolution: Elect Mr. Tomoki Maeda to the Board of Directors	CONTRE	5.4%

Microsoft	07.12.2023	12	Shareholder resolution: Disclose third-party political contributions	CONTRE	5.4%
Starbucks	13.03.2024	4	Shareholder resolution: Report on plant-based milk pricing	CONTRE	5.3%
National Australia Bank	15.12.2023	5.a	Shareholder resolution: amendment to the Constitution regarding shareholder rights	POUR	5.3%
Salesforce.com	27.06.2024	7.	Shareholder resolution: Termination Pay	POUR	5.1%
Verizon Communications	09.05.2024	8	Shareholder resolution: Civil liberties in digital services	CONTRE	4.6%
Pfizer	25.04.2024	8	Shareholder resolution: Publish a Report on Corporate Contributions	CONTRE	3.8%
Dell Technologies	27.06.2024	5.	Shareholder resolution: Report on Effectiveness of Diversity, Equity and Inclusion Efforts	POUR	2.9%
CVS Health	16.05.2024	8	Shareholder resolution: Adopt Policy to Require Director Allocation of Hours Disclosure	CONTRE	2.5%
AT&T	16.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	CONTRE	2.4%
Merck	28.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	CONTRE	2.0%
Apple	28.02.2024	5	Shareholder resolution: Report on Ensuring Respect for Civil Liberties	CONTRE	1.8%
Microsoft	07.12.2023	7	Shareholder resolution: Report on government take down requests	CONTRE	1.8%
Gilead Sciences	08.05.2024	6	Shareholder resolution: Report on Risks of Supporting Abortion	CONTRE	1.8%
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%
Cognizant Technology Solutions	04.06.2024	5	Shareholder resolution: Fair treatment of shareholder nominees	POUR	1.5%
Merck	28.05.2024	5	Shareholder resolution: Government Censorship Transparency Report	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%
Mastercard	18.06.2024	8	Shareholder resolution: Report on gender-based compensation and benefit gaps	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%

Amazon.com	22.05.2024	15	Shareholder resolution: Disclosure of Director Donations	CONTRE	1.0%
Microsoft	07.12.2023	5	Shareholder resolution: Report on gender-based compensation and benefits inequities	CONTRE	1.0%
Capital One Financial	02.05.2024	6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	CONTRE	0.9%
Intel	07.05.2024	5	Shareholder resolution: Report of Opposing State Abortion Regulation	CONTRE	0.8%
Microsoft	07.12.2023	6	Shareholder resolution: Report on risks of omitting viewpoint and ideological diversity from EEO policy	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%
Yum! Brands	16.05.2024	5	Shareholder resolution: Consideration of Proposed Capital Transactions Involving the Brands	CONTRE	0.8%
Amazon.com	22.05.2024	9	Shareholder resolution: Report on Viewpoint Restriction	CONTRE	0.8%
General Motors	04.06.2024	5	Shareholder resolution: Eliminate EV Targets from Incentive Compensation Programs	CONTRE	0.8%
Amazon.com	22.05.2024	5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	CONTRE	0.6%
Dell Technologies	27.06.2024	4.	Shareholder resolution: Report on Charitable Contributions	CONTRE	0.2%

4 Analyses par société

Abbvie

03.05.2024

AGO

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.	✓ 99.2%
1b.	Elect Dr. Martin Bruder Müller	POUR	POUR		✓ 98.7%
1c.	Elect Mr. Alan Jope	POUR	POUR		✓ 99.8%
1d.	Re-elect Ms. Nancy McKinstry	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 78.3%
1e.	Re-elect Ms. Beth E. Mooney	POUR	POUR		✓ 98.7%
1f.	Re-elect Mr. Gilles Péllisson	POUR	● CONTRE	Non independent lead director, which is not best practice.	✓ 97.0%
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.	✓ 95.3%
1h.	Re-elect Dr. Venkata Murthy Renduchintala	POUR	POUR		✓ 99.8%
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.	✓ 98.2%
1j.	Re-elect Ms. Julie Sweet	POUR	● CONTRE	Combined chair and CEO.	✓ 93.8%
1k.	Re-elect Ms. Tracey T. Travis	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 91.8%
2	Remuneration report (advisory vote)	POUR	● CONTRE	Excessive total remuneration. Excessive variable remuneration.	✓ 90.9%
3	Approve the Amended and Restated Accenture plc 2010 Share Incentive Plan	POUR	● CONTRE	Potential excessive awards.	✓ 95.7%
4	Approve the Amended and Restated Accenture plc 2010 Employee Share Purchase Plan	POUR	POUR		✓ 98.9%
5	Re-appoint KPMG as auditors (non-binding) and auditor's remuneration (binding)	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.2%
6	Authority to allot shares	POUR	POUR		✓ 97.4%
7	Disapplication of pre-emption rights	POUR	POUR		✓ 93.4%
8	Determine the price range at which the Company can re-allot shares	POUR	POUR		✓ 99.4%

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. ✓ 84.9% An important part of the variable remuneration is based on continued employment only.
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	

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No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
	Composition of the supervisory board			
2.	Elect Ms. Maria Anhalt	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 of the executive - and supervisory board of the past financial year	SANS VOTE	SANS VOTE	
2b.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 87.8%
2c.	Adoption of the financial statements	POUR	POUR	✓ 99.3%
3.	Corporate governance update	SANS VOTE	SANS VOTE	
4a.	Explanation of the policy on reserves and dividends	SANS VOTE	SANS VOTE	
4b.	Explanation of reservation of profits of the past financial year	SANS VOTE	SANS VOTE	
5a.	Discharge of executive board	POUR	POUR	✓ 87.1%
5b.	Discharge of supervisory board	POUR	POUR	✓ 87.1%
6.	Approve remuneration policy (binding vote)	POUR	POUR	✓ 78.9%
7.	Elect Mr. Boudewijn Tans as member of the executive board	RETIRÉE	RETIRÉE	-
	Composition of the supervisory board			
8.	Re-elect Mr. Willem Ackermans	POUR	POUR	✓ 97.5%
9a.	Amendment of articles of association: application of the large company regime	POUR	POUR	✓ 100.0%
9b.	Amendment of articles of association: introduction of the option to hold a virtual only shareholders' meeting	POUR	● CONTRE	✗ 19.2% The amendment allows the company to organise a virtual general meeting without any adequate justification.
10a.	Authorisation to issue shares	POUR	POUR	✓ 97.5%
10b.	Authorisation to repurchase own shares	POUR	POUR	✓ 100.0%
11.	Election of auditor	POUR	POUR	✓ 100.0%
12.	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		✓ 98.5%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
Elections to the board of directors					
5	Re-elect Ms. Sylvie Kandé de Beaupuy	POUR	POUR		✓ 100.0%
6	Re-elect Mr. Henri Poupart-Lafarge	POUR	● CONTRE	Combined chairman and CEO.	✓ 84.2%
7	Re-elect Ms. Sylvie Rucar	POUR	POUR		✓ 97.8%
8	Elect Mr. Jay Walder	POUR	POUR		✓ 98.8%
9	Elect Bpifrance Investissement	POUR	POUR		✓ 99.5%
10	Approve the remuneration policy of the Chairman and CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 96.8%
11	Approve the remuneration policy of directors	POUR	POUR		✓ 99.4%
12	Approve the remuneration report	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.	✓ 97.7%
13	Approve the 2022 remuneration of Mr. Poupart-Lafarge, Chairman and CEO	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.	✓ 94.5%
14	Approve a treasury share buy-back and disposal programme	POUR	● CONTRE	The repurchase price is too high.	✓ 98.7%
15	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 98.1%
16	Authorise capital increases by transfer of reserves	POUR	POUR		✓ 99.9%
17	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 96.8%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	POUR		✓ 90.8%
19	Delegation to issue shares and capital securities as consideration as consideration for an exchange of shares	POUR	POUR		✓ 99.2%
20	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	POUR		✓ 88.2%
21	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR		✓ 97.9%

No.	Ordre du jour	Board	Ethos		Résultat
22	Authorise capital increases related to an all-employee share ownership plan for non-French employees	POUR	POUR		✓ 97.9%
23	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	Capital may be issued at a lower price than the one specified by Article R22-10-32 of the French Commercial Code	✓ 88.2%
24	"Green shoe" authorisation share issuances with or without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 86.1%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 98.4%
26	Authorisation to increase the company's share capital by allowing subsidiaries to issue shares without pre-emptive rights	POUR	POUR		✓ 88.4%
27	Approve distribution of performance shares	POUR	POUR		✓ 91.9%
28	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		✓ 99.5%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.5%
3	Approve allocation of income and dividend	POUR	● CONTRE	The proposed dividend is inconsistent with the company's financial situation.	✓ 99.5%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 99.6%
	Elections to the board of directors				
5	Re-elect Caisse de dépôt et placement du Québec	POUR	POUR		✓ 91.4%
6	Ratify the co-optation of Mr. Philippe Petitcolin	POUR	POUR		✓ 99.5%
7	Elect Mr. Philippe Petitcolin	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.4%
8	Re-elect Mr. Jay Walder	POUR	POUR		✓ 98.8%
9	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR		✓ 98.8%
10	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR		✓ 98.8%
11	Approve the adjustment to the 2023/24 remuneration policy of Mr. Henri Poupart-Lafarge, chair/CEO until 20 June 2024	POUR	POUR		✓ 98.8%
12	Approve the adjustment to the 2023/24 remuneration policy of directors	POUR	● CONTRE	Ethos considers that the remuneration of directors should not rely on performance.	✓ 98.7%
13	Approve the 2024/25 remuneration policy of Mr. Henri Poupart-Lafarge, CEO from 20 June 2024	POUR	● CONTRE	Excessive variable remuneration.	✓ 98.1%
14	Approve the 2024/25 remuneration policy of Mr. Philippe Petitcolin, chair	POUR	POUR		✓ 98.9%
15	Approve the 2024/25 remuneration policy of directors	POUR	POUR		✓ 97.7%
16	Approve the remuneration report	POUR	● CONTRE	The payment of the annual bonus is not in line with the company's financial results.	✓ 98.8%
17	Approve the 2023/24 remuneration of Mr. Henri Poupart-Lafarge, chair/CEO	POUR	● CONTRE	The payment of the annual bonus is not in line with the company's financial results.	✓ 98.4%
18	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximum repurchase price is too high.	✓ 97.4%
19	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 95.2%


No.	Ordre du jour	Board	Ethos		Résultat
20	Authorisation to increase the share capital through transfer of reserves	POUR	POUR		✓ 99.4%
21	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.	✓ 96.3%
22	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The maximum discount exceeds market practice.	✓ 94.5%
23	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	The maximum discount exceeds market practice.	✓ 93.9%
24	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	The maximum discount exceeds market practice.	✓ 93.9%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR		✓ 96.5%
26	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR		✓ 96.5%
27	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase with and without pre-emptive rights.	✓ 90.8%
28	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 97.7%
29	Authorisation to increase the company's share capital by allowing subsidiaries to issue shares without pre-emptive rights	POUR	● CONTRE	The maximum discount exceeds market practice.	✓ 94.1%
30	Approve distribution of performance shares	POUR	POUR		✓ 91.9%
31	Amend articles of association: Increase of the threshold for mandatory shareholding declaration	POUR	POUR		✓ 98.6%
32	Amend articles of association: Age limit of the chair	POUR	● CONTRE	The amendment would allow to increase the age limit of the chair to 80 years old, which exceeds Ethos' guidelines.	✓ 94.2%
33	Delegation of powers for the completion of formalities	POUR	POUR		✓ 99.5%

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	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	Augmentation ordinaire de capital	POUR	● CONTRE	L'information fournie aux actionnaires pour évaluer les modalités, les conditions ou le but poursuivi de l'augmentation de capital est insuffisante.  87.5%
2	Election de M. Arunjai Mittal au conseil de surveillance	POUR	POUR	 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approbation du rapport annuel, des comptes consolidés et des comptes annuels	SANS VOTE	SANS VOTE	
2	Décharge aux membres de la direction générale	POUR	POUR	✓ 99.9%
3	Décharge aux membres du conseil d'administration	POUR	POUR	✓ 99.6%
4	Réélection de KPMG en tant qu'organe de révision	POUR	POUR	✓ 92.8%
5	Vote consultatif sur le rapport de rémunération	POUR	● CONTRE	Le lien entre rémunération et performance n'est pas démontré. ✗ 48.6%
6	Elections au conseil d'administration			
6.1	Réélection de Dr. Margarete Haase	POUR	POUR	✓ 92.5%
6.2	Réélection de Mme Brigitte Ederer	POUR	POUR	✓ 93.5%
7	Approbation du regroupement d'actions	POUR	POUR	✓ 100.0%
8	Approbation de l'émission d'instruments financiers	POUR	POUR	✓ 97.6%
9	Création d'un capital conditionnel pour la conversion d'obligations convertibles	POUR	POUR	✓ 97.6%
10	Modification des statuts : Publications	POUR	POUR	✓ 100.0%

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 Santona	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%

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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%

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
E.1.a	Amendments to the articles of association: virtual general meetings (extraordinary agenda)	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✘ 4.5%
E.1.b	Unannounced shareholder proposal: amendments to the articles of association for virtual general meetings (extraordinary agenda)	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✔ 100.0%
1	Financial statements as at 31 December 2023	POUR	POUR		✔ 100.0%
2	Allocation of net loss	POUR	POUR		✔ 100.0%
3.a	Binding vote on the remuneration policy	POUR	POUR		✔ 96.2%
3.b	Advisory vote on the remuneration paid in 2023	POUR	POUR		✔ 99.6%
4.1	Appointment of the members of the board of statutory auditors				
4.1.1	Slate of nominees submitted by Aquafin Holding SpA	PAS DE RECOMMANDE.	● NE PAS VOTER	Concerns over the aggregate time commitments of one of the statutory auditors in this slate of nominees.	✔ 95.2%*
4.1.2	Slate of nominees submitted by a group of institutional investors	PAS DE RECOMMANDE.	● POUR	No concerns regarding the appointment of the chair of statutory auditors.	✔ 4.8%*
4.2	Appointment of the chairperson of the board of statutory auditors	PAS DE RECOMMANDE.	● POUR	No specific concerns have been identified over the reappointment of the chairman.	✔
4.3	Definition of the remuneration of the statutory auditors	POUR	POUR		✔ 99.6%
5	Amendments to the General Meetings' Regulations	POUR	● CONTRE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✔ 99.6%

* 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
1a.	Opening of the Meeting	SANS VOTE	SANS VOTE	
1b.	Notifications	SANS VOTE	SANS VOTE	
2.	Composition of the supervisory board			
2a.	Elect Ms. L.M. (Linda) Morant	POUR	POUR	✓ 100.0%
2b.	Elect Mr. Peter de Wit	POUR	POUR	✓ 100.0%
3.	Any other business	SANS VOTE	SANS VOTE	
4.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1a.	Opening of the meeting	SANS VOTE	SANS VOTE	
1b.	Notifications	SANS VOTE	SANS VOTE	
2.	Report of the executive board on the past financial year	SANS VOTE	SANS VOTE	
3.	Report of the supervisory board on the past financial year	SANS VOTE	SANS VOTE	
4a.	Adoption of the financial statements	POUR	POUR	✓ 100.0%
4b.	Approve allocation of income	POUR	POUR	✓ 99.7%
5a.	Discharge of executive board	POUR	POUR	✓ 97.6%
5b.	Discharge of supervisory board	POUR	POUR	✓ 97.6%
6.	Election of auditor	POUR	POUR	✓ 100.0%
7.	Report on corporate governance	SANS VOTE	SANS VOTE	
8a.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 97.7%
8b.	Approve remuneration report of the supervisory board (advisory vote)	POUR	POUR	✓ 99.7%
9a.	Approve remuneration policy (binding vote)	POUR	POUR	✓ 97.8%
9b.	Approve remuneration of the supervisory board	POUR	POUR	✓ 99.7%
10.	Re-elect Ms. Virginie Duperat-Vergne as CFO and member of the executive board	POUR	POUR	✓ 100.0%
11.	Composition of the supervisory board			
11a.	Re-elect Ms. Deanna Goodwin	POUR	POUR	✓ 99.1%
11b.	Announcement concerning vacancies in the supervisory board arising in 2024	SANS VOTE	SANS VOTE	
12a.	Authorisation to issue shares	POUR	POUR	✓ 98.0%
12b.	Authorisation to restrict or exclude pre-emptive rights	POUR	POUR	✓ 97.8%
13.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.6%
14.	Any other business	SANS VOTE	SANS VOTE	
15.	Closing of the meeting	SANS VOTE	SANS VOTE	

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

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

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.a	Re-elect Mr. Peter Bisson	POUR	POUR	✓ 99.1%
1.b	Elect Ms. Maria Black	POUR	POUR	✓ 99.7%
1.c	Re-elect Mr. David V. Goeckeler	POUR	POUR	✓ 98.7%
1.d	Re-elect Ms. Linnie M. Haynesworth	POUR	POUR	✓ 98.9%
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	✓ 98.9%
1.g	Re-elect Ms. Nazzic S. Keene	POUR	POUR	✓ 99.4%
1.h	Re-elect Mr. Thomas J. Lynch	POUR	POUR	✓ 98.5%
1.i	Re-elect Mr. Scott F. Powers	POUR	POUR	✓ 98.6%
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	✓ 96.5%
1.l	Re-elect Ms. Sandra S. Wijnberg	POUR	POUR	✓ 94.8%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.4%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Michael A. George	POUR	POUR	✓ 99.3%
1.2	Re-elect Ms. Linda A. Goodspeed	POUR	POUR	✓ 95.3%
1.3	Re-elect Mr. Earl J. Graves Jr.	POUR	● CONTRE	✓ 90.1% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.4	Re-elect Mr. Enderson Guimaraes	POUR	POUR	✓ 95.5%
1.5	Re-elect Mr. Brian Hannasch	POUR	POUR	✓ 97.7%
1.6	Re-elect Mr. D. Bryan Jordan	POUR	POUR	✓ 94.2%
1.7	Re-elect Ms. Gale V. King	POUR	POUR	✓ 97.2%
1.8	Re-elect Mr. George R. Mrkonic Jr.	POUR	● CONTRE	✓ 87.6% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Re-elect Mr. William C. Rhodes III	POUR	POUR	✓ 91.0%
1.10	Re-elect Ms. Jill A. Soltau	POUR	POUR	✓ 98.2%
2	Re-election of the auditor	POUR	● CONTRE	✓ 92.5% The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 78.6% Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.9%

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	
1.1	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	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.	Presentation of the board of directors' management report	SANS VOTE	SANS VOTE	
2.	Adoption of the financial statements	POUR	POUR	✓ 99.9%
3.	Adoption of the parent company's financial statements	POUR	POUR	✓ 99.9%
4.	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
5.	Discharge of members of the board of directors	POUR	POUR	✓ 98.6%
6.	Approve directors' fees	POUR	POUR	✓ 96.3%
	Composition of the board of directors			
7.	Elect Ms. Soledad Luca de Tena	POUR	POUR	✓ 99.9%
8.	Approve remuneration report (advisory vote)	POUR	● CONTRE	Concerns over the severance payments which are considered excessive. ✓ 85.4%
9.	Election of auditor	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 99.3%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 99.2%
3	Discharge board members	POUR	POUR	✓ 90.2%
4	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
Elections to the board of directors				
5	Re-elect Mr. Harold Boël	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 90.3%
6	Elect Groupe Industriel Marcel Dassault	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 94.2%
7	Elect Ms. Viviane Monges	POUR	POUR	✓ 95.1%
8	Elect Mr. Benoit Ribadeau-Dumas as advisory board member	POUR	● CONTRE	The election of advisory board member goes against best practice. ✓ 87.1%
9	Ratify Ernst & Young as statutory auditors	POUR	POUR	✓ 99.2%
10	Ratify Ernst & Young as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.3%
11	Approve the maximum amount to be allocated to directors	POUR	POUR	✓ 99.0%
12	Approve the remuneration policy of corporate officers	POUR	● CONTRE	Ethos does not approve the remuneration policy of the chair, and therefore cannot approve the remuneration policy of corporate officers under a bundled vote. ✓ 87.3%
13	Approve the remuneration policy of Mr. Alexandre Mérieux, chair	POUR	● CONTRE	Excessive fixed remuneration. ✓ 86.8%
14	Approve the remuneration policy of Mr. Pierre Boulud, CEO	POUR	POUR	✓ 87.1%
15	Approve the remuneration policy of directors	POUR	POUR	✓ 99.9%
16	Approve the remuneration report	POUR	POUR	✓ 87.5%
17	Approve the 2023 remuneration of Mr. Alexandre Mérieux, chair/CEO until June and chair since then	POUR	● CONTRE	The annualised remuneration as chair is excessive. ✓ 86.5%
18	Approve the 2023 remuneration of Mr. Pierre Boulud, COO until June and CEO since then	POUR	POUR	✓ 85.4%
19	Approve the amended share purchase plan regulations for beneficiaries located in California, USA	POUR	POUR	✓ 100.0%
20	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The repurchase price is too high. ✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
21	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 99.0%
22	Approve distribution of performance shares	POUR	● CONTRE	The authorisation is excessive. ✓ 85.5%
23	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR	✓ 99.3%
24	Removal of pre-emptive rights in relation to the ESOP	POUR	POUR	✓ 99.8%
25	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR	✓ 99.7%
26	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR	✓ 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%

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	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 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%

Brenntag

23.05.2024

AGO

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	✓ 100.0%
5	Appoint the Auditors	POUR	POUR	✓ 100.0%
6	Approve Remuneration Report	POUR	POUR	✓ 93.6%
7	Authorise Share Repurchase	POUR	POUR	✓ 96.8%

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

No.	Ordre du jour	Board	Ethos	Résultat
1	Report and accounts	POUR	POUR	✓ 100.0%
2	Remuneration policy (binding vote)	POUR	● CONTRE	<p>✓ 91.0%</p> <p>The potential variable remuneration exceeds our guidelines.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
3	Remuneration report (advisory vote)	POUR	● CONTRE	<p>✓ 95.6%</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
4	Final dividend	POUR	POUR	✓ 100.0%
Elections to the board of directors				
5	Re-elect Dr. Gerard Murphy	POUR	POUR	✓ 97.7%
6	Re-elect Mr. Jonathan Akeroyd	POUR	POUR	✓ 100.0%
7	Re-elect Ms. Orna Ni-Chionna	POUR	POUR	✓ 99.1%
8	Re-elect Ms. Fabiola Arredondo	POUR	POUR	✓ 99.1%
9	Re-elect Mr. Sam Fischer	POUR	POUR	✓ 99.1%
10	Re-elect Mr. Ronald Frasch	POUR	● CONTRE	<p>✓ 98.9%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
11	Re-elect Ms. Danuta Gray	POUR	POUR	✓ 98.9%
12	Re-elect Ms. Debra Lee	POUR	POUR	✓ 98.8%
13	Re-elect Mr. Antoine de Saint-Affrique	POUR	● CONTRE	<p>✓ 73.9%</p> <p>Concerns over the director's time commitments.</p>
14	Elect Mr. Alan Stewart	POUR	POUR	✓ 99.0%
15	Re-appoint Ernst & Young as auditors	POUR	POUR	✓ 99.3%
16	Auditor's remuneration	POUR	POUR	✓ 99.9%
17	Political donations	POUR	POUR	✓ 98.9%
18	Authority to allot shares	POUR	POUR	✓ 98.1%
19	Disapplication of pre-emption rights	POUR	POUR	✓ 99.4%
20	Purchase of own shares	POUR	● CONTRE	<p>✓ 99.2%</p> <p>The amount of the repurchase is excessive given the financial situation and perspectives of the company.</p>
21	Authority to call general meetings on short notice	POUR	● CONTRE	<p>✓ 95.7%</p> <p>14-days is insufficient for shareholders to vote in an informed manner.</p>

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
Elections of directors				
1a	Re-elect Mr. Richard D. Fairbank	POUR	● CONTRE	Combined chairman and CEO. ✓ 96.7%
1b	Re-elect Mr. Ime Archibong	POUR	POUR	✓ 99.6%
1c	Re-elect Ms. Christine R. Detrick	POUR	POUR	✓ 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. ✓ 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	✓ 99.9%
1f	Re-elect Mr. Peter Thomas Killalea	POUR	POUR	✓ 97.2%
1g	Re-elect Mr. Eli Leenaars	POUR	POUR	✓ 99.6%
1h	Re-elect Mr. François Locoh-Donou	POUR	POUR	✓ 96.7%
1i	Re-elect Mr. Peter E. Raskind	POUR	POUR	✓ 96.8%
1j	Re-elect Ms. Eileen Serra	POUR	POUR	✓ 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. ✓ 96.2%
1l	Re-elect Mr. Craig Anthony Williams	POUR	POUR	✓ 99.6%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 95.1%
3	To approve the 2002 Associate Stock Purchase Plan	POUR	POUR	✓ 99.0%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 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. ✗ 10.1%
6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	CONTRE	CONTRE	✗ 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. ✗ 10.2%

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. ✔ 97.8%
1.2	Re-elect Mr. Matthew A. Carey	POUR	POUR	✔ 99.4%
1.3	Re-elect Mr. Greg L. Engles	POUR	POUR	✔ 99.6%
1.4	Re-elect Ms. Patricia D. Fili-Krushel	POUR	POUR	✔ 98.5%
1.5	Elect Ms. Laura Fuentes	POUR	POUR	✔ 99.9%
1.6	Re-elect Mr. Mauricio Gutierrez	POUR	POUR	✔ 99.8%
1.7	Re-elect Ms. Robin Hickenlooper	POUR	● CONTRE	Concerns over the director's time commitments. ✔ 99.2%
1.8	Re-elect Mr. Scott Maw	POUR	POUR	✔ 98.8%
1.9	Re-elect Mr. Brian Niccol	POUR	● CONTRE	Combined chairman and CEO. ✔ 96.1%
1.10	Re-elect Ms. Mary Winston	POUR	POUR	✔ 98.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 94.8% 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. ✔ 95.8%
4	Authorisation to increase the number of shares of the company's common stock	POUR	POUR	✔ 99.4%
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. ✔ 99.6%
6	Shareholder resolution: Commission a Third Party Audit on Working Conditions	CONTRE	● POUR	Enhanced disclosure on safety in the workplace. ✘ 29.6%
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. ✘ 9.9%
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. ✘ 18.4%
9	Shareholder resolution: Report on Harassment and Discrimination Statistics	CONTRE	● POUR	Enhanced disclosure on social issues. ✘ 16.5%

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. ✓ 94.5%
1b	Re-elect Mr. William J. DeLaney	POUR	POUR	✓ 98.2%
1c	Re-elect Mr. Eric J. Foss	POUR	POUR	✓ 96.4%
1d	Re-elect Dr. Elder Granger	POUR	POUR	✓ 98.2%
1e	Re-elect Ms. Neesha Hathi	POUR	POUR	✓ 99.8%
1f	Re-elect Mr. George Kurian	POUR	POUR	✓ 98.2%
1g	Re-elect Ms. Kathleen M. Mazarella	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 96.1%
1h	Re-elect Prof. Dr. Mark B. McClellan	POUR	POUR	✓ 98.2%
1i	Elect Dr. Philip O. Ozuah	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.2%
1j	Re-elect Ms. Kimberly A. Ross	POUR	POUR	✓ 98.8%
1k	Re-elect Mr. Eric C. Wiseman	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 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. ✓ 94.4%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 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. ✓ 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. ✗ 48.8%
5	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	CONTRE	CONTRE	✗ 1.6%

No.	Ordre du jour	Board	Ethos	Résultat	
1.	Elections of directors				
1a	Re-elect Mr. Wesley G. Bush	POUR	POUR	✓ 97.4%	
1b	Re-elect Mr. Michael D. Capellas	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%
1c	Re-elect Mr. Mark S. Garrett	POUR	POUR	✓ 96.1%	
1d	Re-elect Mr. John D. Harris II	POUR	POUR	✓ 97.1%	
1e	Re-elect Dr. Kristina M. Johnson	POUR	POUR	✓ 94.5%	
1f	Re-elect Ms. Sarah Rae Murphy	POUR	POUR	✓ 99.2%	
1g	Re-elect Mr. Charles H. Robbins	POUR	● CONTRE	Combined chairman and CEO.	✓ 92.0%
1h	Elect Mr. Daniel H. Schulman	POUR	POUR	✓ 99.4%	
1i	Re-elect Ms. Marianna Tessel	POUR	POUR	✓ 99.5%	
2.	To approve the amendment of the Stock Incentive Plan	POUR	● CONTRE	Potential excessive awards.	✓ 94.5%
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.	✓ 75.0%
4.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.5%*	
5.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.1%
6.	Shareholder resolution: Report on tax transparency set forth in the Global Reporting Initiative's tax standard	CONTRE	● POUR	Enhanced disclosure on the tax practices of the company.	✗ 25.2%

* 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	Elections of directors			
1a	Re-elect Mr. Terrence A. Duffy	POUR	● CONTRE	Combined chairman and CEO. ✓ 91.7%
1b	Re-elect Ms. Kathryn Benesh	POUR	POUR	✓ 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. ✓ 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. ✓ 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	✓ 95.1%
1f	Re-elect Mr. Harold Ford Jr.	POUR	POUR	✓ 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. ✓ 84.6%
1h	Re-elect Mr. Larry G. Gerdes	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 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. ✓ 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	✓ 97.0%
1k	Re-elect Ms. Phyllis M. Lockett	POUR	POUR	✓ 64.2%
1l	Re-elect Prof. Deborah J. Lucas	POUR	POUR	✓ 98.7%
1m	Re-elect Ms. Terry L. Savage	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 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	✓ 96.2%
1o	Re-elect Mr. William R. Shepard	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 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
1	Elections of directors				
1a	Re-elect Mr. Zein Abdalla	POUR	POUR		✓ 85.1%
1b	Re-elect Ms. Vinita Bali	POUR	POUR		✓ 95.6%
1c	Re-elect Mr. Eric Branderiz	POUR	POUR		✓ 99.4%
1d	Re-elect Ms. Archana Deskus	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 98.4%
1e	Re-elect Mr. John M. Dineen	POUR	POUR		✓ 99.6%
1f	Re-elect Mr. Ravi Kumar	POUR	POUR		✓ 99.6%
1g	Re-elect Mr. Leo S. Mackay Jr.	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 88.1%
1h	Re-elect Mr. Michael Patsalos-Fox	POUR	POUR		✓ 96.1%
1i	Re-elect Mr. Stephen Rohleder	POUR	POUR		✓ 95.6%
1j	Re-elect Mr. Abraham (Bram) Schot	POUR	POUR		✓ 95.6%
1k	Re-elect Mr. Joseph M. Velli	POUR	POUR		✓ 98.2%
1l	Re-elect Ms. Sandra S. Wijnberg	POUR	POUR		✓ 96.4%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.2%
3	Adopt amended and restated certificate of incorporation	POUR	● CONTRE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 85.1%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 92.2%
5	Shareholder resolution: Fair treatment of shareholder nominees	CONTRE	● POUR	The proposal aims at improving shareholder rights.	✗ 1.5%

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	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	Approval of the interim balance sheet of the Company as of 30 September 2023	POUR	POUR	✓ 100.0%
2	Approval of the partial distribution of distributable reserves	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the directors' report and the accounts	POUR	POUR	✓
2	Approval of the consolidated directors' report and the consolidated accounts	POUR	POUR	✓
3	Approval of the corporate governance report	POUR	● CONTRE	✓ The report is not available in English prior to the AGM. The board composition is not satisfactory.
4	Approval of the non-financial information report	POUR	POUR	✓
5	Allocation of income	POUR	POUR	✓
6	Discharge of the Board	POUR	POUR	✓
7	Acquisition of own shares	POUR	POUR	✓ 100.0%
8	Sale by the Company of its own shares	POUR	POUR	✓
9	Approval of the 2024-2026 remuneration policy	POUR	POUR	✓
10.a	Election of the members of the governing bodies for the 2024-2026 triennium	POUR	● CONTRE	✓ The overall independence of the board is not sufficient. The number of executives is excessive.
10.b	Election of Ernst & Young as statutory auditor for the 2024-2026 triennium	POUR	POUR	✓
11	Approval of the establishment of an Appointments, Evaluation and Remuneration Committee for the current term of office of the corporate bodies and the respective regulation	POUR	POUR	✓
12	Election of the members of the Appointments, Evaluation and Remuneration Committee and approval of their respective remuneration	POUR	● CONTRE	✓ The overall independence of the committee is not sufficient.

No.	Ordre du jour	Board	Ethos	Résultat
1	To receive the financial statements and related reports regarding the year ended 30 June 2023	SANS VOTE	SANS VOTE	
2	Election of the auditor	POUR	POUR	✓ 99.8%
3	Elections of directors			
3.a	Re-elect Ms. Carolyn Hewson	POUR	POUR	✓ 97.6%
4	Advisory vote on the remuneration report	POUR	● CONTRE	Excessive variable remuneration. ✓ 77.0%
5	Grant of Securities to Dr. Paul McKenzie (CEO)	POUR	● CONTRE	Potential excessive awards. ✓ 75.1%

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. Balsler	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.	Elections of directors			
1.1	Re-elect Mr. Michael S. Dell	POUR	● S'ABSTENIR Combined chairman and CEO.	✓ 98.4%*
1.2	Re-elect Mr. David W. Dorman	POUR	POUR	✓ 98.4%*
1.3	Re-elect Mr. Egon P. Durban	POUR	POUR	✓ 99.6%*
1.4	Re-elect Mr. David J. Grain	POUR	POUR	✓ 99.8%*
1.5	Re-elect Mr. William D. Green	POUR	POUR	✓ 99.8%*
1.6	Elect Mr. Steven M. Mollenkopf	POUR	POUR	✓ 99.8%*
1.7	Re-elect Ms. Lynn Vojvodich Radakovich	POUR	POUR	✓ 99.9%*
1.8	Re-elect Ms. Ellen J. Kullman (representative of Class C shareholders)	POUR	POUR	✓ 62.7%*
2.	Re-election of the auditor	POUR	● CONTRE The auditor's long tenure raises independence concerns.	✓ 99.5%
3.	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.	✓ 99.1%
4.	Shareholder resolution: Report on Charitable Contributions	CONTRE	CONTRE	✗ 0.2%
5.	Shareholder resolution: Report on Effectiveness of Diversity, Equity and Inclusion Efforts	CONTRE	● POUR Enhanced disclosure on gender equality and ethnic diversity.	✗ 2.9%

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

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 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 Dr. Katherine Baicker	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✔ 99.4%
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. ✔ 91.4% 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	✔ 97.8%
1d	Re-elect Ms. Gabrielle Sulzberger	POUR	POUR	✔ 98.1%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 95.0%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✔ 95.8%
4	Declassify the board of directors	POUR	POUR	✘ 77.8%
5	Eliminate Supermajority Vote Requirement	POUR	POUR	✘ 77.7%
6	Shareholder resolution: Report on Lobbying Payments and Policy	CONTRE	● POUR	Enhanced disclosure on lobbying expenses. ✘ 25.5%
7	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity. ✘ 23.8%
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. ✘ 8.9%
9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	CONTRE	● POUR	The proposed policy would encourage social responsibility. ✘ 10.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 98.3%
Elections to the board of directors					
5	Re-elect Ms. Amy Flikerski	POUR	POUR		✓ 99.9%
6	Re-elect Mr. Fabrice Barthélemy	POUR	POUR		✓ 98.3%
7	Ratify the co-optation of BWGI	POUR	POUR		✓ 99.9%
8	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR		✓ 97.5%
9	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR		✓ 97.5%
10	Approve the remuneration policy of Mr. Thierry Morin, chair	POUR	POUR		✓ 99.9%
11	Approve the remuneration policy of directors	POUR	POUR		✓ 99.6%
12	Approve the remuneration policy of Mr. Xavier Martiré, CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.4%
13	Approve the remuneration policy of corporate officers	POUR	● CONTRE	Excessive variable remuneration.	✓ 94.4%
14	Approve the remuneration report	POUR	● CONTRE	Excessive variable remuneration.	✓ 90.7%
15	Approve the 2023 remuneration of Mr. Thierry Morin, chair	POUR	POUR		✓ 99.9%
16	Approve the 2023 remuneration of Mr. Xavier Martiré, CEO	POUR	● CONTRE	Excessive variable remuneration.	✓ 89.5%
17	Approve the 2023 remuneration of Mr. Louis Guyot, CFO	POUR	● CONTRE	Excessive variable remuneration.	✓ 90.0%
18	Approve the 2023 remuneration of Mr. Matthieu Lechary, Deputy COO	POUR	● CONTRE	Excessive variable remuneration.	✓ 90.0%
19	Authorisation to purchase company shares (share buyback programme)	POUR	POUR		✓ 99.7%
20	Authorisation to increase the share capital through transfer of reserves	POUR	POUR		✓ 99.9%
21	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.	✓ 97.1%
22	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%).	✓ 95.6%

No.	Ordre du jour	Board	Ethos	Résultat
23	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%).  91.0%
24	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	POUR	 92.2%
25	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights.  88.5%
26	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights.  98.2%
27	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	 99.8%
28	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	 99.8%
29	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR	 97.4%
30	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	 99.3%
31	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		✓ 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	Issue Shares in Connection with Merger	POUR	POUR	✓ 100.0%
2	To approve the adjournment proposal	POUR	● CONTRE	✓ 91.8% We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Scott A Satterlee	POUR	POUR	✓ 96.5%
1b	Re-elect Mr. Michael J Ancius	POUR	POUR	✓ 92.5%
1c	Re-elect Mr. Stephen L. Eastman	POUR	POUR	✓ 96.5%
1d	Re-elect Mr. Daniel L Florness	POUR	POUR	✓ 98.8%
1e	Re-elect Ms. Rita J. Heise	POUR	POUR	✓ 92.4%
1f	Re-elect Mr. Hsenghung Sam Hsu	POUR	POUR	✓ 98.6%
1g	Re-elect Mr. Daniel L. Johnson	POUR	POUR	✓ 98.0%
1h	Re-elect Mr. Nicholas J. Lundquist	POUR	POUR	✓ 98.0%
1i	Re-elect Ms. Sarah N. Nielsen	POUR	POUR	✓ 99.1%
1j	Elect Ms. Irene A. Quarshie	POUR	POUR	✓ 99.8%
1k	Re-elect Ms. Reyne K Wisecup	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	POUR	✓ 92.7%
4	Eliminate supermajority voting requirement in connection with business transactions	POUR	● CONTRE	The amendment can have a negative impact on the long-term interests of the company's shareholders. ✓ 99.5%
5	Shareholder resolution: Introduce simple majority voting	CONTRE	CONTRE	✗ 41.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Marvin R. Ellison	POUR	POUR	✓ 95.8%
1.b	Re-elect Mr. Stephen E. Gorman	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 97.7%
1.c	Re-elect Ms. Susan Patricia Griffith	POUR	POUR	✓ 97.4%
1.d	Re-elect Ms. Amy B. Lane	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 98.1%
1.e	Re-elect Mr. R. Brad Martin	POUR	● CONTRE	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓ 94.7%
1.f	Re-elect Vice Admiral Nancy A. Norton	POUR	POUR	✓ 98.3%
1.g	Re-elect Mr. Frederick P. Perpall	POUR	POUR	✓ 97.4%
1.h	Re-elect Mr. Joshua C. Ramo	POUR	POUR	✓ 95.7%
1.i	Re-elect Prof. Susan C. Schwab	POUR	POUR	✓ 95.2%
1.j	Re-elect Mr. Frederick W. Smith	POUR	POUR	✓ 94.1%
1.k	Re-elect Mr. David P. Steiner	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 92.6%
				Non independent lead director, which is not best practice.
1.l	Re-elect Mr. Rajesh Subramaniam	POUR	● CONTRE	Executive director (CEO). The board is not sufficiently independent. ✓ 97.3%
1.m	Re-elect Mr. Paul S. Walsh	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 93.2%
				Concerns over the director's time commitments.
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	Advisory vote on executive remuneration	POUR	● CONTRE	The variable remuneration is based on continued employment only. ✓ 89.7%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.3%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.7%
5	Shareholder resolution: Amend clawback policy	CONTRE	● POUR	The proposal would improve the coverage of the clawback policy and enhance transparency, which is in line with the interests of the shareholders. ✗ 26.3%

No.	Ordre du jour	Board	Ethos		Résultat
6	Shareholder resolution: Publish a report on just transition	CONTRE	● POUR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✘ 29.7%
7	Shareholder resolution: Paid sick leave disclosure	CONTRE	● POUR	We support corporate policies that encourage social responsibility.	✘ 10.5%
8	Shareholder resolution: Report climate risk from retirement plan options	CONTRE	● POUR	Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation.	✘ 7.5%

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












No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Ms. Kimberly A. Casiano	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.0%
1b	Re-elect Ms. Alexandra Ford English	POUR	POUR	✓ 95.0%
1c	Re-elect Mr. James D. Farley Jr.	POUR	POUR	✓ 97.8%
1d	Re-elect Mr. Henry Ford III	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. ✓ 91.7%
1e	Re-elect Mr. William Clay Ford Jr.	POUR	● CONTRE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 86.4%
1f	Re-elect Mr. William W. Helman IV	POUR	POUR	✓ 96.1%
1g	Re-elect Mr. Jon M. Huntsman Jr.	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 94.3%
1h	Re-elect Mr. William E. Kennard	POUR	POUR	✓ 82.2%
1i	Re-elect Mr. John C. May	POUR	POUR	✓ 96.5%
1j	Re-elect Ms. Beth E. Mooney	POUR	POUR	✓ 96.5%
1k	Re-elect Ms. Lynn Vojvodich Radakovich	POUR	POUR	✓ 95.9%
1l	Re-elect Mr. John Lawson Thornton	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 94.9% The director has been sitting on the board for over 16 years, which exceeds guidelines.
1m	Re-elect Mr. John B. Veihmeyer	POUR	POUR	✓ 96.4%
1n	Re-elect Mr. John S. Weinberg	POUR	POUR	✓ 96.4%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 97.8%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.9% An important part of the variable remuneration is based on continued employment only.
4	To approve the amendment of the 2024 Stock Plan for non-executive directors	POUR	POUR	✓ 96.5%
5	Shareholder resolution: Give Each Share An Equal Vote	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. ✗ 38.3%

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No.	Ordre du jour	Board	Ethos	Résultat
6	Shareholder resolution: Report on Reliance on Child Labour in Supply Chain	CONTRE	CONTRE	✘ 5.6%
7	Shareholder resolution: Report on Sustainable Sourcing Policies	CONTRE	● POUR	✘ 6.6%
			The resolution aims to mitigate risks in Ford's supply chain by enhancing transparency and implementing Sustainable Sourcing Policies to address deforestation and greenhouse gas emissions concerns.	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Ken Xie	POUR	● CONTRE	Combined chairman and CEO.  93.7%
1b	Re-elect Mr. Michael Xie	POUR	POUR	 99.5%
1c	Re-elect Mr. Kenneth A. Goldman	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.  96.8%
1d	Re-elect Mr. Ming Hsieh	POUR	POUR	 98.4%
1e	Re-elect Dr. Jean Hu	POUR	POUR	 99.8%
1f	Re-elect Mr. William H. Neukom	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.  97.8%
1g	Re-elect Ms. Judith Sim	POUR	POUR	 96.9%
1h	Re-elect Dr. James Stavridis	POUR	POUR	 94.6%
1i	Elect Ms. Mary Agnes Wildrotter	POUR	POUR	 96.3%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.  95.4%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  98.5% An important part of the variable remuneration is based on continued employment only.

No.	Ordre du jour	Board	Ethos	Résultat
1	Approve the conversion of the Company into the legal form of a stock corporation	POUR	POUR	✓ 99.9%
	Board main features			
2.1	Elections to the Supervisory Board: Shervin J. Korangy	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 97.1%
2.2	Elections to the Supervisory Board: Dr. Marcus Kuhnert	POUR	POUR	✓ 98.8%
2.3	Elections to the Supervisory Board: Dr. Gregory Sorensen	POUR	POUR	✓ 92.6%
2.4	Elections to the Supervisory Board: Pascale Witz	POUR	POUR	✓ 93.8%
3	Confirm the Appointment of the Auditors	POUR	POUR	✓ 99.7%

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE	
2	Approve the Dividend	POUR	POUR	✓ 100.0%
3	Approve Remuneration Report	POUR	POUR	✓ 91.6%
4	Approve Discharge of Management Board	POUR	POUR	✓ 99.4%
5	Approve Discharge of Supervisory Board	POUR	POUR	✓ 98.9%
6	Appoint the Auditors	POUR	POUR	✓ 99.9%
	Board main features			
7.1	Elections to the Supervisory Board: Andreas Renschler	POUR	POUR	✓ 99.5%
7.2	Elections to the Supervisory Board: Prof. Dr. Axel Stepken	POUR	POUR	✓ 99.8%
8.1	Amend Articles: Adjustment of record date (Section 17 (2) 3)	POUR	POUR	✓ 100.0%
8.2	Amend Articles: Term of office of Supervisory Board members (Sections 10 (5) and 11 (1))	POUR	POUR	✓ 100.0%
9	Approve the Company's Climate Transition Plan 2040	POUR	POUR	✓ 98.4%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Ms. Mary T. Barra	POUR	● CONTRE	Combined chairman and CEO. ✔ 94.6%
1b.	Re-elect Mr. Wesley G. Bush	POUR	POUR	✔ 96.1%
1c.	Re-elect Ms. Joanne C. Crevoiserat	POUR	POUR	✔ 99.4%
1d.	Re-elect Ms. Linda R. Gooden	POUR	POUR	✔ 99.7%
1e.	Re-elect Mr. Joseph Jimenez	POUR	POUR	✔ 97.0%
1f.	Re-elect Mr. Jonathan (Jon) McNeill	POUR	POUR	✔ 99.4%
1g.	Re-elect Ms. Judith A. Miscik	POUR	POUR	✔ 99.8%
1h.	Re-elect Ms. Patricia F. Russo	POUR	● CONTRE	Non independent lead director, which is not best practice. ✔ 98.9%
1i.	Re-elect Mr. Thomas M. Schoewe	POUR	POUR	✔ 97.1%
1j.	Re-elect Mr. Mark A. Tatum	POUR	POUR	✔ 99.9%
1k.	Re-elect Dr. Jan E. Tighe	POUR	POUR	✔ 99.8%
1l.	Re-elect Mr. Devin N. Wenig	POUR	POUR	✔ 97.2%
2	Re-election of the auditor	POUR	POUR	✔ 99.1%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 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	✘ 12.6%
5	Shareholder resolution: Eliminate EV Targets from Incentive Compensation Programs	CONTRE	CONTRE	✘ 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. ✘ 12.5%
7	Shareholder resolution: Report on Sustainability Risk in the Company's Supply Chain	CONTRE	● POUR	Enhanced disclosure on environmental issues. ✘ 13.6%

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. An important part of the variable remuneration is based on continued employment only.	✓ 92.0%
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
	To receive the annual report for the year ended 30 June 2022	SANS VOTE	SANS VOTE	
1	Re-election of KPMG as the auditor of Goodman Logistics (HK) Limited	POUR	POUR	✓ 94.2%
	Elections of directors			
2.a	Re-elect Mr. Stephen Johns	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 93.0%
2.b	Re-elect Mr. Stephen Johns as board member of Goodman Logistics (HK) Limited	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 94.9%
3	Re-elect Mr. Mark G. Johnson	POUR	POUR	✓ 95.9%
4	Elect Ms. Belinda Robson	POUR	POUR	✓ 100.0%
5	Elect Mr. George El-Zoghbi	POUR	POUR	✓ 97.9%
6	Elect Ms. Kitty Chung as board member of Goodman Logistics (HK) Limited	POUR	POUR	✓ 100.0%
7	Advisory vote on the remuneration report	POUR	● CONTRE	Excessive variable remuneration. ✓ 87.3%
8	Grant of Performance Rights to Mr. Gregory Goodman (CEO)	POUR	● CONTRE	Excessive variable remuneration. ✓ 89.3%
9	Grant of Performance Rights to Mr. Danny Peeters (CEO Brazil)	POUR	● CONTRE	Excessive variable remuneration. ✓ 89.3%
10	Grant of Performance Rights to Mr. Anthony Rozic (Deputy CEO and CEO North America)	POUR	● CONTRE	Excessive variable remuneration. ✓ 89.3%













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	Amendment to the articles of association concerning the powers of the board of directors (extraordinary agenda)	POUR	POUR		✓ 100.0%
2	Financial statements as at 31 December 2023	POUR	POUR		✓ 99.8%
3	Allocation of net results and dividend distribution	POUR	POUR		✓ 99.9%
4	Binding vote on the remuneration policy	POUR	● CONTRE	Performance targets are not sufficiently challenging.	✓ 90.6%
5	Advisory vote on the remuneration paid in 2023	POUR	POUR		✓ 92.0%
6	Appointment of a member of the board of directors – shareholder proposal	PAS DE RECOMMANDE.	● CONTRE	Insufficient information is provided concerning the nominees.	✓ 71.1%
7	Appointment of the vice chair of the board of directors – shareholder proposal	PAS DE RECOMMANDE.	● CONTRE	Insufficient information is provided concerning the nominees.	✓ 71.1%
8	Authorization for the purchase and disposal of treasury shares	POUR	POUR		✓ 99.9%

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	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	The authorisation allows for share repurchase during a period of public offer and can potentially be used as an anti-takeover device.	✓ 94.4%
7	Approve the remuneration report	POUR	● CONTRE	The information provided is insufficient. Excessive fixed remuneration.	✓ 91.8%
8	Approve the 2023 remuneration of Mr. Axel Dumas, CEO	POUR	● CONTRE	The information provided is insufficient. Excessive fixed remuneration.	✓ 91.7%
9	Approve the 2023 remuneration attributable to Emile Hermès SAS, active partner of the company	POUR	● CONTRE	The information provided is insufficient. Excessive total remuneration.	✓ 92.0%
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	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.	✓ 94.1%
14	Re-elect Mr. Blaise 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%

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.	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	
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	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	Elections of directors			
1.a	Re-elect Ms. Aida M. Alvarez	POUR	POUR	✓ 98.7%
1.b	Re-elect Mr. Robert R. Bennett	POUR	POUR	✓ 99.1%
1.c	Re-elect Mr. Charles V. Bergh	POUR	POUR	✓ 99.0%
1.d	Re-elect Mr. Bruce D. Broussard	POUR	POUR	✓ 99.0%
1.e	Re-elect Ms. Stacy Brown-Philpot	POUR	POUR	✓ 99.3%
1.f	Re-elect Dr. Stephanie A. Burns	POUR	POUR	✓ 98.9%
1.g	Re-elect Ms. Mary Anne Citrino	POUR	POUR	✓ 99.3%
1.h	Re-elect Mr. Richard L. Clemmer	POUR	POUR	✓ 99.6%
1.i	Re-elect Mr. Enrique Lores	POUR	POUR	✓ 99.7%
1.j	Re-elect Mr. David Meline	POUR	POUR	✓ 99.7%
1.k	Re-elect Ms. Judith A. Miscik	POUR	POUR	✓ 99.3%
1.l	Re-elect Ms. Kim K.W. Rucker	POUR	POUR	✓ 99.1%
2	Re-election of the auditor	POUR	● CONTRE	✓ 92.7% The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 91.7% Excessive variable remuneration.
4	Approve the Fourth Amended and Restated HP 2004 Stock Incentive Plan	POUR	● CONTRE	✓ 93.7% The potential variable remuneration exceeds Ethos' guidelines.
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	POUR	● CONTRE	✓ 61.0% This amendment reduces shareholder rights to take legal action against certain company officers.
6	Shareholder resolution: Termination Pay	CONTRE	CONTRE	✗ 8.4%

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	Elect Ms. Irene Chang Britt	POUR	POUR	✓ 99.8%
1.b	Re-elect Mr. Bruce L. Clafin	POUR	POUR	✓ 93.6%
1.c	Re-elect Dr. Asha S. Collins	POUR	POUR	✓ 97.3%
1.d	Re-elect Mr. Sam Samad	POUR	POUR	✓ 94.6%
2	Re-election of the auditor	POUR	● CONTRE	✓ 94.8% The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 93.6% An important part of the variable remuneration is based on continued employment only.
4	Shareholder resolution: Introduce simple majority voting	PAS DE RECOMMANDE.	● CONTRE	✓ 90.6% The information provided is insufficient.

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	✓ 95.1% The director has been sitting on the board for over 16 years, which exceeds guidelines.
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	✓ 98.3% Executive director. The board is not sufficiently independent.
1.j	Re-elect Mr. E. Scott Santi	POUR	● CONTRE	✓ 96.8% Non independent director (former executive). The board is not sufficiently independent.
1k	Re-elect Mr. David B. Smith Jr.	POUR	POUR	✓ 96.9%
1.l	Re-elect Ms. Pamela B. Strobel	POUR	● CONTRE	✓ 90.5% 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.
2	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 93.2% Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3	To approve the 2024 Long-Term Incentive Plan	POUR	● CONTRE	✓ 94.6% The potential variable remuneration exceeds Ethos' guidelines.
4	Re-election of the auditor	POUR	● CONTRE	✓ 96.5% The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	✗ 34.3% The proposal aims at improving the remuneration policy.

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

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.1	Re-elect Mr. Vicente Reynal	POUR	● CONTRE	Combined chairman and CEO.  95.0%
1.2	Re-elect Mr. William P. Donnelly	POUR	POUR	 98.9%
1.3	Re-elect Ms. Kirk E. Arnold	POUR	POUR	 95.2%
1.4	Re-elect Mr. Gary D. Forsee	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.  99.8%
1.5	Re-elect Ms. Jennifer Hartsock	POUR	POUR	 99.7%
1.6	Re-elect Mr. John Humphrey	POUR	POUR	 98.8%
1.7	Re-elect Mr. Marc E. Jones	POUR	POUR	 98.9%
1.8	Re-elect Ms. Julie A. Schertell	POUR	POUR	 99.8%
1.9	Re-elect Ms. JoAnna L. Sohovich	POUR	POUR	 100.0%
1.10	Re-elect Mr. Mark P. Stevenson	POUR	POUR	 99.5%
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.  98.0%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  94.7% An important part of the variable remuneration is based on continued employment only.

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	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.	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. ✓
14d.	Re-elect Ms. Isabelle Kocher	POUR	● CONTRE	Concerns over the director's time commitments. ✓
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. ✓
14i.	Re-elect Mr. Marcus Wallenberg	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓
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. ✓
16.	Election of auditor	POUR	POUR	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓

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	Approval of the annual accounts	POUR	POUR	✓ 95.9%
2	Application of results	POUR	POUR	✓ 100.0%
3	Discharge the Board	POUR	POUR	✓ 99.9%
4	Amendment of the articles of association	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Elect Mr. Timothy Cofer	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✓ 98.5%
1.2	Re-elect Mr. Robert Gamgort	POUR	● CONTRE	Executive chairman. The board is not sufficiently independent. ✓ 95.0%
1.3	Re-elect Mr. Oray Boston Jr.	POUR	POUR	✓ 98.4%
1.4	Elect Mr. Joachim Creus	POUR	● CONTRE	Representative of an important shareholder who is sufficiently represented on the board. ✓ 95.1%
1.5	Re-elect Mr. Olivier Goudet	POUR	POUR	✓ 94.3%
1.6	Re-elect Ms. Juliette Hickman	POUR	POUR	✓ 99.6%
1.7	Re-elect Mr. Paul S. Michaels	POUR	POUR	✓ 90.1%
1.8	Re-elect Ms. Pamela H. Patsley	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.7%
1.9	Re-elect Ms. Lubomira Rochet	POUR	POUR	✓ 95.1%
1.10	Re-elect Ms. Debra A. Sandler	POUR	POUR	✓ 97.8%
1.11	Re-elect Mr. Robert Singer	POUR	POUR	✓ 99.7%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 84.9% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	POUR	✓ 99.8%
4	Shareholder resolution: Report on Efforts to Reduce Plastic Use	CONTRE	● POUR	The report would be useful to evaluate opportunities to shift the company's business model from virgin to recycled plastics. ✗ 8.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Delisting of the ordinary shares from the Official List of the Financial Conduct Authority and removing from trading on the London Stock Exchange's Main Market	POUR	POUR	✓ 98.4%

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	Receive the Annual Report	SANS VOTE	SANS VOTE		
2	Approve the Dividend	POUR	POUR		✓ 100.0%
3	Approve Discharge of Management Board	POUR	POUR		✓ 97.7%
4	Approve Discharge of Supervisory Board	POUR	● CONTRE	Concerns regarding the law attendance of the Supervisory Board. Concerns that the board did not address the low support of the 2021 and 2022 remuneration report.	✓ 89.9%
5.1	Appoint the Auditors	POUR	POUR		✓ 99.5%
5.2	Appoint the Auditors for the audit of the sustainability report	POUR	POUR		✓ 99.7%
6	Approve Remuneration Report	POUR	● CONTRE	The information provided is insufficient. Concerns over the excessive sign-on bonus granted.	✓ 67.0%
7	Approve Remuneration System for the Management Board members	POUR	● CONTRE	The information provided is insufficient. Potential excessive awards.	✓ 95.7%
8	Amend Articles: Adjustment of record date (Section 20 (2) 3)	POUR	POUR		✓ 100.0%
9	Approve an inter-company agreement	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Elect Ms. Jolanda Poots-Bijl 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	
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.	Elections of directors			
1.1	Re-elect Ms. Nora A. Aufreiter	POUR	POUR	✓ 97.9%
1.2	Re-elect Mr. Kevin M. Brown	POUR	POUR	✓ 98.0%
1.3	Re-elect Ms. Elaine L. Chao	POUR	POUR	✓ 97.7%
1.4	Re-elect Ms. Anne Gates	POUR	POUR	✓ 96.2%
1.5	Re-elect Ms. Karen Hoguet	POUR	POUR	✓ 98.9%
1.6	Re-elect Mr. W. Rodney McMullen	POUR	● CONTRE	Combined chairman and CEO. ✓ 92.3%
1.7	Re-elect Mr. Clyde R. Moore	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.0%
1.8	Re-elect Mr. Ronald L. Sargent	POUR	● CONTRE	Non independent lead director, which is not best practice. ✓ 93.1%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Re-elect Ms. J. Amanda Sourry Knox	POUR	POUR	✓ 98.6%
1.10	Re-elect Mr. Mark S. Sutton	POUR	POUR	✓ 98.4%
1.11	Re-elect Mr. Ashok Vemuri	POUR	POUR	✓ 98.8%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 91.3%
				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. ✓ 89.5%
4.	Shareholder resolution: Report on Public Health Costs from Sale of Tobacco Products	CONTRE	● POUR	Enhanced disclosure on public health costs and associated risks with tobacco products. ✗ 11.4%
5.	Shareholder resolution: Listing of Charitable Contributions of \$10,000 or More	CONTRE	CONTRE	✗ 6.0%
6.	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	CONTRE	● POUR	We support corporate policies that encourage social responsibility. ✗ 16.6%
7.	Shareholder resolution: Report on Just Transition	CONTRE	● POUR	We support corporate policies aiming at improving safety in the workplace. ✗ 17.7%
				Enhanced disclosure on environmental issues.

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.a	Re-elect Mr. Sohail U. Ahmed	POUR	POUR	✓ 99.5%
1.b	Re-elect Mr. Timothy M. Archer	POUR	POUR	✓ 99.4%
1.c	Re-elect Mr. Eric K. Brandt	POUR	POUR	✓ 88.3%
1.d	Re-elect Mr. Michael R. Cannon	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 89.4%
1.e	Elect Mr. John M. Dineen	POUR	POUR	✓ 99.8%
1.f	Elect Dr. Ho Kyu Kang	POUR	POUR	✓ 99.8%
1.g	Re-elect Ms. Bethany J. Mayer	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 90.5%
1.h	Re-elect Ms. Jyoti K. Mehra	POUR	POUR	✓ 99.2%
1.i	Re-elect Mr. Abhijit Y. Talwalkar	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 83.7%
1.j	Re-elect Dr. Lih-Shyng Rick Tsai	POUR	POUR	✓ 99.2%
1.k	Re-elect Ms. Leslie F. Varon	POUR	POUR	✓ 98.2%
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. ✓ 94.9%
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.6%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.5%

No.	Ordre du jour	Board	Ethos		Résultat
1	Receive the Annual Report	SANS VOTE	SANS VOTE		
2	Approve Discharge of Management Board	POUR	POUR		✓ 99.6%
3	Approve Discharge of Supervisory Board	POUR	● CONTRE	We have serious concerns over remuneration that have not been addressed by the company.	✓ 93.1%
4	Approve non-executive director fees	POUR	● CONTRE	The proposed increase relative to the previous year is excessive.	✓ 99.8%
	Board main features				
5.1	Elections to the Supervisory Board: Melody Harris-Jensbach	POUR	POUR		✓ 85.3%
5.2	Elections to the Supervisory Board: Dr. Cornelius Baur	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 77.4%
6	Approve Remuneration Report	POUR	● CONTRE	The information provided on the performance targets is insufficient.	✓ 79.1%
7i	Appoint the Auditors for the annual and consolidated financial statements	POUR	● CONTRE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 94.1%
7ii	Appoint the Auditors for the sustainability reporting	POUR	● CONTRE	The fees paid to the audit firm for non-audit services exceed audit fees, during the year under review and on a 3-year basis.	✓ 95.0%
8	Amend Articles: Publications of the Company and communication (Section 3 (1))	POUR	POUR		✓ 100.0%
9	Amend Articles: General Meeting, convocation (Section 14 (5) to (14))	POUR	● CONTRE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 99.6%
10a	Authorise Share Repurchase	POUR	● CONTRE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.9%
10b	Authorise Sale of Repurchased Shares	POUR	POUR		✓ 99.9%

No.	Ordre du jour	Board	Ethos		Résultat
CM	Court meeting (classes A, B and C)				
CM1	Approve Scheme of Redomiciliation	POUR	● CONTRE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓
CM 2	Adjourn Meeting	POUR	● CONTRE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓
GM	General meeting (classes A and B)				
GM 1	Approve Scheme of Redomiciliation	POUR	● CONTRE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 93.9%
GM 2	Approve Capital Reduction by Cancellation and Extinguishment of the Scheme Shares	POUR	● CONTRE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 94.1%
GM 3	Issue Shares in Connection with Acquisition	POUR	● CONTRE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 94.1%
GM 4	Amend Articles of Association	POUR	● CONTRE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 94.1%
GM 5	Adjourn Meeting	POUR	● CONTRE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓ 92.2%
SM	Shareholders meeting (classes A, B and C)				
SM 1	Eliminate Supermajority Vote Requirement to Amend Bylaws	POUR	● CONTRE	The principle of fair and equal treatment of all shareholders is not maintained with the multiple-share voting structure.	✓
SM 2	Eliminate Supermajority Vote Requirement for Certain Business Combination	POUR	● CONTRE	The principle of fair and equal treatment of all shareholders is not maintained with the multiple-share voting structure.	✓
SM 3	Adjourn Meeting	POUR	● CONTRE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓

No.	Ordre du jour	Board	Ethos	Résultat
1	Note the audited consolidated financial statements for the financial year ended 31 March 2023	SANS VOTE	SANS VOTE	
2	Note the appointment of auditor and the fixing of their remuneration	SANS VOTE	SANS VOTE	
	Elections of directors			
3.1	Re-elect Mr. Nicholas Charles Allen	POUR	POUR	✓ 87.7%
3.2	Re-elect Mr. Christopher John Brooke	POUR	POUR	✓ 92.1%
3.3	Re-elect Ms. Poh Lee Tan	POUR	POUR	✓ 96.4%
4	Elect Ms. Melissa Mao Chin Wu	POUR	POUR	✓ 99.4%
5	Authorise Repurchase of Issued Units	POUR	POUR	✓ 99.8%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 100.0%
	Elections to the board of directors			
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	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.	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
Elections to the board of directors				
1a	Re-elect Mr. Craig Arnold	POUR	POUR	✓ 97.5%
1b	Re-elect Mr. Scott C. Donnelly	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The audit committee should only include independent directors. ✓ 97.9%
1c	Re-elect Ms. Lidia L. Fonseca	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 99.0%
1d	Re-elect Dr. Andrea J. Goldsmith	POUR	POUR	✓ 99.7%
1e	Re-elect Mr. Randall J. Hogan	POUR	POUR	✓ 99.3%
1f	Elect Mr. Gregory P. Lewis	POUR	POUR	✓ 99.8%
1g	Re-elect Mr. Kevin E. Lofton	POUR	POUR	✓ 99.7%
1h	Re-elect Mr. Geoffrey S. Martha	POUR	● CONTRE	Combined chairman and CEO. ✓ 94.6%
1i	Re-elect Dr. Elizabeth G. Nabel	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The remuneration committee should only include independent directors. ✓ 96.9%
1j	Re-elect Ms. Denise M. O'Leary	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The audit committee should only include independent directors. ✓ 89.7%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k	Re-elect Mr. Kendall J. Powell	POUR	● CONTRE	Non independent director (board membership exceeding time limit for independence). The remuneration committee should only include independent directors. ✓ 90.2%
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
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. ✓ 91.3%
3	Advisory vote on named executive officer compensation (a "Say-on-Pay" vote)	POUR	● CONTRE	Excessive total remuneration. ✓ 93.4%
				Excessive variable remuneration.
4	Approving the Company's 2024 Employee Stock Purchase Plan	POUR	POUR	✓ 99.7%
5	Authority to allot shares	POUR	POUR	✓ 98.6%
6	Disapplication of pre-emption rights	POUR	POUR	✓ 93.9%
7	Overseas purchase of own shares	POUR	● CONTRE	The repurchase price is too high. ✓ 95.5%

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	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	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	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 99.6%
5	Ratify Grant Thornton as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.9%
Elections to the board of directors				
6	Ratify the co-optation of Ms. Jocelyne Vassoille	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 88.4%
7	Election of Ms. Jocelyne Vassoille	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 87.8%
8	Non-replacement and non-reappointment of Mr. Michel Crochon	POUR	POUR	✓ 99.9%
9	Approve the remuneration policy of Mr. Olivier Legrain, chair	POUR	POUR	✓ 99.8%
10	Approve the remuneration policy of Mr. Luc Themelin, CEO	POUR	POUR	✓ 96.7%
11	Approve the remuneration policy of directors	POUR	POUR	✓ 99.5%
12	Approve the remuneration report	POUR	POUR	✓ 98.9%
13	Approve the 2023 remuneration of Mr. Olivier Legrain, chair	POUR	POUR	✓ 99.8%
14	Approve the 2023 remuneration of Mr. Luc Themelin, CEO	POUR	POUR	✓ 97.1%
15	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximum repurchase price exceeds guidelines. ✓ 99.8%
16	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 100.0%
17	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 99.9%
18	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. ✓ 91.7%
19	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. ✓ 94.0%
				The potential maximum discount exceeds market practice.
20	Authorisation to issue shares in the event of a public exchange offer initiated by the company	POUR	POUR	✓ 96.4%

No.	Ordre du jour	Board	Ethos	Résultat
21	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	<p>The potential maximum discount exceeds market practice.</p> <p>✓ 89.0%</p>
22	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	● CONTRE	<p>Excessive potential capital increase without pre-emptive rights.</p> <p>Excessive potential capital increase with pre-emptive rights.</p> <p>✓ 80.9%</p>
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	<p>✓ 95.9%</p>
24	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	<p>✓ 99.7%</p>
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	<p>✓ 99.6%</p>
26	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR	<p>✓ 98.6%</p>
27	Approve distribution of performance shares to managers	POUR	POUR	<p>✓ 97.8%</p>
28	Approve distribution of performance shares to executives	POUR	POUR	<p>✓ 97.4%</p>
29	Approve distribution of performance shares to employees with high-potential	POUR	POUR	<p>✓ 97.6%</p>
30	Delegation of powers for the completion of formalities	POUR	POUR	<p>✓ 100.0%</p>

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Roland Diggelmann	POUR	POUR	✓ 97.6%
1.2	Re-elect Ms. Domitille Doat-Le Bigot	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 98.2%
1.3	Re-elect Ms. Elisha W. Finney	POUR	POUR	✓ 97.1%
1.4	Re-elect Mr. Richard David Francis	POUR	POUR	✓ 99.5%
1.5	Re-elect Mr. Michael A. Kelly	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 95.6%
1.6	Re-elect Mr. Thomas P. Salice	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 89.3%
1.7	Elect Dr. Wolfgang Wienand	POUR	POUR	✓ 97.9%
1.8	Re-elect Ms. Ingrid Zhang	POUR	POUR	✓ 99.0%
2	Re-election of the auditor	POUR	POUR	✓ 98.1%
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. ✓ 83.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Mr. Matthew W. Chapman	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 94.5%
1.2	Re-elect Mr. Karlton D. Johnson	POUR	POUR	✔ 99.0%
1.3	Re-elect Mr. Wade F. Meyercord	POUR	● CONTRE	Non independent lead director, which is not best practice. ✔ 88.8% The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.4	Re-elect Mr. Ganesh Moorthy	POUR	● CONTRE	Executive director. The board is not sufficiently independent. ✔ 98.7%
1.5	Elect Mr. Robert A. Rango	POUR	POUR	✔ 99.6%
1.6	Re-elect Ms. Karen M. Rapp	POUR	POUR	✔ 83.5%
1.7	Re-elect Mr. Steve Sanghi	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 93.3%
2	Approval of amended and restated 2001 employee stock purchase plan	POUR	POUR	✔ 92.2%
3	Approval of amended and restated 1994 international employee stock purchase plan	POUR	POUR	✔ 92.6%
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. ✔ 92.5% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
6	Advisory vote on say on pay frequency	UN AN	UN AN	✔ 99.2%
7	Shareholder resolution: report on due diligence efforts to trace end-user misuse of company product	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. ✓ 91.9%
1.b	Re-elect Ms. Lynn A. Dugle	POUR	POUR	✓ 98.6%
1.c	Re-elect Mr. Steven J. Gomo	POUR	POUR	✓ 96.4%
1.d	Re-elect Ms. Linnie M. Haynesworth	POUR	POUR	✓ 98.7%
1.e	Re-elect Ms. Mary P. McCarthy	POUR	POUR	✓ 98.9%
1.f	Re-elect Mr. Sanjay Mehrotra	POUR	POUR	✓ 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. ✓ 92.3%
1.h	Re-elect Ms. MaryAnn Wright	POUR	POUR	✓ 96.3%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 80.3%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.6%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 91.8%
5	Shareholder resolution: Termination Pay	CONTRE	● POUR	The proposal aims at improving the remuneration policy. ✗ 7.5%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1.1	Re-elect Mr. Reid G. Hoffman	POUR	POUR		✓ 99.3%
1.2	Re-elect Mr. Hugh F. Johnston	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 91.3%
1.3	Re-elect Ms. Teri L. List	POUR	POUR		✓ 98.0%
1.4	Elect Ms. Catherine MacGregor	POUR	POUR		✓ 99.8%
1.5	Elect Mr. Mark A. L. Mason	POUR	POUR		✓ 99.8%
1.6	Re-elect Mr. Satya Nadella	POUR	● CONTRE	Combined chairman 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		✓ 97.3%
1.10	Re-elect Mr. Charles W. Scharf	POUR	POUR		✓ 98.5%
1.11	Re-elect Mr. John W. Stanton	POUR	POUR		✓ 99.5%
1.12	Re-elect Dame Emma N. Walmsley	POUR	POUR		✓ 99.0%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 93.8%
3	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 98.6%
4	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 95.3%
5	Shareholder resolution: Report on gender-based compensation and benefits inequities	CONTRE	CONTRE		✗ 1.0%
6	Shareholder resolution: Report on risks of omitting viewpoint and ideological diversity from EEO policy	CONTRE	CONTRE		✗ 0.8%
7	Shareholder resolution: Report on government take down requests	CONTRE	CONTRE		✗ 1.8%
8	Shareholder resolution: Report on risks of weapons development	CONTRE	● POUR	Enhanced transparency on a controversial sector.	✗ 15.2%
9	Shareholder resolution: Report on climate risk in retirement plan options	CONTRE	● POUR	Enhanced disclosure on the environmental impact of the employee retirement funds.	✗ 8.9%
10	Shareholder resolution: Publish a tax transparency report	CONTRE	● POUR	Enhanced disclosure on the tax practices of the company.	✗ 21.3%
11	Shareholder resolution: Report on risks of operating in countries with significant human rights concerns	CONTRE	● POUR	Enhanced disclosure on human rights practices of the company.	✗ 33.6%
12	Shareholder resolution: Disclose third-party political contributions	CONTRE	CONTRE		✗ 5.4%
13	Shareholder resolution: Report on risks related to artificial intelligence generated misinformation and disinformation	CONTRE	● POUR	Enhanced disclosure on artificial intelligence concerns.	✗ 21.2%

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.	Election of persons to verify the minutes of the meeting	POUR	POUR	✓
5.	Determination whether the meeting has been duly convened	POUR	POUR	✓
6.	Approval of the agenda	POUR	POUR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	SANS VOTE	SANS VOTE	
8.	Address by the chair of the board of directors	SANS VOTE	SANS VOTE	
9.	Address by the CEO	SANS VOTE	SANS VOTE	
10.	Adoption of the financial statements	POUR	POUR	✓
11.	Approve allocation of income and dividend	POUR	POUR	✓
12.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
12a.	Discharge of Magnus Welander	POUR	● CONTRE	Thee voting results of the AGM 2023 are not disclosed. ✓
12b.	Discharge of Jonas Rahmn	POUR	● CONTRE	Thee voting results of the AGM 2023 are not disclosed. ✓
12c.	Discharge of Jenny Rosberg	POUR	● CONTRE	Thee voting results of the AGM 2023 are not disclosed. ✓
12d.	Discharge of Thomas Bräutigam	POUR	● CONTRE	Thee voting results of the AGM 2023 are not disclosed. ✓
12e.	Discharge of Anna Hällöv	POUR	● CONTRE	Thee voting results of the AGM 2023 are not disclosed. ✓
12f.	Discharge of Maria Hedengren	POUR	● CONTRE	Thee voting results of the AGM 2023 are not disclosed. ✓
12g.	Discharge of CEO (Max Strandwitz)	POUR	● CONTRE	Thee voting results of the AGM 2023 are not disclosed. ✓
13.	Approve remuneration report (advisory vote)	POUR	POUR	✓
14.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
15a.	Approve directors' fees	POUR	POUR	✓
15b.	Approve auditors' fees	POUR	POUR	✓
16.	Composition of the board of directors			
16.1 (a).	Re-elect Mr. Magnus Welander	POUR	POUR	✓

No.	Ordre du jour	Board	Ethos	Résultat
16.1 (b).	Re-elect Mr. Thomas Bräutigam	POUR	POUR	✓
16.1 (c).	Re-elect Ms. Maria Hedengren	POUR	POUR	✓
16.1 (d).	Re-elect Ms. Anna Hällöv	POUR	POUR	✓
16.1 (e).	Re-elect Mr. Jonas Rahmn	POUR	POUR	✓
16.1 (f).	Re-elect Ms. Jenny Rosberg	POUR	POUR	✓
16.2.	Re-elect the chairman of the board of directors	POUR	POUR	✓
17.	Election of auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓
18.	Approve remuneration policy (binding vote)	POUR	POUR	✓
19.	Authorisation to issue shares	POUR	POUR	✓
20.	Authorisation to repurchase own shares	POUR	● CONTRE	The amount of the repurchase is excessive given the financial situation and perspectives of the company. ✓
21.	Reduce share capital via cancellation of shares	POUR	POUR	✓
22.	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.	Determination whether the meeting has been duly convened	POUR	POUR	✓
6.	Election of persons to verify the minutes of the meeting	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.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10a.	Discharge of Håkan Buskhe	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10b.	Discharge of Helen Fasth Gillstedt	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10c.	Discharge of the CEO	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10d.	Discharge of Simon Henriksson	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10e.	Discharge of Maria Håkansson	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10f.	Discharge of Tor Jansson	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10g.	Discharge of Anders Lindqvist	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10h.	Discharge of Linus Morell	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10i.	Discharge of Magnus Nicolin	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10j.	Discharge of Kristian Sildeby	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10k.	Discharge of Sabine Simeon-Aissaoui	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10l.	Discharge of Robert Wahlgren	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
10m.	Discharge of Anna Westerberg	POUR	● CONTRE	Voting results of the 2023 AGM are not disclosed ✓
11.	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
12.	Approve directors' fees	POUR	POUR	✓
13.	Composition of the board of directors			
13a.	Re-elect Ms. Helen Fasth Gillstedt	POUR	POUR	✓
13b.	Re-elect Ms. Maria Håkansson	POUR	POUR	✓
13c.	Re-elect Mr. Anders Lindqvist	POUR	● CONTRE	Concerns over the director's time commitments. ✓
13d.	Re-elect Mr. Magnus Nicolin	POUR	POUR	✓
13e.	Re-elect Mr. Kristian Sildeby	POUR	POUR	✓
13f.	Re-elect Ms. Sabine Simeon-Aissaoui	POUR	POUR	✓
13g.	Elect Ms. Elizabeth Nugent	POUR	POUR	✓
14.	Re-elect the chair of the board of directors	POUR	POUR	✓
15.	Approve auditors' fees	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓
16.	Approve remuneration policy (binding vote)	POUR	POUR	✓
17.	Approve remuneration report (advisory vote)	POUR	POUR	✓
18.	Authorisation to issue shares	POUR	POUR	✓
19.	Authorisation to transfer own shares in connection with company acquisitions	POUR	POUR	✓
20.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Simon McKeon	POUR	POUR	✓ 98.5%
1.b	Re-elect Ms. Ann Sherry	POUR	POUR	✓ 99.6%
1.c	Elect Ms. Christine Fellowes	POUR	POUR	✓ 99.7%
1.d	Elect Ms. Carolyn Kay	POUR	POUR	✓ 99.7%
1.e	Elect Ms. Alison Kitchen	POUR	POUR	✓ 99.7%
1.f	Elect an external nominee Mr. Stephen Mayne	CONTRE	CONTRE	✗ 1.3%
2	Advisory vote on the remuneration report	POUR	POUR	✓ 98.3%
3.a	Grant of Deferred Rights to the CEO	POUR	POUR	✓ 98.9%
3.b	Grant of Performance Rights to the CEO	POUR	● CONTRE	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 98.0%
4	Receive financial statements and related reports for the financial year ended 30 September 2023	SANS VOTE	SANS VOTE	
5.a	Shareholder resolution: amendment to the Constitution regarding shareholder rights	CONTRE	● POUR	The proposal aims at improving shareholder rights. ✗ 5.3%
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: Enhanced disclosure on climate issues.

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

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of issuance of Newmont Corporation's shares	POUR	POUR		✓ 88.1%
2	Approval of increase of Newmont Corporation's authorised shares	POUR	● CONTRE	The proposed increase is excessive.	✓ 77.3%
3	Approve the adjournment of the special meeting to solicit additional proxies	POUR	● CONTRE	When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓ 91.1%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Elect Mr. Philip Aiken	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✔ 99.5%*
1b	Re-elect Mr. Gregory H. Boyce	POUR	POUR	✔ 98.6%*
1c	Re-elect Mr. Bruce R. Brook	POUR	POUR	✔ 98.3%*
1d	Re-elect Ms. Maura J. Clark	POUR	POUR	✔ 99.4%*
1e	Re-elect Dr. Emma FitzGerald	POUR	POUR	✔ 99.6%*
1f	Elect Ms. Sally-Anne Layman	POUR	POUR	✔ 98.9%*
1g	Re-elect Mr. José Manuel Madero	POUR	POUR	✔ 99.6%*
1h	Re-elect Dr. René Médori	POUR	● CONTRE	Concerns over the director's time commitments. ✔ 99.6%*
1i	Re-elect Ms. Jane Nelson	POUR	POUR	✔ 98.7%*
1j	Re-elect Mr. Tom Palmer	POUR	POUR	✔ 98.8%*
1k	Re-elect Mr. Julio M. Quintana	POUR	POUR	✔ 97.5%*
1l	Re-elect Ms. Susan N. Story	POUR	POUR	✔ 99.6%*
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 93.0% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	POUR	✔ 99.2%

* 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	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 99.1%
Elections to the board of directors				
4	Re-elect Ms. Jane Basson	POUR	POUR	✓ 97.4%
5	Elect Ms. Tamara Gruyter	POUR	● CONTRE	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 99.8%
6	Ratify PricewaterhouseCoopers as statutory auditors	POUR	POUR	✓ 92.9%
7	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR	✓ 97.5%
8	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.5%
9	Approve the remuneration report	POUR	POUR	✓ 97.5%
10	Approve the 2023 remuneration of Mr. Jean Mouton, chair	POUR	POUR	✓ 98.9%
11	Approve the 2023 remuneration of Mr. Christopher Guérin, CEO	POUR	POUR	✓ 94.9%
12	Approve the remuneration policy of directors	POUR	POUR	✓ 99.1%
13	Approve the remuneration policy of Mr. Jean Mouton, chair	POUR	POUR	✓ 98.9%
14	Approve the remuneration policy of Mr. Christopher Guérin, CEO	POUR	● CONTRE	The base salary is excessive. The proposed increase relative to the previous year is excessive. ✓ 96.2%
15	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The potential maximum repurchase price is too high. ✓ 100.0%
16	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 97.9%
17	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 97.2%
18	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 97.2%
19	Approve distribution of performance shares	POUR	POUR	✓ 94.8%
20	Approve distribution of restricted shares	POUR	POUR	✓ 96.8%
21	Approve distribution of performance shares linked to the new strategic plan	POUR	POUR	✓ 92.2%

No.	Ordre du jour	Board	Ethos	Résultat
22	Amend articles of association: Alternate statutory auditor	POUR	POUR	✓ 100.0%
23	Non-renewal of an alternate statutory auditor	POUR	POUR	✓ 100.0%
24	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%
25	Additional item not subject to shareholders' vote: Presentation of Nexans climate strategy and actions undertaken	SANS VOTE	SANS VOTE	

Nike

12.09.2023

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No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Ms. Cathleen A. Benko	POUR	POUR	✓ 96.3%*
1.b	Re-elect Mr. Alan B. Graf Jr.	POUR	● S'ABSTENIR The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.4%*
1.c	Re-elect Mr. John W. Rogers Jr.	POUR	POUR	✓ 64.5%*
1.d	Elect Mr. Robert H. Swan	POUR	POUR	✓ 98.1%*
2	Advisory vote on executive remuneration	POUR	● CONTRE Excessive variable remuneration.	✓ 88.0%
3	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 99.1%
4	Re-election of the auditor	POUR	● CONTRE The auditor's long tenure raises independence concerns.	✓ 96.2%
5	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR Enhanced disclosure on gender equality.	✗ 29.6%
6	Shareholder resolution: Supply Chain Management Report	CONTRE	● POUR Enhanced disclosure on human rights.	✗ 12.0%

* 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.	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.	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	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 92.4%
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	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 90.2%
1.h	Elect Ms. Melissa B. Lora	POUR	POUR	✓ 99.9%
1.i	Re-elect Mr. Stephen C. Neal	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines. ✓ 95.7%
1.j	Re-elect Mr. A. Brooke Seawell	POUR	● CONTRE	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. ✓ 91.5%
1.k	Re-elect Dr. Aarti Shah	POUR	POUR	✓ 92.3%
1.l	Re-elect Mr. Mark A. Stevens	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.2%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.2%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 96.4%
4	Shareholder resolution: Introduce simple majority voting	PAS DE RECOMMANDE.	● CONTRE	Higher voting requirements are appropriate in limited circumstances because certain fundamental matters should require broad support from shareholders. ✓ 88.9%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.1	Re-elect Ms. Awo Ablo	POUR	POUR	✓ 88.0%
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.	✓ 78.2%
1.3	Re-elect Dr. Michael J. Boskin	POUR	● S'ABSTENIR Non-independent chairman of the audit committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 82.8%
1.4	Re-elect Ms. Safra A. Catz	POUR	● S'ABSTENIR Executive director. The board is not sufficiently independent.	✓ 84.7%
1.5	Re-elect Mr. Bruce R. Chizen	POUR	● S'ABSTENIR Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Concerns over the director's time commitments. Chairman of the nomination committee. The composition of the board is unsatisfactory.	✓ 77.2%
1.6	Re-elect Mr. George H. Conrades	POUR	● S'ABSTENIR The director is over 75 years old, which exceeds guidelines.	✓ 75.9%
1.7	Re-elect Mr. Lawrence J. Ellison	POUR	● S'ABSTENIR Executive chairman. The board is not sufficiently independent. Chairman 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.	✓ 86.9%
1.8	Re-elect Ms. Rona A. Fairhead	POUR	POUR	✓ 87.5%

No.	Ordre du jour	Board	Ethos	Résultat	
1.9	Re-elect Mr. Jeffrey O. Henley	POUR	● S'ABSTENIR	Executive director. The board is not sufficiently independent. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 86.6%
1.10	Re-elect Ms. Renée J. James	POUR	● S'ABSTENIR	Non independent director (business connections with the company). The board is not sufficiently independent. Concerns over the director's time commitments.	✓ 87.2%
1.11	Re-elect Mr. Charles W. Moorman IV	POUR	POUR		✓ 80.3%
1.12	Re-elect Mr. Leon E. Panetta	POUR	● S'ABSTENIR	The director is over 75 years old, which exceeds guidelines.	✓ 76.9%
1.13	Re-elect Mr. William G. Parrett	POUR	● S'ABSTENIR	The director is over 75 years old, which exceeds guidelines.	✓ 81.5%
1.14	Re-elect Ms. Naomi O. Seligman	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.	✓ 78.3%
1.15	Re-elect Dr. Vishal Sikka	POUR	● S'ABSTENIR	Non independent director according to the company. The board is not sufficiently independent.	✓ 87.4%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.	✓ 72.6%
3	Advisory vote on say on pay frequency	UN AN	UN AN		✓ 99.3%
4	To approve the amendment of the Omnibus Incentive Plan	POUR	● CONTRE	Excessive discretion of the remuneration committee in determining the performance criteria. Potential excessive awards.	✓ 70.8%
5	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 97.6%
6	Shareholder resolution: Gender and Racial Pay Equity Report	CONTRE	● POUR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 31.4%
7	Shareholder resolution: Independent chairman	CONTRE	● POUR	The proposal aims at improving the company's corporate governance and the board overall independence.	✗ 22.6%

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1.a	Re-elect Mr. Nikesh Arora	POUR	● CONTRE	Combined chairman and CEO.  93.6%
1.b	Re-elect Ms. Aparna Bawa	POUR	POUR	 84.8%
1.c	Re-elect Mr. Carl M. Eschenbach	POUR	POUR	 98.4%
1.d	Re-elect Ms. Lorraine Twohill	POUR	POUR	 86.8%
2	Re-election of the auditor	POUR	POUR	 98.8%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration.  37.9%
				The one-off retention award is excessive.
4	To approve the amendment of the Stock Incentive Plan	POUR	● CONTRE	Potential excessive awards.  60.8%

No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1.a	Re-elect Mr. Martin Mucci	POUR	POUR	✓ 96.0%
1.b	Re-elect Mr. Thomas F. Bonadio	POUR	POUR	✓ 95.5%
1.c	Re-elect Mr. Joseph G. Doody	POUR	POUR	✓ 95.2%
1.d	Re-elect Mr. David Flaschen	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 94.8%
1.e	Elect Mr. John B. Gibson	POUR	POUR	✓ 98.8%
1.f	Re-elect Mr. B. Thomas Golisano	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. ✓ 97.5%
1.g	Re-elect Ms. Pamela A. Joseph	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 93.1%
1.h	Elect Ms. Theresa M. Payton	POUR	POUR	✓ 99.8%
1.i	Re-elect Mr. Kevin A. Price	POUR	POUR	✓ 95.8%
1.j	Re-elect Mr. Joseph M. Tucci	POUR	● CONTRE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 91.8%
1.k	Re-elect Mr. Joseph M. Velli	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 97.1%
1.l	Re-elect Ms. Kara Wilson	POUR	POUR	✓ 98.7%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	An important part of the variable remuneration is based on continued employment only. ✓ 94.4%
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✓ 98.3%
4.	Re-election of the auditor	POUR	POUR	✓ 99.4%

No.	Ordre du jour	Board	Ethos	Résultat
1	Annual Report and Accounts	POUR	POUR	✓ 100.0%
2	Final dividend	POUR	POUR	✓ 99.4%
	Elections to the board of directors			
3	Elect Mr. Omar Abbosh	POUR	POUR	✓ 100.0%
4	Elect Ms. Alison Dolan	POUR	POUR	✓ 99.6%
5	Elect Ms. Alex Hardiman	POUR	POUR	✓ 100.0%
6	Re-elect Ms. Sherry Coutu, CBE	POUR	● CONTRE	Chair of the remuneration committee. We have serious concerns over remuneration. ✓ 71.8%
7	Re-elect Ms. Sally Johnson	POUR	POUR	✓ 99.8%
8	Re-elect Mr. Omid Kordestani	POUR	POUR	✓ 100.0%
9	Re-elect Ms. Esther Lee	POUR	POUR	✓ 98.9%
10	Re-elect Mr. Graeme Pitkethly	POUR	POUR	✓ 100.0%
11	Re-elect Ms. Annette Thomas	POUR	POUR	✓ 98.9%
12	Re-elect Mr. Lincoln Wallen	POUR	POUR	✓ 100.0%
13	Remuneration report (advisory vote)	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration. ✓ 69.8%
14	All Employee Save for Shares Plan	POUR	POUR	✓ 99.1%
15	Re-appoint Ernst & Young as auditors	POUR	POUR	✓ 99.3%
16	Auditor's remuneration	POUR	POUR	✓ 100.0%
17	General authority to allot shares	POUR	POUR	✓ 95.2%
18	Disapplication of pre-emption rights	POUR	POUR	✓ 99.5%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	POUR	POUR	✓ 98.8%
20	Purchase of own shares	POUR	● CONTRE	The amount of the repurchase is excessive given the financial situation and perspectives of the company. ✓ 99.3%
21	Authority to call general meetings on short notice	POUR	● CONTRE	14-days is insufficient for shareholders to vote in an informed manner. ✓ 96.2%

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

No.	Ordre du jour	Board	Ethos	Résultat
22	Authorise capital increases related to an all-employee share ownership plan	POUR	POUR	✓ 99.7%
23	Authorise capital increases related to an all-employee share ownership plan for non-French employees	POUR	POUR	✓ 99.1%
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. 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
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	Financial statements as at 31 December 2023	POUR	POUR		✓ 98.8%
2	Allocation of net income and dividend distribution	POUR	POUR		✓ 99.6%
3	Determination of the number of members of the board of directors	POUR	POUR		✓ 99.9%
4	Determination of the directors' term of office	POUR	POUR		✓ 99.6%
5	Election of the members of the board of directors	SANS VOTE	SANS VOTE		
5.1	Slate of nominees submitted by the board of directors	POUR	● NE PAS VOTER	The alternative slate submitted under ITEM 5.2 is 100% independent.	✓ 86.2%*
5.2	Slate of nominees submitted by a group of institutional investors	NE PAS VOTER	● POUR	The proposed slate would improve the level of independence of the board.	✓ 12.8%*
6	Determination of the remuneration of the directors	POUR	POUR		✓ 96.2%
7	Authorization for the purchase and disposal of treasury shares	POUR	POUR		✓ 98.8%
8	Appointment of the independent auditors for the 2025-2033 period	POUR	POUR		✓ 99.2%
9	Binding vote on the remuneration policy	POUR	● CONTRE	Performance targets are not sufficiently challenging.	✓ 82.2%
10	Advisory vote on the remuneration paid in 2023	POUR	● CONTRE	The pay-for-performance connection is not demonstrated.	✓ 92.0%

* 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 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. ✔ 77.6%
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. ✔ 86.0% The director is over 75 years old, which exceeds guidelines.
32	Re-election of Mr. Simon Badinter	POUR	POUR	✔ 95.3%
33	Re-election of Mr. Jean Charest	POUR	POUR	✔ 91.2%
34	Re-election of Ms. Sophie Dulac	POUR	POUR	✔ 94.0%
35	Re-election of Mr. Thomas H. Glocer	POUR	POUR	✔ 98.3%
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. ✔ 92.8%
37	Re-election of Mr. André Kudelski	POUR	POUR	✔ 89.6%
38	Re-election of Ms. Suzan LeVine	POUR	POUR	✔ 98.1%
39	Re-election of Ms. Antonella Mei-Pochtler	POUR	POUR	✔ 98.5%
40	Re-election of Mr. Tidjane Thiam	POUR	POUR	✔ 99.4%
41	Approve the remuneration policy of Mr. Arthur Sadoun, chair/CEO	POUR	● CONTRE	Excessive total remuneration. ✔ 89.6% 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. ✔ 97.8%
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. -

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

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 Remuneration Report	POUR	POUR	✓ 97.1%
4	Approve Remuneration Policy for the Management Board members and the Supervisory Board members	POUR	POUR	✓ 89.2%
5	Approve Discharge of Management Board	POUR	POUR	✓ 100.0%
6	Approve Discharge of Supervisory Board	POUR	POUR	✓ 99.9%
	Board main features			
7	Elections to the Supervisory Board: Martin Schaller	POUR	● CONTRE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 85.2%
8	Approve non-executive director fees	POUR	POUR	✓ 100.0%
9	Appoint the Auditors for the sustainability reporting for financial year 2024	POUR	POUR	✓ 99.4%
10	Appoint the Auditors for financial year 2025	POUR	POUR	✓ 99.4%
11	Approve the creation of a new Authorised Capital, the cancellation of the existing Authorised Capital and related amendments to the Articles of Association	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights. ✓ 85.3%
12	Authorise Share Repurchase	POUR	POUR	✓ 99.7%
13	Authorisation to acquire treasury shares for trading purposes	POUR	● CONTRE	The repurchase price is too high. ✓ 99.7%

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%

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No.	Ordre du jour	Board	Ethos	Résultat
1.a	Financial statements as at 31 December 2023	POUR	POUR	✓ 99.3%
1.b	Allocation of net income and dividend distribution	POUR	POUR	✓ 100.0%
2.a	Binding vote on the remuneration policy	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines. ✓ 80.6%
2.b	Advisory vote on the remuneration paid in 2023	POUR	POUR	✓ 82.7%
3	Authorization for the purchase and disposal of treasury shares	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	● 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	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%
4	Statutory auditors' report on the information used to determine the compensation for participating shares	POUR	POUR		✓ 99.9%
5	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 97.1%
6	Approval of the related-party agreement named "Framework Agreement" and its amendment	POUR	POUR		✓ 99.7%
7	Approval of the related-party agreement named "New Alliance Agreement" and its amendment	POUR	● CONTRE	The "one share, one vote" principle is not respected.	✓ 99.7%
8	Approval of the related-party agreement named "Ampere Investment Agreement"	POUR	POUR		✓ 99.8%
9	Approval of the related-party agreement named "Notice of sale of Nissan shares"	POUR	POUR		✓ 99.8%
10	Approval of the related-party agreement named "Deed of termination of the Governance Agreement"	POUR	POUR		✓ 99.9%
11	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.7%
12	Ratify KPMG as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.7%
13	Approve the remuneration report	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 95.3%
14	Approve the 2023 remuneration of Mr. Jean-Dominique Senard, chair	POUR	POUR		✓ 99.8%
15	Approve the 2023 remuneration of Mr. Luca De Meo, CEO	POUR	● CONTRE	The pay-for-performance connection is not demonstrated. Excessive fixed and variable remuneration.	✓ 93.9%
16	Approve the remuneration policy of Mr. Jean-Dominique Senard, chair	POUR	POUR		✓ 99.7%
17	Approve the remuneration policy of Mr. Luca De Meo, CEO	POUR	● CONTRE	Excessive fixed remuneration. Potential excessive awards.	✓ 72.1%
18	Approve the remuneration policy of directors	POUR	POUR		✓ 98.1%

No.	Ordre du jour	Board	Ethos		Résultat
19	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The repurchase price is too high.	✓ 99.8%
20	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 99.0%
21	Authorisation to increase the share capital through transfer of reserves	POUR	POUR		✓ 99.7%
22	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 99.0%
23	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The potential maximum discount exceeds market practice.	✓ 94.7%
24	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	The potential maximum discount exceeds market practice.	✓ 94.3%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 97.2%
26	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR		✓ 99.6%
27	Approve distribution of performance shares	POUR	● CONTRE	Potential excessive awards.	✓ 95.2%
28	Delegation of powers for the completion of formalities	POUR	POUR		✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 100.0%
5	Approve the remuneration policy of Ms. Agnès Touraine, chair	POUR	POUR		✓ 100.0%
6	Approve the remuneration policy of directors	POUR	POUR		✓ 99.2%
7	Approve the remuneration policy of Mr. Guillaume Texier, CEO	POUR	● CONTRE	The potential variable remuneration exceeds our guidelines.	✓ 94.2%
8	Approve the remuneration report	POUR	POUR		✓ 97.5%
9	Approve the 2023 remuneration of Mr. Ian Meakins, chair until 31 August 2023	POUR	POUR		✓ 100.0%
10	Approve the 2023 remuneration of Ms. Agnès Touraine, chair from 1 September 2023	POUR	POUR		✓ 100.0%
11	Approve the 2023 remuneration of Mr. Guillaume Texier, CEO	POUR	POUR		✓ 96.2%
Elections to the board of directors					
12	Elect Mr. Éric Labaye	POUR	POUR		✓ 100.0%
13	Elect Ms. Catherine Vandendorre	POUR	● CONTRE	Concerns over the director's time commitments.	✓ 85.3%
14	Re-elect Ms. Brigitte Cantaloube	POUR	POUR		✓ 94.6%
15	Ratify PricewaterhouseCoopers as statutory auditors	POUR	● CONTRE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 90.8%
16	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	● CONTRE	The re-election as statutory auditor could not be approved. Therefore, the proposal to extend its mission to the audit of the non-financial information cannot be approved either.	✓ 97.6%
17	Ratify KPMG as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.1%
18	Authorisation to purchase company shares (share buyback programme)	POUR	POUR		✓ 99.8%
19	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 99.9%

No.	Ordre du jour	Board	Ethos	Résultat
20	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 98.2%
21	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 98.3%
22	Approve distribution of performance shares to employees and corporate officers	POUR	POUR	✓ 95.0%
23	Approve distribution of performance shares to employees and corporate officers who participate in an employee shareholding plan	POUR	POUR	✓ 96.3%
24	Delegation of powers for the completion of formalities	POUR	POUR	✓ 100.0%

No.	Ordre du jour	Board	Ethos		Résultat
A	Elections of directors				
A.1	Elect Ms. Alice L. Jolla	POUR	POUR		✓ 94.1%
A.2	Re-elect Ms. Lisa A. Payne	POUR	POUR		✓ 95.3%
B	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%
C	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns.	✓ 94.4%

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	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
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	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	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	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
5	Approve the remuneration report	POUR	● CONTRE	Excessive fixed and variable remuneration. ✓ 93.2%
6	Approve the 2023 remuneration of Mr. Denis Kessler, chair (1 January to 19 June)	POUR	● CONTRE	The remuneration of the non-executive chair largely exceeds that of the other non-executive board members without adequate justification. ✓ 95.8%
7	Approve the 2023 remuneration of Mr. Fabrice Brégier, chair (as of 25 June)	POUR	● CONTRE	The remuneration of the non-executive chair largely exceeds that of the other non-executive board members without adequate justification. ✓ 92.7%
8	Approve the 2023 remuneration of Mr. Laurent Rousseau, CEO (1 to 25 January)	POUR	POUR	✓ 90.0%
9	Approve the 2023 remuneration of Mr. François de Varenne, CEO (26 January to 30 April)	POUR	POUR	✓ 95.0%
10	Approve the 2023 remuneration of Mr. Thierry Léger, CEO (as of 1 May)	POUR	● CONTRE	Excessive variable remuneration. ✓ 92.4%
				Concerns over the replacement payment.
11	Approve the remuneration policy of directors	POUR	POUR	✓ 99.0%
12	Approve the remuneration policy of Mr. Fabrice Brégier, chair	POUR	● CONTRE	The remuneration of the non-executive chair largely exceeds that of the other non-executive board members without adequate justification. ✓ 91.6%
13	Approve the remuneration policy of Mr. Thierry Léger, CEO	POUR	● CONTRE	Potential excessive awards. ✓ 86.5%
	Elections to the board of directors			
14	Re-elect Ms. Patricia Lacoste	POUR	POUR	✓ 98.1%
15	Re-elect Mr. Bruno Pfister	POUR	POUR	✓ 91.8%
16	Ratify Mazars as auditor in charge of the sustainability reporting	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.7%
17	Ratify KPMG as auditor in charge of the sustainability reporting	POUR	POUR	✓ 99.8%
18	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	The repurchase price is too high. ✓ 97.8%

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No.	Ordre du jour	Board	Ethos		Résultat
19	Authorisation to increase the share capital through transfer of reserves	POUR	POUR		✓ 99.9%
20	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 95.7%
21	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%).	✓ 92.2%
22	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%).	✓ 90.8%
23	Authorisation to issue shares in the event of a public exchange offer initiated by the company	POUR	POUR		✓ 96.5%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 96.4%
25	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 89.1%
26	Authorisation to issue stand-alone warrants ("2024 contingents warrants") without pre-emptive rights	POUR	● CONTRE	The potential discount (10%) is above market practice (5%).	✓ 92.7%
27	Authorisation to issue stand-alone warrants ("2024 AOF warrants") without pre-emptive rights	POUR	● CONTRE	The potential discount (10%) is above market practice (5%).	✓ 92.8%
28	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 100.0%
29	Approve distribution of stock options	POUR	POUR		✓ 98.1%
30	Approve distribution of performance shares	POUR	● CONTRE	The potential dilution is excessive.	✓ 94.0%
31	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR		✓ 99.3%
32	Determination of the overall limit for capital increases with or without pre-emptive rights	POUR	POUR		✓ 94.9%
33	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	✓ 99.9%
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	Elections of directors			
1a	Re-elect Ms. Glyn F. Aepfel	POUR	POUR	✓ 66.0%
1b	Re-elect Mr. Larry C. Glasscock	POUR	● CONTRE	<p>✓ 68.7%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>Non independent lead director, which is not best practice.</p>
1c	Re-elect Mr. Allan B. Hubbard	POUR	● CONTRE	<p>✓ 69.9%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1d	Elect Ms. Nina P. Jones	POUR	POUR	✓ 99.8%
1e	Re-elect Mr. Reuben S. Leibowitz	POUR	● CONTRE	<p>✓ 89.2%</p> <p>Non-independent chair 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>
1f	Re-elect Mr. Randall J. Lewis	POUR	POUR	✓ 99.2%
1g	Re-elect Mr. Gary M. Rodkin	POUR	POUR	✓ 70.4%
1h	Re-elect Ms. Peggy Fang Roe	POUR	POUR	✓ 70.4%
1i	Re-elect Mr. Stefan M. Selig	POUR	POUR	✓ 98.6%
1j	Re-elect Dr. Daniel C. Smith	POUR	POUR	✓ 97.2%
1k	Re-elect Ms. Marta R. Stewart	POUR	POUR	✓ 98.7%
2	Advisory vote on executive remuneration	POUR	● CONTRE	<p>✓ 94.3%</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>✓ 95.8%</p> <p>The auditor's long tenure raises independence concerns.</p>

No.	Ordre du jour	Board	Ethos	Résultat
1	To receive and adopt the Directors' Statement and audited Financial Statement and Auditors' Report	POUR	POUR	✓ 99.9%
2	To declare a final dividend Elections of directors	POUR	POUR	✓ 100.0%
3	Re-elect Mr. Theng Kiat Lee	POUR	POUR	✓ 97.2%
4	Elect Ms. Tze Gay Tan	POUR	● CONTRE	The board size is excessive and the new nominee is affiliated (business relationships). ✓ 94.3%
5	Elect Ms. Ying-I Yong	POUR	POUR	✓ 100.0%
6	To approve payment of Directors' fees by the Company for the financial year ending 31 March 2024	POUR	POUR	✓ 99.8%
7	Re-election of the auditor and fix their fees	POUR	POUR	✓ 99.9%
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights. ✓ 92.1%
9	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	POUR	● CONTRE	Potential excessive awards and an important part of the variable remuneration is based on continued employment only. ✓ 98.5%
10	To approve the proposed renewal of the share purchase mandate	POUR	POUR	✓ 99.9%
11	Approve Mandate for Transactions with Sembcorp Power under the Conditional Power Purchase Agreement	POUR	POUR	✓ 99.9%

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	Approval of the statutory financial statements	POUR	POUR		✓ 100.0%
2	Grant discharge to the board of directors	POUR	POUR		✓ 82.6%
3	Approval of the consolidated financial statements	POUR	POUR		✓ 99.9%
4	Approve allocation of income and dividend	POUR	POUR		✓ 100.0%
5	Approve the remuneration report	POUR	POUR		✓ 99.3%
6	Approve the 2023 remuneration of Mr. Pierre Pasquier, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 98.6%
7	Approve the 2023 remuneration of Mr. Cyril Malargé, CEO	POUR	POUR		✓ 98.8%
8	Approve the remuneration policy of Mr. Pierre Pasquier, chair	POUR	● CONTRE	Potential excessive awards.	✓ 98.5%
9	Approve the remuneration policy of Mr. Cyril Malargé, CEO	POUR	POUR		✓ 95.8%
10	Approve the remuneration policy of directors	POUR	POUR		✓ 100.0%
11	Approve the maximum amount to be allocated to directors	POUR	POUR		✓ 99.9%
Elections to the board of directors					
12	Re-elect Mr. Pierre Pasquier	POUR	● CONTRE	The director is over 75 years old and has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 85.9%
13	Re-elect Mr. Eric Pasquier	POUR	POUR		✓ 95.9%
14	Re-elect Mr. Sopra GMT	POUR	POUR		✓ 88.4%
15	Re-elect Mr. Eric Hayat	POUR	● CONTRE	The director is over 75 years old, which exceeds guidelines.	✓ 87.3%
16	Re-elect Ms. Marie-Hélène Rigal-Drogerys	POUR	POUR		✓ 98.9%
17	Ratify KPMG as statutory auditors	POUR	POUR		✓ 98.3%
18	Ratify Nexia as auditor in charge of the sustainability reporting	POUR	POUR		✓ 98.9%
19	Ratify Cabinet de Saint Front as auditor in charge of the sustainability reporting	POUR	POUR		✓ 99.9%
20	Authorisation to purchase company shares (share buyback programme)	POUR	POUR		✓ 100.0%
21	Authorisation to reduce share capital via cancellation of shares	POUR	POUR		✓ 99.2%
22	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.	✓ 95.8%
23	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights. The potential discount (10%) is above market practice (5%).	✓ 92.1%

No.	Ordre du jour	Board	Ethos	Résultat
24	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%).  92.4%
25	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	The potential discount (10%) is above market practice (5%).  91.8%
26	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase with pre-emptive rights.  89.4%
27	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	 97.7%
28	Authorisation to issue shares in the event of a public exchange offer initiated by the company	POUR	POUR	 99.5%
29	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	 100.0%
30	Approve distribution of performance shares	POUR	POUR	 95.4%
31	Authorisation to issue shares reserved for employees (share ownership plan)	POUR	POUR	 98.3%
32	Amend Articles of Association: Director representing employees	POUR	POUR	 100.0%
33	Amend Articles of Association: Age limit of the chair of the board	POUR	● CONTRE	The proposed amendment goes against best practice.  94.9%
34	Delegation of powers for the completion of formalities	POUR	POUR	 100.0%

No.	Ordre du jour	Board	Ethos	Résultat
1	Approval of the statutory financial statements	POUR	POUR	✓ 100.0%
2	Approval of the consolidated financial statements	POUR	POUR	✓ 100.0%
3	Approve allocation of income and dividend	POUR	POUR	✓ 99.8%
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	✓ 97.7%
6	Approve the 2023 remuneration of Mr. Gauthier Louette, chair and CEO	POUR	POUR	✓ 97.0%
7	Approve the remuneration policy of Mr. Gauthier Louette, chair and CEO	POUR	● CONTRE	✓ 94.6% Ethos has concerns over the lack of information on the performance share plan, and regarding the increase of the grant of performance shares and base salary.
8	Approve the remuneration report	POUR	POUR	✓ 98.4%
9	Approve the remuneration policy of directors	POUR	POUR	✓ 98.3%
10	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	✓ 99.7% The potential maximum repurchase price is too high. The company does not clearly specify whether the authorisation is suspended during a period of public offer, which can potentially be used as an anti-takeover device.
11	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 99.9%
12	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 99.9%
13	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	● CONTRE	✓ 95.3% Excessive potential capital increase with pre-emptive rights.
14	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	✓ 93.4% The discount exceeds market practice.
15	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	POUR	● CONTRE	✓ 85.8% The discount exceeds market practice.
16	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	✓ 85.5% The discount exceeds market practice.

No.	Ordre du jour	Board	Ethos	Résultat
17	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR	✓ 96.8%
18	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 99.4%
19	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.3%
20	Approve distribution of performance shares	POUR	● CONTRE	Ethos has concerns over the grant of performance shares to the chair/CEO. ✓ 98.1%
21	Delegation of powers for the completion of formalities	POUR	POUR	✓ 99.8%

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	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 90.1%
1.e	Re-elect Mr. Jorgen Vig Knudstorp	POUR	POUR	✓ 90.3%
1.f	Elect Mr. Neal Mohan	POUR	● S'ABSTENIR	Concerns over the director's time commitments. ✓ 98.3%
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	Excessive variable remuneration. ✓ 91.8%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 94.2%
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	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.	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	● CONTRE	The proposed dividend is inconsistent with the company's financial situation. ✓
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 directors' fees	POUR	POUR	✓
12.	Resolution on the number of members of the board of directors	POUR	POUR	✓
13.	Election of the board of directors	POUR	● ABSTENTION	Grouped elections of directors. The composition of the board is not satisfactory. ✓ While Finnish law allows for individual elections of directors, the company maintains bundled elections.
14.	Approve auditors' fees	POUR	POUR	✓
15.	Election of auditor	POUR	POUR	✓
16.	Authorisation to repurchase own shares	POUR	POUR	✓
17.	Authorisation to issue shares	POUR	POUR	✓
18.	Decision making order	SANS VOTE	SANS VOTE	
19.	Closing of the Meeting	SANS VOTE	SANS VOTE	

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Glenn R. August	POUR	POUR	✓ 97.8%
1b	Re-elect Mr. Mark S. Bartlett	POUR	POUR	✓ 97.4%
1c	Elect Mr. P. William Donnelly	POUR	POUR	✓ 99.4%
1d	Re-elect Ms. Dina Dublon	POUR	POUR	✓ 98.5%
1e	Re-elect Mr. Robert F. MacLellan	POUR	POUR	✓ 94.7%
1f	Re-elect Ms. Eileen P. Rominger	POUR	POUR	✓ 98.0%
1g	Re-elect Mr. Robert W. Sharps	POUR	● CONTRE	Combined chairman and CEO. ✓ 96.6%
1h	Elect Ms. Cynthia F. Smith	POUR	POUR	✓ 98.6%
1i	Re-elect Mr. Robert J. Stevens	POUR	POUR	✓ 98.0%
1j	Re-elect Ms. Sandra S. Wijnberg	POUR	POUR	✓ 97.1%
1k	Re-elect Mr. Alan D. Wilson	POUR	POUR	✓ 96.8%
2	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 94.1%
3	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 95.6%

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%

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.	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	
8.	Report on the work of the board of directors and its committees	SANS VOTE	SANS VOTE	
9a.	Presentation of the annual report and the auditor's report	SANS VOTE	SANS VOTE	
9b.	Presentation of the consolidated accounts and the consolidated auditor's report	SANS VOTE	SANS VOTE	
9c.	Presentation of the auditor's statement regarding whether the guidelines for remuneration to senior executives adopted on the previous AGM have been complied with	SANS VOTE	SANS VOTE	
9d.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	SANS VOTE	SANS VOTE	
10a.	Adoption of the financial statements	POUR	POUR	✓
10b.	Approve allocation of income and dividend	POUR	POUR	✓
10c.	Resolution on the discharge of the members of the board of directors and the CEO from liability			
10c (i).	Discharge of Hans Eckerström	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
10c (ii).	Discharge of Mattias Ankarberg as CEO (from August 9, 2023)	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
10c (iii).	Discharge of Mattias Ankarberg as board member (until August 9, 2023)	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
10c (iv).	Discharge of Anders Jensen	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
10c (v).	Discharge of Sarah McPhee	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
10c (vi).	Discharge of Heléne Mellquist	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
10c (vii).	Discharge of Johan Westman	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓

No.	Ordre du jour	Board	Ethos	Résultat
10c (viii).	Discharge of Helene Willberg	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
10c (ix).	Discharge of Therese Reuterswärd	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
10c (x).	Discharge of Mr. Magnus Welander as former CEO (until August 9, 2023)	POUR	● CONTRE	The voting results of the AGM 2023 are not disclosed. ✓
10d.	Approve remuneration report (advisory vote)	POUR	POUR	✓
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	POUR	POUR	✓
12.	Approve directors' fees	POUR	POUR	✓
13.	Composition of the board of directors			
13.1.	Re-elect Mr. Hans Eckerström	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓
13.2.	Re-elect Mr. Anders Jensen	POUR	POUR	✓
13.3.	Re-elect Ms. Sarah McPhee	POUR	POUR	✓
13.4.	Re-elect Mr. Johan Westman	POUR	● CONTRE	Concerns over the director's time commitments. ✓
13.5.	Re-elect Ms. Helene Willberg	POUR	● CONTRE	Concerns over the director's time commitments. ✓
13.6.	Elect Ms. Sandra Finér	POUR	POUR	✓
13.7.	Elect Mr. Paul Gustavsson	POUR	POUR	✓
13.8.	Re-elect the chair of the board of directors	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓
14.	Approve auditors' fees	POUR	POUR	✓
15.	Election of auditor	POUR	POUR	✓
16.	Authorisation to issue shares	POUR	POUR	✓
17.	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 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	The director is over 75 years old, which exceeds guidelines. ✓ 94.0%
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	The non-executive chair receives variable remuneration. ✓ 84.5%

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.	Opening of the Meeting	SANS VOTE	SANS VOTE	
2.	Election of the chairman of the meeting	POUR	POUR	✓ 100.0%
3.	Election of (a) person(s) to verify the minutes of the Meeting	POUR	POUR	✓ 100.0%
4.	Approval of the notice and the agenda	POUR	POUR	✓ 100.0%
5.	Report of the board of directors on the past financial year	SANS VOTE	SANS VOTE	
6.	Adoption of the financial statements, including the allocation of profit	POUR	POUR	✓ 98.7%
7.	Approve remuneration policy (advisory vote)	POUR	POUR	✓ 92.1%
8.	Approve remuneration report (advisory vote)	POUR	POUR	✓ 63.4%
9.	Report on corporate governance	SANS VOTE	SANS VOTE	
10.	Election of the board of directors	POUR	POUR	✓ 64.9%
11.	Election of the nomination committee	POUR	● CONTRE	While Norwegian law allows for individual elections of directors, the company maintains grouped elections. ✓ 98.2%
12.	Approve directors' fees	POUR	POUR	✓ 97.9%
13.	Approve nomination committee fees	POUR	POUR	✓ 97.0%
14.	Approve establishing of a share-ownership requirement for members of the board of directors	POUR	POUR	✓ 97.3%
15.	Approve auditors' fees	POUR	● CONTRE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 94.3%
16.	Authorisation to repurchase own shares	POUR	POUR	✓ 99.7%
17.	Authorisation to issue shares	POUR	POUR	✓ 96.7%

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. ✔ 72.8%
1.2	Re-elect Mr. Shigeru Hayakawa	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✔ 90.6%
1.3	Re-elect Mr. Koji Sato	POUR	POUR	✔ 96.7%
1.4	Re-elect Mr. Hiroki Nakajima	POUR	POUR	✔ 98.6%
1.5	Re-elect Mr. Yoichi Miyazaki	POUR	● CONTRE	Executive director sitting on the remuneration committee, which is not best practice. ✔ 98.6%
1.6	Re-elect Mr. Simon Humphries	POUR	POUR	✔ 99.9%
1.7	Re-elect Mr. Ikuro Sugawara	POUR	POUR	✔ 95.2%
1.8	Re-elect Mr. Philip Craven	POUR	POUR	✔ 93.7%
1.9	Re-elect Mr. Masahiko Oshima	POUR	POUR	✔ 95.6%
1.10	Re-elect Prof. Emi Osono	POUR	POUR	✔ 98.8%
2	Elect Ms. Hiromi Osada as a Corporate Auditor	POUR	POUR	✔ 99.8%
3	Elect Ms. Kumi Fujisawa as a Substitute Corporate Auditor	POUR	POUR	✔ 99.9%
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. ✘ 9.3%

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	To receive the financial statements and related reports regarding the year ended 30 June 2023	SANS VOTE	SANS VOTE	
2	Elections of directors			
2.a	Elect Dr. Sarah E. Ryan	POUR	POUR	✓ 99.9%
2.b	Re-elect Mr. Mark Birrell	POUR	POUR	✓ 95.9%
2.c	Re-elect Ms. Patricia A. Cross	POUR	POUR	✓ 96.4%
3	Advisory vote on the remuneration report	POUR	● CONTRE	Excessive fixed remuneration. ✓ 94.8%
4	Increase to the non-executive director fee pool	PAS DE RECOMMA ND.	● POUR	The proposed increase is not excessive and can be accepted. ✓ 99.7%
5	Grant of Securities to Ms. Michelle Jablko (incoming CEO)	POUR	POUR	✓ 99.6%

No.	Ordre du jour	Board	Ethos		Résultat
1	Elections of directors				
1a	Re-elect Mr. Russell G. Golden	POUR	POUR		✓ 99.5%
1b	Re-elect Mr. William J. Kane	POUR	POUR		✓ 96.1%
1c	Re-elect Mr. Thomas B. Leonardi	POUR	POUR		✓ 90.8%
1d	Re-elect Mr. Clarence Jr. Otis Jr.	POUR	POUR		✓ 84.1%
1e	Re-elect Ms. Elizabeth E. Robinson	POUR	POUR		✓ 91.8%
1f	Re-elect Mr. Rafael Santana	POUR	POUR		✓ 90.8%
1g	Re-elect Mr. Todd C Schermerhorn	POUR	POUR		✓ 98.9%
1h	Re-elect Mr. Alan D. Schnitzer	POUR	● CONTRE	Combined chair and CEO.	✓ 94.3%
1i	Re-elect Ms. Laurie J. Thomsen	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.4%
1j	Re-elect Ms. Bridget A. van Kralingen	POUR	POUR		✓ 99.0%
1k	Elect Mr. David S. Williams	POUR	POUR		✓ 99.5%
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.	✓ 59.6%
4	Shareholder resolution: Report on Methane Emissions	CONTRE	● POUR	Enhanced disclosure on environmental issues.	✗ 15.4%
5	Shareholder resolution: Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	CONTRE	● POUR	The proposed policy would demonstrate to shareholders how the company plans to address the risks it faces from financing the fossil fuel industry.	✗ 15.3%
6	Shareholder resolution: Report on Human Rights Risks in Underwriting	CONTRE	● POUR	Enhanced disclosure on human rights.	✗ 15.4%
7	Shareholder resolution: CEO Pay Ratio and Executive Compensation	CONTRE	● POUR	The proposal aims at improving the remuneration policy.	✗ 9.8%

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

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	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%

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No.	Ordre du jour	Board	Ethos	Résultat
1.	Elections of directors			
1a.	Re-elect Mr. Richard T. Carucci	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✔ 96.7%
1b.	Re-elect Mr. Alex Cho	POUR	POUR	✔ 98.3%
1c.	Re-elect Ms. Juliana L. Chugg	POUR	POUR	✔ 96.8%
1d.	Re-elect Mr. Benno Dorer	POUR	POUR	✔ 98.3%
1e.	Re-elect Mr. Mark S. Hoplamazian	POUR	POUR	✔ 96.9%
1f.	Re-elect Ms. Laura W. Lang	POUR	POUR	✔ 98.5%
1g.	Re-elect Mr. W. Rodney McMullen	POUR	POUR	✔ 98.3%
1h.	Re-elect Mr. Clarence Otis Jr.	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✔ 95.4%
1i.	Re-elect Ms. Carol L. Roberts	POUR	POUR	✔ 98.8%
1j.	Re-elect Mr. Matthew J. Shattock	POUR	POUR	✔ 98.5%
2.	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. ✔ 88.8% An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Advisory vote on say on pay frequency	UN AN	UN AN	✔ 98.6%
4.	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✔ 92.1%

No.	Ordre du jour	Board	Ethos		Résultat
1	Approval of the statutory financial statements	POUR	POUR		✓ 99.9%
2	Approval of the consolidated financial statements	POUR	POUR		✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR		✓ 98.2%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR		✓ 98.7%
	Elections to the board of directors				96.6%
5	Re-elect Ms. Isabelle Courville	POUR	POUR		✓ 92.2%
6	Re-elect Mr. Guillaume Texier	POUR	POUR		✓ 98.6%
7	Elect Ms. Julia Marton-Lefèvre	POUR	● CONTRE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 92.1%
8	Ratify KPMG as auditor in charge of the sustainability reporting	POUR	POUR		✓ 91.9%
9	Ratify Ernst & Young as auditor in charge of the sustainability reporting	POUR	POUR		✓ 96.2%
10	Approve the 2023 remuneration of Mr. Antoine Frérot, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 97.2%
11	Approve the 2023 remuneration of Ms. Estelle Brachlianoff, CEO	POUR	POUR		✓ 98.5%
12	Approve the remuneration report	POUR	POUR		✓ 94.0%
13	Approve the remuneration policy of Mr. Antoine Frérot, chair	POUR	● CONTRE	Excessive total remuneration.	✓ 90.2%
14	Approve the remuneration policy of Ms. Estelle Brachlianoff, CEO	POUR	POUR		✓ 99.9%
15	Approve the remuneration policy of directors	POUR	POUR		✓ 99.2%
16	Authorisation to purchase company shares (share buyback programme)	POUR	POUR		✓ 97.4%
17	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	POUR		✓ 96.6%
18	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights	POUR	POUR		✓ 91.6%
19	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	POUR		✓ 91.6%
20	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 96.6%
21	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	POUR		✓ 83.7%

No.	Ordre du jour	Board	Ethos	Résultat
22	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 99.5%
23	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR	✓ 99.9%
24	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR	✓ 99.9%
25	Approve distribution of performance shares	POUR	POUR	✓ 95.1%
26	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 98.0%
27	Amend articles of association: cancellation of double voting rights and introduction of a restriction on voting rights	POUR	POUR	✓ 86.5%
	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	✓ 99.9%
3	Approve allocation of income and dividend	POUR	POUR	✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	POUR	POUR	✓ 100.0%
Elections to the board of directors				
5	Re-elect Ms. Marie-José Donsion	POUR	POUR	✓ 95.8%
6	Re-elect Mr. Pierre Vareille	POUR	POUR	✓ 97.0%
7	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	POUR	POUR	✓ 100.0%
8	Ratify BM&A as auditor in charge of the sustainability reporting	POUR	POUR	✓ 100.0%
9	Approve the remuneration policy of Mr. Michel Giannuzzi, chair	POUR	POUR	✓ 99.8%
10	Approve the remuneration policy of Mr. Patrice Lucas, CEO	POUR	POUR	✓ 98.9%
11	Approve the remuneration policy of directors	POUR	POUR	✓ 99.8%
12	Approve the 2023 remuneration of Mr. Michel Giannuzzi, chair	POUR	● CONTRE	<div style="display: flex; align-items: center;"> ✓ 96.0% </div> <p>The chair is entitled to the totality of performance shares under a past LTIP plan, which should have vested at a pro rata temporis basis.</p>
13	Approve the 2023 remuneration of Mr. Patrice Lucas, CEO	POUR	POUR	✓ 99.2%
14	Approve the remuneration report	POUR	POUR	✓ 99.3%
15	Authorisation to purchase company shares (share buyback programme)	POUR	● CONTRE	<div style="display: flex; align-items: center;"> ✓ 99.9% </div> <p>The potential maximum repurchase price is too high.</p>
16	Authorisation to reduce share capital via cancellation of shares	POUR	POUR	✓ 100.0%
17	Authorisation to increase the share capital through transfer of reserves	POUR	POUR	✓ 100.0%
18	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	POUR	● CONTRE	<div style="display: flex; align-items: center;"> ✓ 98.2% </div> <p>Excessive potential capital increase with pre-emptive rights.</p>
19	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights (mandatory priority period)	POUR	● CONTRE	<div style="display: flex; align-items: center;"> ✓ 97.3% </div> <p>Excessive potential capital increase without pre-emptive rights.</p> <p>The potential discount is above market practice.</p>
20	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights (optional priority period)	POUR	● CONTRE	<div style="display: flex; align-items: center;"> ✓ 98.3% </div> <p>The potential discount is above market practice</p>

No.	Ordre du jour	Board	Ethos		Résultat
21	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	POUR	● CONTRE	The potential discount is above market practice	✓ 97.2%
22	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	POUR	● CONTRE	The potential discount is above market practice	✓ 97.0%
23	"Green shoe" authorisation to issue shares with or without pre-emptive rights	POUR	● CONTRE	Excessive potential capital increase without pre-emptive rights.	✓ 96.8%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	POUR	POUR		✓ 99.5%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	POUR	POUR		✓ 99.6%
26	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	POUR	POUR		✓ 99.6%
27	Approve distribution of performance shares	POUR	POUR		✓ 98.1%
28	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 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	✓ 93.8% The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.
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	✓ 91.2% Combined chair and CEO.
2	Advisory vote on executive remuneration	POUR	● CONTRE	✓ 90.9% Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	POUR	● CONTRE	✓ 94.7% The auditor's long tenure raises independence concerns.
4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	CONTRE	● POUR	✗ 6.4% Enhanced disclosure on political donations.
5	Shareholder resolution: Transparency on Lobbying	CONTRE	● POUR	✗ 34.6% Enhanced disclosure on lobbying expenses.
6	Shareholder resolution: Amend clawback policy	CONTRE	● POUR	✗ 32.8% We strongly support the right of shareholders to address pay-related concerns.
7	Shareholder resolution: Independent chair	CONTRE	● POUR	✗ 43.2% An independent chair can ensure independent oversight of management.
8	Shareholder resolution: Civil liberties in digital services	CONTRE	CONTRE	✗ 4.6%
9	Shareholder resolution: Lead-sheathed cable report	CONTRE	● POUR	✗ 14.6% Enhanced disclosure on social issues.
10	Shareholder resolution: Political expenditures misalignment	CONTRE	● POUR	✗ 17.4% Enhanced disclosure on political donations.

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

No.	Ordre du jour	Board	Ethos	Résultat
1	Receive financial statements and related reports for the financial year ended 30 June 2023	SANS VOTE	SANS VOTE	
2	Elections of directors			
2.a	Re-elect Mr. Michael Chaney	POUR	● CONTRE	<p>The director is 73 years old, and is proposed at re-election for a further 3-year term, therefore his age will exceed guidelines at the end of his mandate.</p> <p>✓ 95.2%</p>
2.b	Re-elect Sir Bill English	POUR	POUR	✓ 93.4%
2.c	Re-elect Mr. Alan John Cransberg	POUR	POUR	✓ 97.1%
3	Advisory vote on the remuneration report	POUR	POUR	✓ 96.8%
4	Grant of restricted shares and performance shares to Mr. Robert Scott (CEO)	POUR	POUR	✓ 97.1%

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	✓ 96.9%
4	Approve Discharge of Supervisory Board	POUR	POUR	✓ 96.9%
5	Appoint the Auditors and the auditors of the sustainability report	POUR	POUR	✓ 99.6%
6	Approve Remuneration Report	POUR	POUR	✓ 92.2%
7	Approve Remuneration Policy for the Management Board members	POUR	● CONTRE	The information provided is insufficient. ✓ 89.4%
8.1	Approve Remuneration Policy for the Supervisory Board members	POUR	POUR	✓ 95.9%
8.2	Approve non-executive director fees	POUR	POUR	✓ 95.9%
9	Authorise Share Repurchase	POUR	● CONTRE	The repurchase price is too high. ✓ 92.1%
10	Authorise Sale or Cancellation of Repurchased Shares	POUR	POUR	✓ 92.2%
11	Approve the creation of a new Authorised Capital, the cancellation of the existing Authorised Capital and related amendments to the Articles of Association	POUR	POUR	✓ 94.7%

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

No.	Ordre du jour	Board	Ethos	Résultat
1	Elections of directors			
1a	Re-elect Mr. Paget L. Alves	POUR	POUR	✓ 98.9%
1b	Re-elect Mr. Keith Barr	POUR	POUR	✓ 99.2%
1c	Elect Mr. Brett Biggs	POUR	POUR	✓ 99.6%
1d	Re-elect Mr. Christopher M. Connor	POUR	POUR	✓ 97.2%
1e	Re-elect Mr. Brian C. Cornell	POUR	● CONTRE	Concerns over the director's time commitments. ✓ 95.4%
1f	Re-elect Ms. Tanya Domier	POUR	POUR	✓ 99.6%
1g	Elect Ms. Susan Doniz	POUR	POUR	✓ 93.2%
1h	Re-elect Mr. David Gibbs	POUR	POUR	✓ 99.5%
1i	Re-elect Dr. Mirian M. Graddick-Weir	POUR	● CONTRE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 96.3%
1j	Re-elect Mr. Thomas C. Nelson	POUR	● CONTRE	The director has been sitting on the board for over 16 years, which exceeds guidelines. ✓ 96.3%
1k	Re-elect Mr. P. Justin Skala	POUR	POUR	✓ 98.7%
1l	Re-elect Ms. Annie Young-Scrivner	POUR	POUR	✓ 99.6%
2	Re-election of the auditor	POUR	● CONTRE	The auditor's long tenure raises independence concerns. ✓ 95.6%
3	Advisory vote on executive remuneration	POUR	● CONTRE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 92.5%
4	Shareholder resolution: Policy on the Use of Medically Important Antimicrobials in Food-Producing Animals	CONTRE	● POUR	The policy would help determine the company's priorities and how it deals with antimicrobial resistance in its supply chain. ✗ 11.8%
5	Shareholder resolution: Consideration of Proposed Capital Transactions Involving the Brands	CONTRE	CONTRE	✗ 0.8%

Disclaimer

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