

Q2 | 2022

## Ethos Fonds Generalversammlungen nicht- schweizerischer Unternehmen

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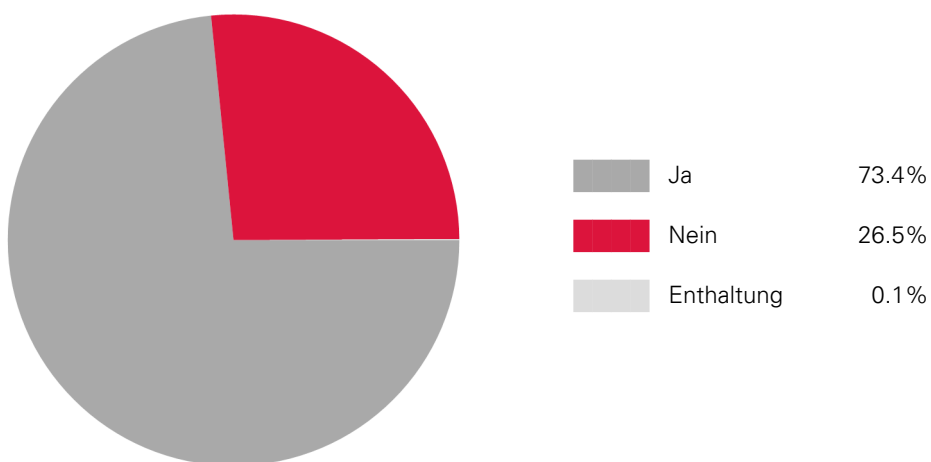
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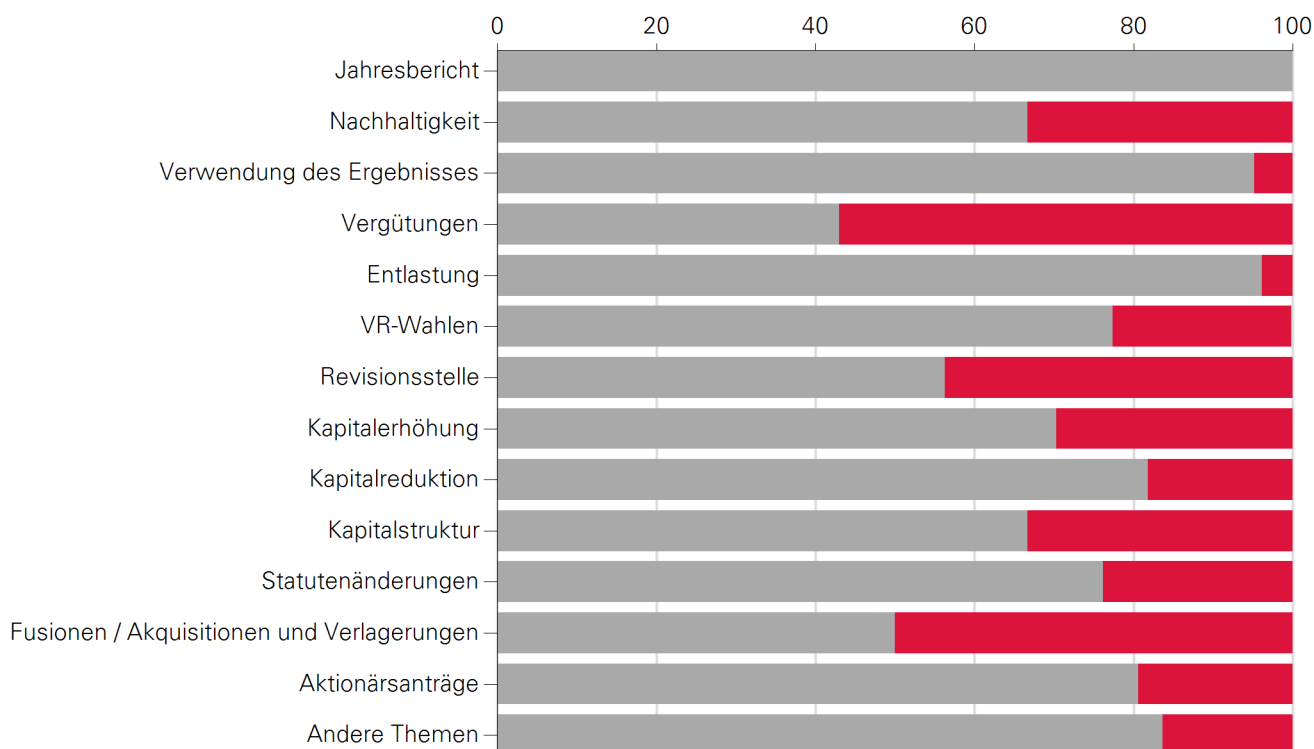
## 1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	136	2094	1562	530	2
Ausserordentliche Generalversammlungen	3	14	4	10	0
Ordentliche und ausserordentliche Generalversammlungen	27	660	466	194	0
<b>Total</b>	<b>166</b>	<b>2768</b>	<b>2032</b>	<b>734</b>	<b>2</b>

### 1.1 Zusammenfassung der Ethos Stimmempfehlungen



## 1.2 Ethos Stimmempfehlungen nach Themenkategorien



	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
	Anzahl	Prozent	Anzahl	Prozent	Anzahl	Prozent	
Jahresbericht	93	100.0%	0	0.0%	0	0.0%	93
Nachhaltigkeit	4	66.7%	2	33.3%	0	0.0%	6
Verwendung des Ergebnisses	79	95.2%	4	4.8%	0	0.0%	83
Vergütungen	174	43.0%	231	57.0%	0	0.0%	405
Entlastung	125	96.2%	5	3.8%	0	0.0%	130
VR-Wahlen	982	77.4%	285	22.5%	2	0.2%	1269
Revisionsstelle	85	56.3%	66	43.7%	0	0.0%	151
Kapitalerhöhung	135	70.3%	57	29.7%	0	0.0%	192
Kapitalreduktion	72	81.8%	16	18.2%	0	0.0%	88
Kapitalstruktur	4	66.7%	2	33.3%	0	0.0%	6
Statutenänderungen	51	76.1%	16	23.9%	0	0.0%	67
Fusionen / Akquisitionen und Verlagerungen	2	50.0%	2	50.0%	0	0.0%	4
Aktionärsanträge	87	80.6%	21	19.4%	0	0.0%	108
Andere Themen	138	83.6%	27	16.4%	0	0.0%	165

## 2 Ethos Stimmempfehlungen: Übersicht

### Art der Generalversammlung (Typ)

OGV	Ordentliche Generalversammlungen
AGV	Ausserordentliche Generalversammlungen
MIX	Ordentliche und ausserordentliche Generalversammlungen

### Abstimmungen

✓	Dafür
◐	Teilweise dafür
✗	Dagegen
✕	Enthaltung

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Aktionärsanträge	Andere Themen
3i	30.06.2022	OGV	✓		✓	✗		◐	✓	✓	✓					◐
Abbvie	06.05.2022	OGV				✗		✓	✓				✓		✓	
Accell Group	20.04.2022	OGV	✓			◐	✓	✓	✓	✓	✓					
	20.05.2022	AGV					✗	✗					✗	✗		
Advanced Micro Devices	18.05.2022	OGV				✗		◐	✗							
Adyen	01.06.2022	OGV	✓			✓	✓		✓	✓	✓					✓
Agnico Eagle Mines	29.04.2022	OGV				◐		◐	✗							
AIA Group	19.05.2022	OGV	✓		✓			◐	✓	✓	✓					
American Express Company	03.05.2022	OGV				✗		◐	✓						✓	
Amgen	17.05.2022	OGV				✗		◐	✗							
Amundi	18.05.2022	OGV	✓	✗	✓	✓		◐			✓					✓
Anthem	18.05.2022	OGV				✗		◐	✗				✓		◐	
Aquafil	28.04.2022	OGV	✓		✓	◐		✗								✗
Arcadis	12.05.2022	OGV	✓		✓	✓	✓	✓	✓	✓	✓					
Arista Networks	31.05.2022	OGV				✗		◐	✗							
ASML	29.04.2022	OGV	✓		✓	◐	✓	✓	✓	✓	✓		✓			
AT&T	19.05.2022	OGV				✗		✓	✗						◐	
Avery Dennison	28.04.2022	OGV				✗		◐	✗							
Baxter	03.05.2022	OGV				✗		◐	✗				✓		✓	
Befesa	16.06.2022	OGV	✓		✓	✗	✓	✓	✓							

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Aktionärsanträge	Andere Themen
Best Buy	09.06.2022	OGV				✗		●	✓							
BioMerieux	23.05.2022	MIX	✓		✓	●	✓	●			✓					✓
Bio-Rad Laboratories	26.04.2022	OGV						✓	✓							
Black Knight	15.06.2022	OGV				✗		●	✓				✓			
BMW	11.05.2022	OGV			✓	✗	✓	✓	✓		✓					✓
Bouygues	28.04.2022	MIX	✓		✓	●		●	✗	✗	●					●
Brenntag	09.06.2022	OGV			✓	✗	✓	✓	✓	✓	✓					
Bristol-Myers Squibb	03.05.2022	OGV				✗		●	✗						✓	
Carrefour	03.06.2022	MIX	✓	✗	✓	●		●			✓					✓
Cellnex Telecom	28.04.2022	OGV	✓	✓	✓	●	✓	✓		✓			✓			✓
Chubb	19.05.2022	OGV	✓		✓	●	✓	●	●	✗	✓				✓	●
Church & Dwight	28.04.2022	OGV				✗		●	✗						✓	
Cigna	27.04.2022	OGV				✗		●	✗						✓	
Citrix Systems	21.04.2022	AGV				✗								●		
Cognizant Technology Solutions	07.06.2022	OGV				✗		●	✗							✗
Colgate-Palmolive	06.05.2022	OGV				✗		●	✗						●	
Comcast	01.06.2022	OGV				✗		●	✗						●	
Corbion	18.05.2022	OGV	✓		✓	✓	✓	✓	✓	✓	✓					
Corticeira Amorim	28.04.2022	OGV	✓	✓	✓	✗	✓			✓	✓					✓
Crédit Agricole	24.05.2022	MIX	✓		✓	✓		●		●	✓				✗	✓
Crown Castle International	19.05.2022	OGV				✗		●	✓	✗						
CVS Health	11.05.2022	OGV				✗		✓	✓						●	
Daiwa House Industry	28.06.2022	OGV			✓	✓		●					✓			✓
Dell Technologies	27.06.2022	OGV				✗		●	✗				✓			
DiaSorin	29.04.2022	OGV	✓		✓	●		●			✗					●
Dollar General	25.05.2022	OGV				✗		●	✗						✓	
Dollar Tree	30.06.2022	OGV				✗		●	✗						✓	✓
E.ON	12.05.2022	OGV			✗	✗	✓		✓							
Ebay	08.06.2022	OGV				●		✓	✗						✓	
Ecolab	05.05.2022	OGV				✗		●	✗						✓	

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Aktionärsanträge	Andere Themen
Edenred	11.05.2022	MIX	✓		✓	○		○	✓	○	✓					✓
Electrolux Professional	28.04.2022	OGV	✓		✓	○	✓	✓	✓							✓
Elis	19.05.2022	MIX	✓		✓	○		✓		○	✓					○
Equity Residential	16.06.2022	OGV				✗		○	✗							
Eurofins Scientific	26.04.2022	MIX	✓		✓	○	○	✓	✓		✓		○			✓
Expeditors	03.05.2022	OGV				✗		✓	✗						✓	
Extra Space Storage	25.05.2022	OGV				✗		○	✗							
Faurecia	01.06.2022	MIX	✓		✓	○		○		○	○		✓			✓
Fidelity National Information Services	25.05.2022	OGV				✗		○	✓							
Ford Motors	12.05.2022	OGV				✗		○	✗						✓	✗
Fresenius SE & Co. KGaA	13.05.2022	OGV	✓		✓	✗	✓	○	✓	✓	✓					✗
GEA Group	28.04.2022	OGV			✓	✓	✓	✓	✓							
General Motors	13.06.2022	OGV				✗		○	✓						○	
Getinge	26.04.2022	OGV	✓		✓	○	✓	○	✓							✓
Gilead Sciences	04.05.2022	OGV				✗		○	✗						✓	
Hang Seng Bank	05.05.2022	OGV						○	✓	✓	✓		✓			✓
Hennes & Mauritz	04.05.2022	OGV	✓		✓	✓	✓	○	✓		✓		✓		○	○
Hera	28.04.2022	MIX	✓		✓	✓			✓		✓		✓			✗
Hermes International	20.04.2022	OGV	✓		✓	○	✓	○			○					✓
Hewlett Packard Enterprise	05.04.2022	OGV				✗		○	✓						✓	
Home Depot	19.05.2022	OGV				✗		○	✗						○	
Honda Motor	22.06.2022	OGV						✓								
HP	19.04.2022	OGV				✗		○	✗						✓	
IBM	26.04.2022	OGV				✗		○	✗						✓	
IMCD	02.05.2022	OGV	✓		✓	○	✓	✓	✓	✓	✓					✓
Intel	12.05.2022	OGV				✗		○	✗						✓	
Investor AB	03.05.2022	OGV	✓		✓	○	✓	○	✓		✓					✓
Itochu	24.06.2022	OGV			✓	✗		○					✓			✓
Jerónimo Martins, SGPS, S.A.	21.04.2022	OGV	✓		✓		✓	✓							✗	✗
Kellogg	29.04.2022	OGV				✗		✓	✗						✓	

Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Aktionärsanträge	Andere Themen
Keurig Dr Pepper	09.06.2022	OGV				✗		●	✓							
Kingfisher	22.06.2022	OGV	✓		✓	●		✓	✓	✓	✓					●
Kingspan Group	29.04.2022	OGV	✓	✓	✓	✓		●	✓	✓	✗					✗
KION Group	11.05.2022	OGV			✓	✗	✓	●	✗							
Klepierre	26.04.2022	MIX	✓		✓	●		●	●	✗	✓					✓
Koninklijke Philips	10.05.2022	OGV	✓		✓	✗	✓	●	✓	✓	✓					
Lenzing	26.04.2022	OGV			✓	✗	●	✓	✗		●					
Liberty Global	15.06.2022	OGV				✗		●	●	✓	✗					✗
Lincoln National	27.05.2022	OGV				✗		●	✗						●	
Loblaw Companies	05.05.2022	OGV				✗		✓	✓						✓	
L'Oréal	21.04.2022	MIX	✓		✓	●		●	●		✓		●			✓
Lowe's Companies	27.05.2022	OGV				✗		●	✗						●	
LVMH	21.04.2022	MIX	✓		✓	●		●	✓		✓		✗			✗
Marketaxess Holdings	08.06.2022	OGV				●		●	✗							
Mastercard	21.06.2022	OGV				✗		●	✗				✓		●	
Merck	24.05.2022	OGV				✗		●	✗						✓	
Mid-America Apartment (MAA)	17.05.2022	OGV				✗		●	✓							
Mitsubishi Corp.	24.06.2022	OGV			✓			●					✓		✓	✓
Molson Coors	18.05.2022	OGV				✗		✓								
Moodys	26.04.2022	OGV				✗		✓	✓							
Motorola Solutions	17.05.2022	OGV				✗		●	✓							
Munters Group	18.05.2022	OGV	✓		✓	●	✓	●	✓	✓						
NEC Corp.	22.06.2022	OGV						●					✓			✓
Newmont Corporation	21.04.2022	OGV				✗		✓	✓							
Nexans	11.05.2022	MIX	✓		✓	●		✓		✓	✓					✓
NTT Corp.	24.06.2022	OGV			✓			●					✓			✓
Nvidia	02.06.2022	OGV				✗		●	✓			✗				
Ocado Group	04.05.2022	OGV	✓			✗		●	✓	✓	✗		✗			✗
Oriental Land	29.06.2022	OGV			✗			✗					✓			
Orsted	08.04.2022	OGV	✓		✓	✓	✓	●	✓	✗						✓
Paramount Global	08.06.2022	OGV						●	✗						✓	

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Pfizer	28.04.2022	OGV				✗		🟡	✗						🟡	
ProLogis	04.05.2022	OGV				✗		🟡	✗							
Prysmian	12.04.2022	MIX	✓		✓	✓				✓	✓					🟡
Public Storage	28.04.2022	OGV				✗		🟡	✗				✓			
Publicis Groupe	25.05.2022	MIX	✓		✓	🟡		🟡		🟡	✓		✓			✓
Reckitt Benckiser	20.05.2022	OGV	✓		✓	✗		🟡	✓	✓	✓					🟡
Regeneron Pharmaceutical	10.06.2022	OGV				✗		🟡	✗							
Renault	25.05.2022	MIX	✓		✓	🟡		✓		🟡	✗	✓	🟡			🟡
Rentokil Initial	11.05.2022	OGV	✓		✓	✗		🟡	✓	✓	✓					🟡
Rexel	21.04.2022	MIX	✓		✓	🟡		✓	🟡	✓	✓					✓
S&P Global	04.05.2022	OGV				✗		🟡	✗							
Sba Communications	12.05.2022	OGV				✗		✗	✗							
Scor	18.05.2022	MIX	✓		✓	🟡		✓		🟡	✓		✗			✓
SEB	19.05.2022	MIX	✓		✓	🟡		✓		🟡	🟡	✓				✓
Segro	21.04.2022	OGV	✓		✓	✓		✓	✓	✓	✓					🟡
Seiko Epson	28.06.2022	OGV			✓	✓		🟡					✗			
Seven & I Holdings Co.	26.05.2022	OGV			✓	✓		🟡					✓			✓
Sherwin-Williams	20.04.2022	OGV				✗		🟡	✗							
Société Générale	17.05.2022	MIX	✓		✓	🟡		✓		🟡	✓					✓
SolarEdge Technologies	20.06.2022	OGV				✗		🟡	✓							
SPIE	11.05.2022	MIX	✓		✓	🟡		🟡	✗	🟡	✓		✓			🟡
Subaru Corporation	22.06.2022	OGV			✓	✗		✓					✓			✓
Sumitomo Metal Mining	24.06.2022	OGV			✓	✓		✓					✓			✓
Symrise	03.05.2022	OGV			✓	🟡	✓		✓							
T Rowe Price Group	10.05.2022	OGV				✗		✓	✗							
Takeda Pharmaceutical	29.06.2022	OGV			✗	✓		🟡					✓			
Take-Two Interactive Software	19.05.2022	AGV								✓				✓		✓
Target	08.06.2022	OGV				✗		🟡	✗						✓	
Telefonica	08.04.2022	OGV	✓	✓	✓	🟡	✓	✓	✓	✓	✓					✓
Teleperformance	14.04.2022	MIX	✓		✓	🟡		✓		🟡	✓					✓



Unternehmen	Datum	Typ	Jahresbericht	Nachhaltigkeit	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Kapitalstruktur	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Aktionärsanträge	Andere Themen
Tesco	17.06.2022	OGV	✓		✓	✗		○	✓	✓	✗					○
Texas Instruments	28.04.2022	OGV				✗		○	✗						✓	
Thomson Reuters	08.06.2022	OGV				✗		○	✓							
Thule Group	26.04.2022	OGV	✓		✓	○	✓	○	✓							✓
Tokyo Gas	29.06.2022	OGV						○					✓			
Tomra Systems	28.04.2022	OGV	✓			✓		✓	✗	✓	✗	✓				○
Trane Technologies	02.06.2022	OGV				✗		○	✗	✓						✓
UniCredit	08.04.2022	MIX	✓		✓	○				✓	✓	✓	✓			○
Unilever Plc	04.05.2022	OGV	✓			✗		✓	✓	✓	✓					○
United Parcel Service	05.05.2022	OGV				✗		○	✗						✓	
UnitedHealth	06.06.2022	OGV				✗		○	✗						✓	
Valeo	24.05.2022	MIX	✓		✓	○		✓	✓		✓		✓			✓
Veolia Environnement	15.06.2022	MIX	✓		✓	○		✓		○	✓					✓
Verallia	11.05.2022	MIX	✓		✓	○		○		○	✓		✓			✓
Verizon Communications	12.05.2022	OGV				✗		○	✗						○	
Vertex Pharmaceuticals	18.05.2022	OGV				✗		○	✗							
Waters Corp	24.05.2022	OGV				✗		○	✗							
Western Union	19.05.2022	OGV				✗		✓	✓						✓	
Whirlpool	19.04.2022	OGV				✗		○	✗							
Wienerberger	03.05.2022	OGV			✓	✗	○	✓	✓	✓	✗					
Wolters Kluwer	21.04.2022	OGV	✓		✓	○	✓	✓	✓	✓	○					
Worldline	09.06.2022	MIX	✓		○	✓		✓	✗	○	○		✓			✓
WR Berkley Corp	15.06.2022	OGV				✗		○	✗			✗				
Yamato Holdings	23.06.2022	OGV						○					✓			✓
Yum! Brands	19.05.2022	OGV				✗		○	✗							

## 3 Ergebnisse der Abstimmungen

### 3.1 Durchschnittliche Ergebnisse nach Themen

Art der Anträge	Anzahl Anträge	Verfügbare Ergebnisse	Durchschnittliche Zustimmung
Jahresbericht	93	87	99.6%
Nachhaltigkeit	6	6	96.7%
Verwendung des Ergebnisses	83	73	99.3%
Vergütungen	405	380	91.1%
Entlastung	130	77	90.7%
VR-Wahlen	1269	1073	95.7%
Revisionsstelle	151	138	97.0%
Kapitalerhöhung	192	189	95.0%
Kapitalreduktion	88	85	98.1%
Kapitalstruktur	6	6	94.9%
Statutenänderungen	67	58	98.1%
Fusionen / Akquisitionen und Verlagerungen	4	3	84.9%
Aktionärsanträge	108	104	30.3%
Andere Themen	165	129	98.2%
<b>Alle Themen</b>	<b>2767</b>	<b>2408</b>	<b>92.5%</b>

### 3.2 Abgelehnte Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Koninklijke Philips	10.05.2022	2d.	Approve remuneration report	DAGEGEN	20.6%
Agnico Eagle Mines	29.04.2022	4.	Advisory vote on executive remuneration	DAGEGEN	24.4%
Verallia	11.05.2022	8	Competitive election of Matthieu Cantin as an employee shareholder representative Director for 4 years	DAGEGEN	26.6%
Befesa	16.06.2022	17	Advisory vote on the remuneration report	DAGEGEN	27.1%
Befesa	16.06.2022	16	Advisory vote on the remuneration policy	DAGEGEN	27.2%
Intel	12.05.2022	3.	Advisory vote on executive remuneration	DAGEGEN	34.1%
Citrix Systems	21.04.2022	2	Advisory Vote on remuneration for the executives in connection to the merger	DAGEGEN	36.7%
Accell Group	20.04.2022	3b.	Approve remuneration report: executive board	DAGEGEN	40.4%

### 3.3 Zurückgezogene Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
ASML	29.04.2022	10.	Election of auditor: Deloitte	ZURÜCK-GEZOGEN	--
AT&T	19.05.2022	1.1	Re-elect Mr. Samuel A. Di Piazza Jr.	ZURÜCK-GEZOGEN	--
AT&T	19.05.2022	1.5	Re-elect Ms. Debra L. Lee	ZURÜCK-GEZOGEN	--
AT&T	19.05.2022	1.13	Re-elect Mr. Geoffrey Y. Yang	ZURÜCK-GEZOGEN	--
Citrix Systems	21.04.2022	3	To approve the adjournment proposal	DAGEGEN	--
Equity Residential	16.06.2022	1.2	Re-elect Mr. Raymond Bennett	ZURÜCK-GEZOGEN	--
Veolia Environnement	15.06.2022	12	To approve the proposed exceptional share bonus as part of the chairman and CEO's new remuneration policy for the period from January 1 to June 30, 2022	DAGEGEN	--

### 3.4 Die umstrittensten Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Intel	12.05.2022	1d.	Re-elect Ms. Alyssa H. Henry	DAGEGEN	50.4%
Motorola Solutions	17.05.2022	1c.	Re-elect Mr. Egon P. Durban	DAGEGEN	50.7%
Yum! Brands	19.05.2022	3.	Advisory vote on executive remuneration	DAGEGEN	51.9%
Symrise	03.05.2022	6	Approve Remuneration Report	DAFÜR	52.9%
Telefonica	08.04.2022	10	Advisory vote on the 2021 Directors' Remuneration Report	DAGEGEN	53.3%
Cellnex Telecom	28.04.2022	5.2	Approval of the 2023- 2025 Remuneration Policy	DAGEGEN	56.1%
Befesa	16.06.2022	8	Re-appointment of Mr. Romeo Kreinberg as non-executive director, for a 4-year term	DAFÜR	56.7%
SolarEdge Technologies	20.06.2022	1.a	Elect Ms. Betsy S. Atkins	DAFÜR	57.3%
Corbion	18.05.2022	13.	Authorisation to issue additional shares in connection with mergers, acquisitions and/or (strategic) alliances	DAFÜR	57.4%
Scor	18.05.2022	5	Ex-post binding "Say on Pay" vote on the 2021 remuneration of Denis Kessler, Chairman and CEO until 30 June 2021	DAFÜR	58.4%









## 4 Stimmberichte pro Unternehmen

3i 30.06.2022 **OGV**

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 March 2022	DAFÜR	DAFÜR	✓ 97.8%
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 93.2%
3	Declare a final dividend	DAFÜR	DAFÜR	✓ 99.9%
Elections to the Board of Directors				
4	Re-elect Ms. Caroline Banszky	DAFÜR	DAFÜR	✓ 97.5%
5	Re-elect Mr. Simon Borrows	DAFÜR	DAFÜR	✓ 99.8%
6	Re-elect Mr. Stephen Daintith	DAFÜR	DAFÜR	✓ 98.6%
7	Elect Ms. Jasi Halai	DAFÜR	DAFÜR	✓ 99.8%
8	Elect Mr. James Hatchley	DAFÜR	DAFÜR	✓ 99.7%
9	Re-elect Mr. David Hutchison	DAFÜR	● DAGEGEN Non independent member of the remuneration committees which is not best UK market practice.	✓ 97.1%
10	Elect Ms. Lesley M.S. Knox	DAFÜR	DAFÜR	✓ 98.0%
11	Re-elect Ms. Coline Lucille McConville	DAFÜR	DAFÜR	✓ 96.6%
12	Re-elect Mr. Peter McKellar	DAFÜR	DAFÜR	✓ 94.4%
13	Re-elect Ms. Alexandra Schaapveld	DAFÜR	DAFÜR	✓ 98.6%
14	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	✓ 97.7%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
16	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 98.8%
17	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 95.4%
18	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 99.0%
19	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 95.8%
20	Purchase of own shares	DAFÜR	DAFÜR	✓ 97.6%
21	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.8%

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1.1	Re-elect Mr. William H.L. Burnside	DAFÜR	DAFÜR		✓ 96.8%
1.2	Re-elect Mr. Thomas C. Freyman	DAFÜR	DAFÜR		✓ 97.3%
1.3	Re-elect Mr. Brett J. Hart	DAFÜR	DAFÜR		✓ 96.8%
1.4	Re-elect Mr. Edward J. Rapp	DAFÜR	DAFÜR		✓ 92.0%
2.	Re-election of the auditor	DAFÜR	DAFÜR		✓ 99.6%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 89.0%
4.	Elimination of Supermajority Requirement	DAFÜR	DAFÜR		✓ 98.9%
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.	✗ 30.2%
6.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✓ 50.1%
7.	Shareholder resolution: Report on Board Oversight of Competition Practices	DAGEGEN	● DAFÜR	A report would help to understand the company's management of risks related to these anti-competitive practices.	✗ 32.8%
8.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.	✗ 39.3%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the executive board for the financial year 2021	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3a.	Report of the supervisory board for the financial year 2021	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3b.	Approve remuneration report: executive board	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. <span style="color: red;">✘</span> 40.4%
3c.	Approve remuneration report: supervisory board	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 98.5%
4.	Adoption of the financial statements	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 99.7%
5.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6a.	Discharge of executive board	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 73.7%
6b.	Discharge of supervisory board	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 70.9%
7.	Election of auditor	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 99.8%
8.	Composition of the supervisory board			
8a.	Election of Danielle Jansen Heijtmajer	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 86.9%
8b.	Election of Gert van de Weerdhof	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 83.7%
8c.	Announcement concerning vacancies in the supervisory board arising in 2023	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9a.	Notification of the re-appointment of Ton Anbeek to the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9b.	Notification of the re-appointment of Ruben Baldew to the executive board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
10.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 100.0%
11a.	Authorisation to issue shares	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 98.8%
11b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	<span style="color: green;">✔</span> 98.8%
12.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
13.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a.	Explanation of the recommended public offer by Sprint BidCo B.V. for all issued and outstanding ordinary shares in the capital of the Company	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Approve Post-Settlement Restructuring Resolution	DAFÜR	● DAGEGEN	The transaction is not consistent with the long-term interests of the majority of the company's stakeholders.  66.9%
2c (i).	Notice of conditional vacant positions on the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2c (ii).	Opportunity for the General Meeting to make conditional recommendations	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2c (iii).	Notification by the supervisory board of the names of the persons nominated for appointment	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2c (iv).	Conditional appointment of Mr. Knottenbelt as member of the Supervisory Board, with effect as of the Delisting	DAFÜR	● DAGEGEN	The director is appointed by the offeror of the transaction that is not supported under ITEM 2.a.  88.4%
2c (v).	Conditional appointment of Mr. Lewis-Oakes as member of the Supervisory Board, with effect as of the Delisting	DAFÜR	● DAGEGEN	The director is appointed by the offeror of the transaction that is not supported under ITEM 2.a.  88.4%
2c (vi).	Conditional appointment of Mr. Van Beuningen as member of the supervisory board, with effect as of the Delisting	DAFÜR	● DAGEGEN	The director is appointed by the offeror of the transaction that is not supported under ITEM 2.a.  77.8%
2d (i).	Conditional grant of full and final discharge to members of the Executive Board for the performance of their duties up to and including the date of this EGM	DAFÜR	● DAGEGEN	The transaction is not supported under ITEM 2.a.  74.2%
2d (ii).	Conditional grant of full and final discharge to members of the supervisory board for the performance of their duties up to and including the date of this EGM	DAFÜR	● DAGEGEN	The transaction is not supported under ITEM 2.a.  74.6%
2e (i).	Conditional amendment to the Articles of Association of the Company following Settlement	DAFÜR	● DAGEGEN	The transaction is not supported under ITEM 2.a.  88.5%
2e (ii).	Conditional conversion and amendment to the articles of association of the Company as of the Delisting	DAFÜR	● DAGEGEN	The transaction is not supported under ITEM 2.a.  78.0%
3.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

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



No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. John E. Caldwell	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 91.2%
1b.	Re-elect Ms. Nora M. Denzel	DAFÜR	DAFÜR	✓ 95.7%
1c.	Re-elect Mr. Mark Durcan	DAFÜR	DAFÜR	✓ 98.0%
1d.	Re-elect Mr. Michael P. Gregoire	DAFÜR	DAFÜR	✓ 98.3%
1e.	Re-elect Mr. Joseph A. Householder	DAFÜR	DAFÜR	✓ 97.9%
1f.	Re-elect Mr. John W. Marren	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.2%
1g.	Elect Mr. Jon A. Olson	DAFÜR	DAFÜR	✓ 99.5%
1h.	Re-elect Dr. Lisa T. Su	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 92.0%
1i.	Re-elect Mr. Abhi Y. Talwalkar	DAFÜR	DAFÜR	✓ 84.3%
1j.	Elect Ms. Elizabeth W. Vanderslice	DAFÜR	DAFÜR	✓ 99.5%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.3%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.0%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Approve remuneration report	DAFÜR	DAFÜR	✓
2c.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
2d.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Discharge of executive board	DAFÜR	DAFÜR	✓
4.	Discharge of supervisory board	DAFÜR	DAFÜR	✓
5.	Election of Pieter Willem van der Does to the executive board	DAFÜR	DAFÜR	✓
6.	Election of Roelant Prins to the executive board	DAFÜR	DAFÜR	✓
7.	Authorisation to issue shares	DAFÜR	DAFÜR	✓
8.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓
9.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
10.	Election of auditor	DAFÜR	DAFÜR	✓
11.	Any other business and closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Ms. Leona Aglukkaq	DAFÜR	DAFÜR	✓ 99.3%
1.2	Elect Mr. Ammar Al Joundi	DAFÜR	DAFÜR	✓ 99.6%
1.3	Re-elect Mr. Sean Boyd	DAFÜR	● ZURÜCK-BEHALTEN The director has been sitting on the board for over 20 years, which exceeds guidelines.	✓ 88.5%
1.4	Re-elect Ms. Martine A. Celej	DAFÜR	DAFÜR	✓ 88.8%
1.5	Re-elect Mr. Robert J. Gemmell	DAFÜR	DAFÜR	✓ 84.5%
1.6	Elect Mr. Jonathan Gill	DAFÜR	● ZURÜCK-BEHALTEN The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 97.1%
1.7	Elect Mr. Peter Grosskopf	DAFÜR	DAFÜR	✓ 96.3%
1.8	Elect Ms. Elizabeth Lewis-Gray	DAFÜR	DAFÜR	✓ 97.3%
1.9	Re-elect Ms. Deborah McCombe	DAFÜR	DAFÜR	✓ 99.8%
1.10	Elect Mr. Jeffrey Parr	DAFÜR	DAFÜR	✓ 96.3%
1.11	Re-elect Mr. J. Merfyn Roberts	DAFÜR	DAFÜR	✓ 97.8%
1.12	Re-elect Mr. Jamie Sokalsky	DAFÜR	DAFÜR	✓ 88.2%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 88.3%
3.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 96.5%
4.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  Performance targets are not sufficiently challenging.	✗ 24.4%

No.	Traktanden	Board	Ethos	Resultat
1	Accept financial statements and statutory reports of the company	DAFÜR	DAFÜR	✓ 99.5%
2	Approve final dividend	DAFÜR	DAFÜR	✓ 99.9%
	Elections of directors			
3	Elect Ms. Jane Sun Jie	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 80.3%
4	Re-elect Mr. George Yong-Boon Yeo	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 92.3%
5	Re-elect Ms. Swee Lian Teo	DAFÜR	DAFÜR	✓ 99.2%
6	Re-elect Dr. oec. Narongchai Akrasanee	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 77.7%
7	Election of the auditor and authorise the board to fix their remuneration	DAFÜR	DAFÜR	✓ 97.6%
8a	Mandate to issue shares	DAFÜR	DAFÜR	✓ 98.5%
8b	Mandate to buyback shares	DAFÜR	DAFÜR	✓ 99.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Thomas J. Baltimore Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 79.6%
1b.	Re-elect Ms. Charlene Barshefsky	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 98.2%
1c.	Re-elect Mr. John J. Brennan	DAFÜR	DAFÜR	✓ 99.3%
1d.	Re-elect Mr. Peter Chernin	DAFÜR	DAFÜR	✓ 91.8%
1e.	Re-elect Mr. Ralph de la Vega	DAFÜR	DAFÜR	✓ 99.5%
1f.	Re-elect Mr. Michael O. Leavitt	DAFÜR	DAFÜR	✓ 98.0%
1g.	Re-elect Mr. Theodore J. Leonsis	DAFÜR	DAFÜR	✓ 95.9%
1h.	Re-elect Ms. Karen L. Parkhill	DAFÜR	DAFÜR	✓ 99.8%
1i.	Re-elect Mr. Charles E. Phillips, Jr.	DAFÜR	DAFÜR	✓ 99.4%
1j.	Re-elect Ms. Lynn A. Pike	DAFÜR	DAFÜR	✓ 99.5%
1k.	Re-elect Mr. Stephen J. Squeri	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 95.0%
1l.	Re-elect Dr. med. Daniel L. Vasella	DAFÜR	DAFÜR	✓ 96.9%
1m.	Re-elect Ms. Lisa W. Wardell	DAFÜR	DAFÜR	✓ 99.0%
1n.	Re-elect Mr. Christopher D. Young	DAFÜR	DAFÜR	✓ 98.0%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.4%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.6%
4.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management. ✗ 22.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Dr. Wanda M. Austin	DAFÜR	DAFÜR	✓ 98.4%
1b.	Re-elect Mr. Robert A. Bradway	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 94.6%
1c.	Re-elect Dr. Brian J. Druker	DAFÜR	DAFÜR	✓ 98.3%
1d.	Re-elect Mr. Robert A. Eckert	DAFÜR	DAFÜR	✓ 84.3%
1e.	Re-elect Mr. Greg C. Garland	DAFÜR	DAFÜR	✓ 91.4%
1f.	Re-elect Mr. Charles M. Holley Jr.	DAFÜR	DAFÜR	✓ 95.6%
1g.	Elect Dr. S. Omar Ishrak	DAFÜR	DAFÜR	✓ 91.8%
1h.	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	DAFÜR	✓ 98.1%
1i.	Re-elect Ms. Ellen J. Kullman	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 97.3%
1j.	Re-elect Ms. Amy E. Miles	DAFÜR	DAFÜR	✓ 96.8%
1k.	Re-elect Dr. Ronald D. Sugar	DAFÜR	DAFÜR	✓ 83.2%
1l.	Re-elect Prof. Dr. R. Sanders Williams	DAFÜR	DAFÜR	✓ 97.0%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 89.8%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 94.2%

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.5%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 100.0%
4	Approval of the report on the employment contract suspension agreement between Valérie Baudon and Amundi Asset Management	DAFÜR	DAFÜR	✓ 100.0%
5	Approval of the report on the regulated partnership agreement between Amundi and Crédit Agricole S.A.	DAFÜR	DAFÜR	✓ 100.0%
6	To approve the remuneration report	DAFÜR	DAFÜR	✓ 98.4%
7	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Yves Perrier, Chief Executive Officer, from January 1, 2021 to May 10, 2021.	DAFÜR	DAFÜR	✓ 96.7%
8	Ex-post binding "Say on Pay" vote on the individual remuneration of the chair as of May 11, 2021.	DAFÜR	DAFÜR	✓ 99.9%
9	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Valérie Baudson, CEO, as of May 11, 2021.	DAFÜR	DAFÜR	✓ 96.7%
10	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 100.0%
11	To approve the non-executive Chairman new remuneration policy	DAFÜR	DAFÜR	✓ 99.9%
12	To approve the CEO new remuneration policy	DAFÜR	DAFÜR	✓ 97.8%
13	To approve the deputy CEO new remuneration policy	DAFÜR	DAFÜR	✓ 97.8%
14	Advisory opinions on the "Say on Pay" vote on the remuneration allocated to categories of personnel whose professional activities have a significant impact on the risk profile of the company or group	DAFÜR	DAFÜR	✓ 99.4%
Board main features				
15	Ratification of the co-optation of Christine Gandon as Director to replace Andrée Samat for 1 year	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 91.6%
16	Re-election of Yves Perrier as a Director for 3 years	DAFÜR	DAFÜR	✓ 89.9%

No.	Traktanden	Board	Ethos	Resultat
17	Re-election of Xavier Musca as a Director for 3 years	DAFÜR	DAFÜR	✓ 90.2%
18	Re-election of Virginie Cayatte as a Director for 3 years	DAFÜR	DAFÜR	✓ 99.1%
19	Re-election of Robert Leblanc as a Director for 3 years	DAFÜR	DAFÜR	✓ 98.3%
20	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 99.8%
21	Say On Climate	DAFÜR	● DAGEGEN Reduction target for Scope 3 emissions are insufficient and it is not validated as science-based by the SBT initiative.	✓ 97.7%
22	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%



No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Elect Ms. Susan D. DeVore	DAFÜR	DAFÜR	✓ 99.8%
1.2	Re-elect Dr. Bahija Jallal	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.7%
1.3	Re-elect Mr. Ryan M. Schneider	DAFÜR	DAFÜR	✓ 98.9%
1.4	Re-elect Ms. Elizabeth (Liz) Edith Tallett	DAFÜR	DAFÜR	✓ 96.9%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.5%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 92.4%
4.	Change company name to Elevance Health Inc.	DAFÜR	DAFÜR	✓ 99.3%
5.	Shareholder resolution: Prohibit the use of corporate or Political Action Committee funds	DAGEGEN	DAGEGEN	✗ 4.0%
6.	Shareholder resolution: Racial Impact Audit and Report	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity. ✗ 41.2%

No.	Traktanden	Board	Ethos	Resultat
1	Financial statements as at 31 December 2021	DAFÜR	DAFÜR	✓ 100.0%
2	Allocation of profit for the year and dividend distribution	DAFÜR	DAFÜR	✓ 100.0%
3.a	Binding vote on the remuneration policy	DAFÜR	DAFÜR	✓ 99.6%
3.b	Advisory vote on the remuneration paid in 2021	DAFÜR	● DAGEGEN	The information provided on the performance targets is insufficient. ✓ 96.9%
4	Ratification of the appointment of the executive Directors Mr. Stefano Loro and Mr. Attilio Annoni	DAFÜR	● DAGEGEN	Combined chairman and CEO.  The board is not sufficiently independent in our view and the proposed slate would not improve the level of independence. ✓ 99.7%
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. –

No.	Traktanden	Board	Ethos	Resultat
1a.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
1b.	Announcements	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the supervisory board for the financial year 2021	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Report of the executive board for the financial year 2021	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
4a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
4b.	Approve allocation of income: ordinary dividend	DAFÜR	DAFÜR	✓ 98.4%
4c.	Approve allocation of income: extraordinary dividend	DAFÜR	DAFÜR	✓ 99.6%
5a.	Discharge of executive board	DAFÜR	DAFÜR	✓ 98.8%
5b.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 98.8%
6.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
7a.	Approve remuneration report	DAFÜR	DAFÜR	✓ 94.2%
7b.	Approve remuneration of the supervisory board for the past financial year 2021	DAFÜR	DAFÜR	✓ 100.0%
8.	Composition of the supervisory board			
8a.	Election of Michael Putnam	DAFÜR	DAFÜR	✓ 97.7%
8b.	Announcement concerning vacancies in the supervisory board arising in 2023	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.1%
9b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 99.1%
10.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.6%
11.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
12.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Charles H. Giancarlo	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments. ✓
1.2	Re-elect Mr. Daniel Scheinman	DAFÜR	DAFÜR	✓
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.4%
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 98.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3a.	Approve remuneration report	DAFÜR	DAFÜR	✓ 84.6%
3b.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.9%
3c.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3d.	Approve allocation of income	DAFÜR	DAFÜR	✓ 99.8%
4a.	Discharge of executive board	DAFÜR	DAFÜR	✓ 98.6%
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 98.6%
5.	Approve the number of shares to be granted to members of the executive board under the LTI	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 94.7%
6.	Approve executive remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 93.2%
7a.	Notification of the intended appointment of Peter Wennink	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7b.	Notification of the intended appointment of Martin van den Brink	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7c.	Notification of the intended appointment of Frederic Schneider-Maunoury	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7d.	Notification of the intended appointment of Christophe Fouquet	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7e.	Notification of the intended appointment of Roger Dassen	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Composition of the supervisory board			
8a.	Notification of vacancies on the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8b.	Opportunity to make recommendations for the appointment of (a) member(s) of the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8c.	Intended (re-)appointment of Terri Kelly, Alexander Everke and An Steegen to the supervisory board	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8d.	Election of Terri Kelly	DAFÜR	DAFÜR	✓ 98.1%
8e.	Election of Alexander Everke	DAFÜR	DAFÜR	✓ 99.7%
8f.	Election of An Steegen	DAFÜR	DAFÜR	✓ 99.6%

No.	Traktanden	Board	Ethos	Resultat
8g.	Announcement concerning vacancies in the supervisory board arising in 2023	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9.	Election of auditor: KPMG	DAFÜR	DAFÜR	✓ 99.9%
10.	Election of auditor: Deloitte	ZURÜCKGEZOGEN	ZURÜCKGEZOGEN	-
11.	Amendment of Articles of Association	DAFÜR	DAFÜR	✓ 100.0%
12a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.6%
12b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 98.6%
13.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.7%
14.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.9%
15.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
16.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Samuel A. Di Piazza Jr.	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	–
1.2	Re-elect Mr. Scott T. Ford	DAFÜR	DAFÜR	✓ 96.4%
1.3	Re-elect Mr. Glenn H. Hutchins	DAFÜR	DAFÜR	✓ 90.5%
1.4	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	✓ 95.4%
1.5	Re-elect Ms. Debra L. Lee	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	–
1.6	Re-elect Mr. Stephen J. Luczo	DAFÜR	DAFÜR	✓ 97.7%
1.7	Re-elect Mr. Michael B. McCallister	DAFÜR	DAFÜR	✓ 96.3%
1.8	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	✓ 94.7%
1.9	Re-elect Mr. Matthew K. Rose	DAFÜR	DAFÜR	✓ 94.8%
1.10	Re-elect Mr. John T. Stankey	DAFÜR	DAFÜR	✓ 97.5%
1.11	Re-elect Ms. Cynthia B. Taylor	DAFÜR	DAFÜR	✓ 95.6%
1.12	Elect Mr. Luis A. Ubinas	DAFÜR	DAFÜR	✓ 92.1%
1.13	Re-elect Mr. Geoffrey Y. Yang	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	–
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.1%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.3% An important part of the variable remuneration is based on continued employment only.
4.	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 12.3%
5.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	✗ 33.1%
6.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations. ✗ 44.1%
7.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	✗ 4.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Bradley A. Alford	DAFÜR	DAFÜR	✓ 95.4%
1b.	Re-elect Mr. Anthony K. Anderson	DAFÜR	DAFÜR	✓ 96.5%
1c.	Re-elect Mr. Mitchell R. Butier	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.5%
1d.	Re-elect Mr. Ken C. Hicks	DAFÜR	DAFÜR	✓ 96.1%
1e.	Re-elect Mr. Andres A. Lopez	DAFÜR	DAFÜR	✓ 99.2%
1f.	Re-elect Mr. Patrick T. Siewert	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 91.1%
				Non independent lead director, which is not best practice.
1g.	Re-elect Ms. Julia A. Stewart	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 93.9%
1h.	Re-elect Ms. Martha N. Sullivan	DAFÜR	DAFÜR	✓ 98.3%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 94.4%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.8%
				On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.



No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Jose E. Almeida	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.4%
1b.	Re-elect Mr. Thomas F. Chen	DAFÜR	DAFÜR	✓ 97.6%
1c.	Re-elect Mr. Peter S. Hellman	DAFÜR	DAFÜR	✓ 94.3%
1d.	Re-elect Mr. Michael F. Mahoney	DAFÜR	DAFÜR	✓ 97.1%
1e.	Re-elect Ms. Patricia B. Morrison	DAFÜR	DAFÜR	✓ 99.2%
1f.	Re-elect Dr. Stephen N. Oesterle	DAFÜR	DAFÜR	✓ 98.1%
1g.	Elect Ms. Nancy M. Schlichting	DAFÜR	DAFÜR	✓ 96.6%
1h.	Re-elect Ms. Cathy R. Smith	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.6%
1i.	Re-elect Mr. Albert P. L. Stroucken	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 93.5%
				Non independent lead director, which is not best practice.
1j.	Re-elect Ms. Amy A. Wendell	DAFÜR	DAFÜR	✓ 98.3%
1k.	Re-elect Dr. David S. Wilkes	DAFÜR	DAFÜR	✓ 99.5%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.7%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.3%
4.	Shareholder resolution: Allow shareholders to act by written consent	DAGEGEN	● DAFÜR	Taking action by written consent in lieu of a meeting is a mechanism shareholders can use to raise important matters without convening an EGM. ✓ 98.9%
5.	Reduce Ownership Threshold for Special Shareholder Meetings to 15%	DAFÜR	DAFÜR	✓ 97.8%
6.	Shareholder resolution: Reduce Ownership Threshold for Special Shareholder Meetings to 10%	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 34.9%
7.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management. ✗ 22.7%

No.	Traktanden	Board	Ethos	Resultat
1	Report of the Board of directors and report of the independent auditor on the annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approval of the Company's consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	Approval of the Company's annual accounts	DAFÜR	DAFÜR	✓ 100.0%
4	Allocation of profit	DAFÜR	DAFÜR	✓ 100.0%
5	Discharge of members of the Board of directors	DAFÜR	DAFÜR	✓ 96.1%
	Composition of the Board of directors			
6	Re-appointment of Mr. Georg Graf von Waldersee as non-executive director, for a 4-year term	DAFÜR	DAFÜR	✓ 99.2%
7	Re-appointment of Mrs. Frauke Heistermann as non-executive director, for a 4-year term	DAFÜR	DAFÜR	✓ 99.7%
8	Re-appointment of Mr. Romeo Kreinberg as non-executive director, for a 4-year term	DAFÜR	DAFÜR	✓ 56.7%
9	Re-appointment of Mr. Wolf Lehmann as executive director, for a 4-year term	DAFÜR	DAFÜR	✓ 84.9%
10	Re-appointment of Mr. Javier Molina Montes as executive director, for a 4-year term	DAFÜR	DAFÜR	✓ 97.6%
11	Re-appointment of Mr. Helmut Wieser as non-executive director, for a 4-year term	DAFÜR	DAFÜR	✓ 88.7%
12	Re-appointment of Mr. Asier Zarraonandia Ayo as executive director, for a 4-year term	DAFÜR	DAFÜR	✓ 84.9%
13	Appointment of Mrs. Natalia Latorre Arranz as non-executive director, for a 4-year term	DAFÜR	DAFÜR	✓ 82.1%
14	Appointment of Dr. José Domínguez Abascal as non-executive director, for a 4-year term	DAFÜR	DAFÜR	✓ 79.9%
15	Approval and ratification of the fixed remuneration of the non-executive members of the Board of directors	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive. ✓ 97.6%
16	Advisory vote on the remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✗ 27.2%
17	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✗ 27.1%
18	Re-appointment of the independent auditor for 2022	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a)	Re-elect Ms. Corie S. Barry	DAFÜR	DAFÜR	✓ 99.8%
1b)	Re-elect Ms. Lisa M. Caputo	DAFÜR	DAFÜR	✓ 97.7%
1c)	Re-elect Mr. J. Patrick Doyle	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.7%
1d)	Re-elect Mr. David W. Kenny	DAFÜR	DAFÜR	✓ 98.7%
1e)	Re-elect Mr. Mario J. Marte	DAFÜR	DAFÜR	✓ 99.6%
1f)	Re-elect Ms. Karen A. McLoughlin	DAFÜR	DAFÜR	✓ 99.8%
1g)	Re-elect Mr. Thomas L. Millner	DAFÜR	DAFÜR	✓ 99.6%
1h)	Re-elect Ms. Claudia F. Munce	DAFÜR	DAFÜR	✓ 99.8%
1i)	Re-elect Ms. Richelle P. Parham	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.0%
1j)	Re-elect Mr. Steven E. Rendle	DAFÜR	DAFÜR	✓ 99.8%
1k)	Re-elect Mr. Eugene Woods	DAFÜR	DAFÜR	✓ 99.7%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.5%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 93.7%
				An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos	Resultat
1	1) To approve the parent company's financial statements.; 2) To approve specific luxury or non-deductible expenses.	DAFÜR	DAFÜR	✓ 100.0%
2	To approve the consolidated financial statements.	DAFÜR	DAFÜR	✓ 100.0%
3	Discharge of the Board.	DAFÜR	DAFÜR	✓ 98.4%
4	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR	✓ 79.0%
5	Approval of related-party agreements concluded by the company with the Foundation Christophe and Rodolphe MERIEUX reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties.	DAFÜR	DAFÜR	✓ 99.6%
Board main features				
6	Re-election of Alexandre Mérieux as a Director for 4 years.	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 91.8%
7	Re-election of Jean-Luc Bélingard as a Director for 4 years.	DAFÜR	DAFÜR	✓ 95.3%
8	To approve Directors' fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is not justified. ✓ 99.7%
9	To approve the executives and non executives' new remuneration policy.	DAFÜR	DAFÜR	✓ 98.9%
10	To approve the CEO new remuneration policy.	DAFÜR	DAFÜR	✓ 97.8%
11	To approve the Deputy CEO new remuneration policy.	DAFÜR	DAFÜR	✓ 97.4%
12	To approve the non-executives new remuneration policy.	DAFÜR	DAFÜR	✓ 99.9%
13	To approve the remuneration report.	DAFÜR	DAFÜR	✓ 98.9%
14	Ex-post binding "Say on Pay" vote on the individual remuneration of Alexandre Mérieux, CEO.	DAFÜR	DAFÜR	✓ 97.9%
15	Ex-post binding "Say on Pay" vote on the individual remuneration of Pierre Boulud, Deputy CEO.	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 87.7%
16	To approve a treasury share buy-back and disposal programme.	DAFÜR	DAFÜR	✓ 99.7%
17	To authorise a potential reduction in the company's share capital.	DAFÜR	DAFÜR	✓ 99.7%
18	Delegation of powers for the completion of formalities.	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Ms. Melinda Litherland	DAFÜR	DAFÜR	✓ 84.6%
1.2	Re-elect Mr. Arnold A. Pinkston	DAFÜR	DAFÜR	✓ 86.2%
2.	Election of the auditor	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Anthony M. Jabbour	DAFÜR	● ZURÜCK-BEHALTEN Concerns over the director's time commitments.	✓
1.2	Re-elect Ms. Catherine (Katie) L. Burke	DAFÜR	DAFÜR	✓
1.3	Re-elect Mr. Thomas M. Hagerty	DAFÜR	● ZURÜCK-BEHALTEN Non independent lead director, which is not best practice.	✓
1.4	Re-elect Mr. David K. Hunt	DAFÜR	● ZURÜCK-BEHALTEN The director is over 75 years old, which exceeds guidelines.	✓
1.5	Re-elect Mr. Joseph M. Otting	DAFÜR	DAFÜR	✓
1.6	Re-elect Mr. Ganesh B. Rao	DAFÜR	DAFÜR	✓
1.7	Re-elect Mr. John D. Rood	DAFÜR	DAFÜR	✓
1.8	Re-elect Ms. Nancy L. Shanik	DAFÜR	DAFÜR	✓
2.	Provide Proxy access right	DAFÜR	DAFÜR	✓ 99.7%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 93.0%
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	✓
5.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.8%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 98.5%
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chairman)	DAFÜR	DAFÜR	✓ 81.4%
4.2	Approve Discharge of Supervisory Board member Manfred Schoch (Vice Chairman)	DAFÜR	DAFÜR	✓ 81.4%
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chairman)	DAFÜR	DAFÜR	✓ 71.8%
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chairman)	DAFÜR	DAFÜR	✓ 81.4%
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chairman since 12 May 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.6	Approve Discharge of Supervisory Board member Christiane Benner	DAFÜR	DAFÜR	✓ 81.4%
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer (member since 12 May 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner (member since 8 October 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.9	Approve Discharge of Supervisory Board member Rachel Empey (member since 12 May 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	DAFÜR	DAFÜR	✓ 81.4%
4.11	Approve Discharge of Supervisory Board member Johann Horn (member since 14 May 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	DAFÜR	DAFÜR	✓ 74.3%
4.13	Approve Discharge of Supervisory Board member Jens Köhler (member since 3 August 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.14	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	DAFÜR	DAFÜR	✓ 81.4%
4.15	Approve Discharge of Supervisory Board member Anke Schäferkordt	DAFÜR	DAFÜR	✓ 81.4%
4.16	Approve Discharge of Supervisory Board member Prof. Dr. Christoph Schmidt (member since 12 May 2021)	DAFÜR	DAFÜR	✓ 81.4%

No.	Traktanden	Board	Ethos	Resultat
4.17	Approve Discharge of Supervisory Board member Dr. Vishal Sikka	DAFÜR	DAFÜR	✓ 81.4%
4.18	Approve Discharge of Supervisory Board member Dr. Thomas Wittig	DAFÜR	DAFÜR	✓ 81.4%
4.19	Approve Discharge of Supervisory Board member Werner Zierer	DAFÜR	DAFÜR	✓ 81.4%
4.20	Approve Discharge of Supervisory Board member Dr. Karl-Ludwig Kley (member and Vice Chairman until 12 May 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.21	Approve Discharge of Supervisory Board member Verena zu Dohna (member until 31 December 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.22	Approve Discharge of Supervisory Board member Prof. Dr. Reinhard Hüttl (member until 12 May 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.23	Approve Discharge of Supervisory Board member Horst Lischka (member until 12 May 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.24	Approve Discharge of Supervisory Board member Willibald Löw (member until 16 July 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.25	Approve Discharge of Supervisory Board member Simone Menne (member until 12 May 2021)	DAFÜR	DAFÜR	✓ 81.4%
4.26	Approve Discharge of Supervisory Board member Brigitte Rödiger (member until 1 October 2021)	DAFÜR	DAFÜR	✓ 81.4%
5	Appoint the Auditors Board main features	DAFÜR	DAFÜR	✓ 99.9%
6	Elections to the Supervisory Board: Dr.-Ing. Heinrich Hiesinger	DAFÜR	DAFÜR	✓ 99.4%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 90.3%
8	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 97.2%
9.1	Approve an inter-company agreement	DAFÜR	DAFÜR	✓ 100.0%
9.2	Approve an inter-company agreement	DAFÜR	DAFÜR	✓ 100.0%
9.3	Approve an inter-company agreement	DAFÜR	DAFÜR	✓ 100.0%
9.4	Approve an inter-company agreement	DAFÜR	DAFÜR	✓ 100.0%
9.5	Approve an inter-company agreement	DAFÜR	DAFÜR	✓ 100.0%
9.6	Approve an inter-company agreement	DAFÜR	DAFÜR	✓ 100.0%



No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements,	DAFÜR	DAFÜR	✓ 99.9%
2	To approve the consolidated financial statements.	DAFÜR	DAFÜR	✓ 99.9%
3	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR	✓ 99.9%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties.	DAFÜR	● DAGEGEN	Concerns over one or more related party agreements that are not in the interests of shareholders. ✓ 65.2%
5	To approve the non-executives new remuneration policy.	DAFÜR	DAFÜR	✓ 100.0%
6	To approve the non-executive Chairman new remuneration policy.	DAFÜR	DAFÜR	✓ 100.0%
7	To approve the new remuneration policy of the CEO and the deputy CEOs.	DAFÜR	● DAGEGEN	Concerns over the possibility of derogating from the remuneration policy without shareholder approval. ✓ 82.9%
8	To approve the remuneration report.	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration. ✓ 97.2%
9	Ex-post binding "Say on Pay" vote on the individual remuneration of Martin Bouygues, Chairman and CEO until 17/02/2021	DAFÜR	DAFÜR	✓ 98.7%
10	Ex-post binding "Say on Pay" vote on the individual remuneration of Olivier Roussat, Deputy CEO until 17/02/2021	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 92.8%
11	Ex-post binding "Say on Pay" vote on the individual remuneration of Martin Bouygues, Chairman since 17/02/2021	DAFÜR	DAFÜR	✓ 99.2%
12	Ex-post binding "Say on Pay" vote on the individual remuneration of Olivier Roussat, CEO since 17/02/2021	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 91.4%
13	Ex-post binding "Say on Pay" vote on the individual remuneration of Pascal Grangé, Deputy CEO since 17/02/2021	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 96.5%
14	Ex-post binding "Say on Pay" vote on the individual remuneration of Edward Bouygues, Deputy CEO since 17/02/2021	DAFÜR	DAFÜR	✓ 92.0%
	Board main features			
15	Re-election of Olivier Bouygues as a Director for 3 years.	DAFÜR	DAFÜR	✓ 92.5%

No.	Traktanden	Board	Ethos		Resultat
16	Re-election of SCDM (famille Bouygues) as a Director for 3 years.	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 95.7%
17	Re-election of SCDM Participations as a Director for 3 years.	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 95.2%
18	Re-election of Clara Gaymard as a Director for 3 years.	DAFÜR	● DAGEGEN	There is an unfair representation of employee shareholders, whose vote is controlled by management.	✓ 96.9%
19	Re-election of Rose-Marie Van Lerberghe as a Director for 3 years.	DAFÜR	DAFÜR		✓ 99.6%
20	Election of Félicie Burelle as a Director for 3 years.	DAFÜR	DAFÜR		✓ 98.5%
21	Re-election of Raphaëlle Deflesselle as a Director for 3 years.	DAFÜR	DAFÜR		✓ 98.4%
22	Re-election of Michèle Vilain as a Director for 3 years.	DAFÜR	● DAGEGEN	There is an unfair representation of employee shareholders, whose vote is controlled by management.	✓ 96.2%
23	To re-elect Mazars as auditor for 6 years.	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 91.7%
24	To approve a treasury share buy-back and disposal programme.	DAFÜR	● DAGEGEN	Share capital authorisation that can be used as an anti-takeover protection without shareholder approval.	✓ 76.8%
25	To authorise a potential reduction in the company's share capital.	DAFÜR	DAFÜR		✓ 100.0%
26	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights.	✓ 91.8%
27	To authorise the Board to issue restricted shares for employees and/or executive directors.	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 92.2%
28	Authority to issue warrants in period of unfriendly public offer.	DAFÜR	● DAGEGEN	Share capital authorisation that can be used as an anti-takeover protection without shareholder approval.	✓ 76.1%
29	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.9%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 94.0%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 97.3%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. ✓ 85.3%
	Board main features			
7a	Elections to the Supervisory Board: Wijnand P. Donkers	DAFÜR	DAFÜR	✓ 97.6%
7b	Elections to the Supervisory Board: Ulrich M. Harnacke	DAFÜR	DAFÜR	✓ 96.7%
8	Approve the creation of a new Authorised Capital, the cancellation of the existing Authorised Capital and related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 91.3%
9	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2022 as well as related amendments to the Articles of Association	DAFÜR	DAFÜR	✓ 92.7%
10	Authorise Share Repurchase	DAFÜR	DAFÜR	✓ 94.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Peter J. Arduini	DAFÜR	DAFÜR	✓ 97.5%
1b.	Re-elect Dr. Giovanni Caforio	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 93.2%
1c.	Re-elect Dr. Julia A. Haller	DAFÜR	DAFÜR	✓ 99.3%
1d.	Elect Prof. Dr. Manuel Hidalgo Medina	DAFÜR	DAFÜR	✓ 99.5%
1e.	Re-elect Prof. Paula A. Price	DAFÜR	DAFÜR	✓ 96.4%
1f.	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	✓ 94.7%
1g.	Re-elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR	✓ 96.1%
1h.	Re-elect Mr. Gerald L. Storch	DAFÜR	DAFÜR	✓ 96.4%
1i.	Re-elect Dr. Karen H. Vousden	DAFÜR	DAFÜR	✓ 97.5%
1j.	Re-elect Ms. Phyllis R. Yale	DAFÜR	DAFÜR	✓ 98.6%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. Concerns over the excessive sign-on bonus granted to the new CEO.	✓ 91.4%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 96.9%
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 34.3%
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR An independent chairman can ensure independent oversight of management.	✗ 44.6%

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 99.8%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.8%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 97.1%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	✓ 100.0%
Board main features				
5	To ratify the co-optation of Arthur Sadoun as a Director for 2 years	DAFÜR	DAFÜR	✓ 99.6%
6	Re-election of Flavia Buarque de Almeida as a Director for 3 years	DAFÜR	DAFÜR	✓ 79.0%
7	Re-election of Abilio dos Santos Diniz as a Director for 3 years	DAFÜR	● DAGEGEN	✓ 95.4% The director is over 75 years old, which exceeds guidelines.
8	Re-election of Charles Edelstenne as a Director for 3 years	DAFÜR	● DAGEGEN	✓ 73.2% Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  The director is over 75 years old, which exceeds guidelines.
9	To approve the remuneration report	DAFÜR	● DAGEGEN	✓ 85.1% Excessive variable remuneration.
10	Ex-post binding "Say on Pay" vote on the individual remuneration of Alexandre Bompard, Chairman & CEO	DAFÜR	● DAGEGEN	✓ 58.8% Excessive variable remuneration.
11	To approve the Chairman & CEO new remuneration policy	DAFÜR	● DAGEGEN	✓ 84.9% The potential variable remuneration exceeds our guidelines.
12	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 97.2%
13	Say on Climate	DAFÜR	● DAGEGEN	✓ 87.4% The company has not set CO2e emission reduction targets consistent with limiting the global temperature increase to 1.5°.
14	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 97.4%
15	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	✓ 97.4%
16	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the individual and consolidated accounts	DAFÜR	DAFÜR	✓ 99.8%
2	Approval of the non-financial information statement	DAFÜR	DAFÜR	✓ 99.3%
3	Allocation of results	DAFÜR	DAFÜR	✓ 100.0%
4	Approval of the management of the Company during	DAFÜR	DAFÜR	✓ 98.9%
5.1	Approval of the maximum aggregate amount of the Directors' remuneration	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive and not justified. ✓ 93.4%
5.2	Approval of the 2023- 2025 Remuneration Policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 56.1%
5.3	Allotment of shares to the CEO	DAFÜR	DAFÜR	✓ 93.9%
6.1	Setting the number of Directors at 11	DAFÜR	DAFÜR	✓ 99.9%
6.2	Re-election of Mr. Tobías Martínez Gimeno as executive Director	DAFÜR	DAFÜR	✓ 99.6%
6.3	Re-election of Mr. Bertrand Boudewijn Kan as independent Director	DAFÜR	DAFÜR	✓ 98.4%
6.4	Re-election of Mr. Pierre Blayau as independent Director	DAFÜR	DAFÜR	✓ 90.7%
6.5	Re-election of Ms. María Luisa Guijarro Piñal as independent Director	DAFÜR	DAFÜR	✓ 91.6%
6.6	Re-election of Ms. Anne Bouverot as independent Director	DAFÜR	DAFÜR	✓ 98.5%
6.7	Re-election of Mr. Peter Shore as independent Director	DAFÜR	DAFÜR	✓ 97.1%
6.8	Ratification of Ms. Kate Holgate as independent Director	DAFÜR	DAFÜR	✓ 99.4%
7.1	Amendment of the Bylaws: Article 4	DAFÜR	DAFÜR	✓ 100.0%
7.2	Amendment of the Bylaws: Article 18	DAFÜR	DAFÜR	✓ 100.0%
7.3	Amendment of the Bylaws: Article 20	DAFÜR	DAFÜR	✓ 99.8%
7.4	Approval of the restated text of the Corporate Bylaws	DAFÜR	DAFÜR	✓ 99.8%
8	Share capital increase	DAFÜR	DAFÜR	✓ 99.8%
9	Share capital increase with powers to exclude pre-emptive rights up to 10% of the share capital	DAFÜR	DAFÜR	✓ 97.3%
10	Issue of bonds, debentures and other fixed-income securities convertible into shares for a 5-year period and a limit to exclude pre-emptive rights for up to 10% of the share capital	DAFÜR	DAFÜR	✓ 94.1%

No.	Traktanden	Board	Ethos	Resultat
11	Delegation of powers	DAFÜR	DAFÜR	✓ 100.0%
12	Advisory vote on the 2021 Directors' Annual Remuneration Report	DAFÜR	DAFÜR	✓ 88.3%

No.	Traktanden	Board	Ethos	Resultat
1	Genehmigung des Jahresberichts, der Jahresrechnung und der Konzernrechnung	DAFÜR	DAFÜR	✓ 100.0%
2.1	Verwendung des Bilanzgewinns	DAFÜR	DAFÜR	✓ 100.0%
2.2	Ausschüttung einer Dividende aus der Reserve aus Kapitaleinlagen	DAFÜR	DAFÜR	✓ 100.0%
3	Entlastung der Mitglieder des Verwaltungsrats	DAFÜR	DAFÜR	✓ 99.1%
4.1	Wiederwahl von PricewaterhouseCoopers als Revisionsstelle	DAFÜR	● DAGEGEN	Die Mandatsdauer der externen Revisionsstelle beträgt 37 Jahre, was Ethos' Limite übersteigt. ✓ 95.5%
4.2	Wiederwahl von PricewaterhouseCoopers LLP (US) für die Aktien-Berichterstattung gemäss Amerikanische Aktiengesetz	DAFÜR	● DAGEGEN	Die Mandatsdauer der externen Revisionsstelle beträgt 37 Jahre, was Ethos' Limite übersteigt. ✓ 94.6%
4.3	Wiederwahl von BDO als Spezialrevisionsstelle	DAFÜR	DAFÜR	✓ 99.9%
5	Wahlen in den Verwaltungsrat			
5.1	Wiederwahl von Herrn Evan G. Greenberg	DAFÜR	● DAGEGEN	Er ist gleichzeitig dauerhaftes Mitglied der Geschäftsleitung (CEO). ✓ 92.0%
5.2	Wiederwahl von Herrn Michael P. Connors	DAFÜR	DAFÜR	✓ 95.3%
5.3	Wiederwahl von Herrn Michael G. Atieh	DAFÜR	● DAGEGEN	Er ist seit 31 Jahren Mitglied des Verwaltungsrats, was Ethos' Limite übersteigt. ✓ 95.4%
5.4	Neuwahl von Frau Kathy Bonanno	DAFÜR	DAFÜR	✓ 99.8%
5.5	Wiederwahl von Frau Sheila P. Burke	DAFÜR	DAFÜR	✓ 99.1%
5.6	Wiederwahl von Frau Mary A. Cirillo	DAFÜR	DAFÜR	✓ 91.5%
5.7	Wiederwahl von Herrn Robert J. Hugin	DAFÜR	DAFÜR	✓ 99.1%
5.8	Wiederwahl von Herrn Robert Scully	DAFÜR	DAFÜR	✓ 98.6%
5.9	Wiederwahl von Herrn Theodore E. Shasta	DAFÜR	DAFÜR	✓ 97.8%
5.10	Wiederwahl von Herrn David Sidwell	DAFÜR	DAFÜR	✓ 98.9%
5.11	Wiederwahl von Herrn Olivier Steimer	DAFÜR	DAFÜR	✓ 95.4%
5.12	Wiederwahl von Herrn Dr. Luis Téllez	DAFÜR	DAFÜR	✓ 98.9%
5.13	Wiederwahl von Frau Frances F. Townsend	DAFÜR	● DAGEGEN	Sie übt zu viele Verwaltungsratsmandate aus. ✓ 96.4%
6	Wiederwahl von Herrn Evan G. Greenberg als Verwaltungsratspräsident	DAFÜR	● DAGEGEN	Herr Greenberg wurde von Ethos nicht in den Verwaltungsrat gewählt. Deshalb kann Ethos Herr Greenberg auch nicht als Verwaltungsratspräsidenten bestätigen. ✓ 64.5%



No.	Traktanden	Board	Ethos	Resultat
7	Wahlen in den Vergütungsausschuss			
7.1	Wiederwahl von Herrn Michael P. Connors als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 96.2%
7.2	Wiederwahl von Frau Mary A. Cirillo als Mitglied des Vergütungsausschusses	DAFÜR	DAFÜR	✓ 94.3%
7.3	Wiederwahl von Frau Frances F. Townsend als Mitglied des Vergütungsausschusses	DAFÜR	● DAGEGEN	✓ 96.2% Frau Townsend wurde von Ethos nicht in den Verwaltungsrat gewählt. Deshalb kann Ethos Frau Townsend auch nicht als Mitglied des Ausschusses bestätigen.
8	Wiederwahl von Homburger AG als unabhängigen Stimmrechtsvertreter	DAFÜR	DAFÜR	✓ 99.9%
9	Erneuerung des genehmigten Kapitals	DAFÜR	● DAGEGEN	✓ 96.1% Die Ermächtigung zur Kapitalerhöhung für allgemeine Finanzierungszwecke mit Bezugsrecht übersteigt 33 Prozent des bereits ausgegebenen Kapitals.
10	Kapitalherabsetzung durch Vernichtung von zurückgekauften Aktien	DAFÜR	DAFÜR	✓ 99.9%
11.1	Verbindliche prospektive Abstimmung über die gesamte Vergütung des Verwaltungsrats	DAFÜR	DAFÜR	✓ 99.6%
11.2	Verbindliche prospektive Abstimmung über die gesamte Vergütung der Geschäftsleitung	DAFÜR	● DAGEGEN	✓ 96.3% Die gelieferten Informationen sind ungenügend.  Der Maximalbetrag, welcher letztlich ausbezahlt werden könnte, ist erheblich höher als der an der Generalversammlung beantragte Betrag.  Die Struktur der Vergütung genügt den Richtlinien von Ethos nicht.
12	Konsultativabstimmung über die Vergütung der Geschäftsleitung	DAFÜR	● DAGEGEN	✓ 93.4% Der Vergütungsbericht genügt den Richtlinien von Ethos nicht.
13	Aktionärsantrag: Verabschiedung einer Richtlinie, um sicherzustellen, dass das Underwriting keine neuen Vorräte an fossilen Brennstoffen unterstützt	DAGEGEN	● DAFÜR	✗ 19.4% Der Aktionärsantrag steht im Einklang mit den Zielen des Pariser Abkommens.
14	Aktionärsantrag: Bericht zu den Treibhausgasemissionen	DAGEGEN	● DAFÜR	✓ 72.2% Der Aktionärsantrag steht im Einklang mit den Zielen des Pariser Abkommens

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Elect Mr. Bradlen S. Cashaw	DAFÜR	DAFÜR	✓ 99.4%
1b.	Re-elect Mr. James R. Craigie	DAFÜR	DAFÜR	✓ 95.3%
1c.	Re-elect Mr. Matthew T. Farrell	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 92.2%
1d.	Re-elect Mr. Bradley C. Irwin	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 90.2%
1e.	Re-elect Mr. Penry W. Price	DAFÜR	DAFÜR	✓ 98.2%
1f.	Re-elect Ms. Susan G. Saideman	DAFÜR	DAFÜR	✓ 96.6%
1g.	Re-elect Mr. Ravichandra K. Saligram	DAFÜR	DAFÜR	✓ 89.3%
1h.	Re-elect Mr. Robert K. Shearer	DAFÜR	DAFÜR	✓ 93.1%
1i.	Re-elect Ms. Janet S. Vergis	DAFÜR	DAFÜR	✓ 95.3%
1j.	Re-elect Mr. Arthur B. Winkleblack	DAFÜR	DAFÜR	✓ 93.1%
1k.	Re-elect Ms. Laurie J. Yoler	DAFÜR	DAFÜR	✓ 95.7%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 84.0%
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.3%
4.	To approve the adoption of the Omnibus Equity Compensation Plan	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓ 83.5%
				The potential variable remuneration exceeds our guidelines.
				No individual caps are disclosed.
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold (10%) would enhance the right of shareholders to call a special meeting. ✗ 42.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. David M. Cordani	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 92.6%
1b.	Re-elect Mr. William J. DeLaney	DAFÜR	DAFÜR	✓ 98.5%
1c.	Re-elect Mr. Eric J. Foss	DAFÜR	DAFÜR	✓ 97.0%
1d.	Re-elect Dr. Elder Granger	DAFÜR	DAFÜR	✓ 98.4%
1e.	Elect Ms. Neesha Hathi	DAFÜR	DAFÜR	✓ 99.5%
1f.	Re-elect Mr. George Kurian	DAFÜR	DAFÜR	✓ 99.0%
1g.	Re-elect Ms. Kathleen M. Mazarella	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 96.2%
1h.	Re-elect Dr. Mark B. McClellan	DAFÜR	DAFÜR	✓ 98.7%
1i.	Re-elect Ms. Kimberly A. Ross	DAFÜR	DAFÜR	✓ 99.4%
1j.	Re-elect Mr. Eric C. Wiseman	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.	✓ 96.9%
1k.	Re-elect Ms. Donna F. Zarcone	DAFÜR	DAFÜR	✓ 95.4%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 82.7%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 94.5%
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 47.0%
5.	Shareholder resolution: Gender pay gap report	DAGEGEN	● DAFÜR Enhanced disclosure on gender equality.	✗ 32.7%
6.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR Enhanced disclosure on political donations.	✗ 46.0%

No.	Traktanden	Board	Ethos	Resultat
1	To approve the Agreement and Plan of Merger	DAFÜR	DAFÜR	✓ 90.4%
2	Advisory Vote on remuneration for the executives in connection to the merger	DAFÜR	● DAGEGEN	✗ 36.7% Concerns over the severance payments which are considered excessive.
3	To approve the adjournment proposal	ZURÜCK-GEZOGEN	● DAGEGEN	- As ITEM 1 was approved by shareholders, ITEM 3 was not submitted to vote. Ethos initially recommended to OPPOSE for the following reason:  We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Zein Abdalla	DAFÜR	DAFÜR	✓ 98.7%
1b.	Re-elect Ms. Vinita Bali	DAFÜR	DAFÜR	✓ 97.9%
1c.	Re-elect Ms. Maureen Breakiron-Evans	DAFÜR	DAFÜR	✓ 95.4%
1d.	Re-elect Ms. Archana Deskus	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.5%
1e.	Re-elect Mr. John M. Dineen	DAFÜR	DAFÜR	✓ 99.6%
1f.	Re-elect Mr. Brian Humphries	DAFÜR	DAFÜR	✓ 99.8%
1g.	Re-elect Mr. Leo S. Mackay Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 92.7%
1h.	Re-elect Mr. Michael Patsalos-Fox	DAFÜR	DAFÜR	✓ 97.1%
1i.	Elect Mr. Stephen Rohleder	DAFÜR	DAFÜR	✓ 99.9%
1j.	Re-elect Mr. Joseph M. Velli	DAFÜR	DAFÜR	✓ 96.8%
1k.	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	✓ 92.1%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 90.3%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.7%
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	DAGEGEN	✗ 8.3%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. John P. Bilbrey	DAFÜR	DAFÜR	✓ 98.1%
1b.	Re-elect Mr. John T. Cahill	DAFÜR	DAFÜR	✓ 92.6%
1c.	Re-elect Ms. Lisa M. Edwards	DAFÜR	DAFÜR	✓ 98.7%
1d.	Re-elect Dr. C. Martin Harris	DAFÜR	DAFÜR	✓ 97.8%
1e.	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	✓ 98.9%
1f.	Re-elect Ms. Kimberly A. Nelson	DAFÜR	DAFÜR	✓ 98.6%
1g.	Re-elect Ms. Lorrie M. Norrington	DAFÜR	DAFÜR	✓ 97.4%
1h.	Re-elect Mr. Michael B. Polk	DAFÜR	DAFÜR	✓ 97.6%
1i.	Re-elect Mr. Stephen I. Sadove	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 92.2%
1j.	Re-elect Mr. Noel R. Wallace	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 89.8%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.2%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.8%
4.	Shareholder Resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 43.3%
5.	Shareholder Resolution: Request for Charitable Donation Disclosure	DAGEGEN	DAGEGEN	✗ 4.7%

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1.1	Re-elect Mr. Kenneth J. Bacon	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.  Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓
1.2	Re-elect Ms. Madeline S. Bell	DAFÜR	DAFÜR		✓
1.3	Re-elect Mr. Edward D. Breen	DAFÜR	● ZURÜCK-BEHALTEN	Concerns over the director's time commitments.	✓
1.4	Re-elect Mr. Gerald L. Hassell	DAFÜR	DAFÜR		✓
1.5	Re-elect Mr. Jeffrey A. Honickman	DAFÜR	DAFÜR		✓
1.6	Re-elect Ms. Maritza G. Montiel	DAFÜR	DAFÜR		✓
1.7	Re-elect Mr. Asuka Nakahara	DAFÜR	DAFÜR		✓
1.8	Re-elect Mr. David C. Novak	DAFÜR	DAFÜR		✓
1.9	Re-elect Mr. Brian L. Roberts	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.	✓
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 96.2%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 97.4%
4.	Shareholder Resolution: Charitable Contributions	DAGEGEN	DAGEGEN		✗ 0.9%
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 18.3%
6.	Shareholder resolution: Report on Risks of omitting Viewpoint and Ideology from EEO Policy	DAGEGEN	DAGEGEN		✗ 1.4%
7.	Shareholder resolution: Report on Effectiveness of Sexual Harassment Policies	DAGEGEN	● DAFÜR	The proposed review would help the company to improve its existing policies and procedures to avoid future cases of sexual harassment.	✗ 22.3%
8.	Shareholder resolution: Report on Retirement Plan Options	DAGEGEN	● DAFÜR	We support corporate climate-aligned retirement plans.	✗ 6.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Report of the executive board for the financial year 2021	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
4.	Approve remuneration report	DAFÜR	DAFÜR	✓ 95.5%
5.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6.	Approve allocation of income	DAFÜR	DAFÜR	✓ 98.6%
7.	Discharge of executive board	DAFÜR	DAFÜR	✓ 95.9%
8.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 95.9%
	Composition of the supervisory board			
9.	Election of William Lin	DAFÜR	DAFÜR	✓ 100.0%
10.	Approve remuneration of the supervisory board	DAFÜR	DAFÜR	✓ 96.9%
11.	Authorisation to issue shares for general purposes	DAFÜR	DAFÜR	✓ 95.7%
12.	Authorisation to restrict or exclude pre-emptive rights for general purposes	DAFÜR	DAFÜR	✓ 93.9%
13.	Authorisation to issue additional shares in connection with mergers, acquisitions and/or (strategic) alliances	DAFÜR	DAFÜR	✓ 57.4%
14.	Authorisation to restrict or exclude pre-emptive rights in connection with mergers, acquisitions and/or (strategic) alliances	DAFÜR	DAFÜR	✓ 99.1%
15.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 95.2%
16.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
17.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
18.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	



No.	Traktanden	Board	Ethos	Resultat
1	Approval of the individual Directors' report and the accounts	DAFÜR	DAFÜR	✓ 99.9%
2	Approval of the consolidated Directors' report and the accounts	DAFÜR	DAFÜR	✓ 99.9%
3	Approval of the Corporate Governance report	DAFÜR	DAFÜR	✓ 100.0%
4	Approval of the non-financial information report	DAFÜR	DAFÜR	✓ 100.0%
5	Allocation of income	DAFÜR	DAFÜR	✓ 100.0%
6	Express a vote of confidence in the corporate bodies of the Company	DAFÜR	DAFÜR	✓ 100.0%
7	Acquisition of own shares	DAFÜR	DAFÜR	✓ 100.0%
8	Sale by the Company of its own shares	DAFÜR	DAFÜR	✓ 100.0%
9	Approval of the rules of procedures of the General Meeting	DAFÜR	DAFÜR	✓ 100.0%
10	Approval of the 2022-2024 Remuneration Policy	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 98.0%

No.	Traktanden	Board	Ethos	Resultat
1	1) To approve the parent company's financial statements.; 2) To approve specific luxury or non-deductible expenses.	DAFÜR	DAFÜR	✓ 99.8%
2	To approve the consolidated financial statements.	DAFÜR	DAFÜR	✓ 99.4%
3	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR	✓ 99.9%
4	Approval of the amendment of a related party agreement between Crédit Agricole SA and Caisses Régionales de Crédit Agricole.	DAFÜR	DAFÜR	✓ 100.0%
5	Approval of the amendment of a tax consolidation agreement between CACIB and CA Indosuez Wealth France concluded on June 30, 2021.	DAFÜR	DAFÜR	✓ 100.0%
6	Approval of a framework of a related party agreement governing the services provided by the FNSEA on behalf of Crédit Agricole SA and the entities of the CASA group.	DAFÜR	DAFÜR	✓ 99.7%
Board main features				
7	Election of Sonia Bonnet-Bernard as a Director for 1 year.	DAFÜR	DAFÜR	✓ 99.4%
8	Election of Hugues Brasseur as a Director for 1 year.	DAFÜR	● DAGEGEN	✓ 89.3%
			Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. The board size is also excessive.	
9	Election of Eric Vial as a Director for 1 year.	DAFÜR	● DAGEGEN	✓ 89.0%
			Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. The board size is also excessive.	
10	Re-election of Dominique Lefebvre as a Director for 3 years.	DAFÜR	DAFÜR	✓ 83.7%
11	Re-election of Pierre Cambefort as a Director for 3 years.	DAFÜR	● DAGEGEN	✓ 89.4%
			Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. The board size is also excessive.	

No.	Traktanden	Board	Ethos	Resultat
12	Re-election of Jean-Pierre Gaillard as a Director for 3 years.	DAFÜR	● DAGEGEN	✓ 85.1% Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. The board size is also excessive.
13	Re-election of Jean-Paul Kerrien as a Director for 3 years.	DAFÜR	● DAGEGEN	✓ 89.4% Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. The board size is also excessive.
14	To approve the non-executive Chairman of the board new remuneration policy.	DAFÜR	DAFÜR	✓ 99.6%
15	To approve the CEO new remuneration policy.	DAFÜR	DAFÜR	✓ 91.5%
16	To approve the Deputy CEO new remuneration policy.	DAFÜR	DAFÜR	✓ 91.5%
17	To approve the members of the board's new remuneration policy.	DAFÜR	DAFÜR	✓ 99.4%
18	Ex-post binding "Say on Pay" vote on the individual remuneration of Dominique Lefebvre, chairman of the board.	DAFÜR	DAFÜR	✓ 99.8%
19	Ex-post binding "Say on Pay" vote on the individual remuneration of Philippe Brassac, CEO.	DAFÜR	DAFÜR	✓ 92.2%
20	Ex-post binding "Say on Pay" vote on the individual remuneration of Xavier Musca, Deputy CEO.	DAFÜR	DAFÜR	✓ 94.3%
21	To approve the remuneration report.	DAFÜR	DAFÜR	✓ 99.6%
22	Advisory "Say on Pay" vote on the remuneration granted to executives and regulated officers mentioned in the French Financial Code (article L.511-71 Code monétaire et financier) for fiscal year 2021.	DAFÜR	DAFÜR	✓ 99.3%
23	To approve a treasury share buy-back and disposal programme.	DAFÜR	DAFÜR	✓ 99.2%
24	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights.	DAFÜR	DAFÜR	✓ 98.1%
25	Global allowance to issue capital related securities without pre-emptive rights through private placement.	DAFÜR	● DAGEGEN	✓ 96.1% The discount is too high on the share issue price.

No.	Traktanden	Board	Ethos	Resultat
26	Global allowance to issue capital related securities without pre-emptive rights by public issuance.	DAFÜR	● DAGEGEN	The discount is too high on the share issue price. ✓ 97.3%
27	"Green shoe" autorisation.	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests. ✓ 94.8%
28	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company.	DAFÜR	DAFÜR	✓ 99.4%
29	To depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights (up to 10% of share capital).	DAFÜR	DAFÜR	✓ 97.0%
30	To limit capital increases with or without pre-emptive rights.	DAFÜR	DAFÜR	✓ 98.9%
31	To authorise capital increases by transfer of reserves.	DAFÜR	DAFÜR	✓ 99.9%
32	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	DAFÜR	✓ 98.7%
33	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	DAFÜR	✓ 98.7%
34	To authorise a potential reduction in the company's share capital.	DAFÜR	DAFÜR	✓ 98.3%
35	Delegation of powers for the completion of formalities.	DAFÜR	DAFÜR	✓ 100.0%
A	** External shareholder proposal filed by ESOP Crédit Agricole SA Actions and not supported by the Board: Application, in relation to capital increases reserved for employees of the Crédit Agricole Group, of a discount of 30%	DAGEGEN	DAGEGEN	✗ 5.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. P. Robert Bartolo	DAFÜR	DAFÜR	✓ 99.0%
1b.	Re-elect Mr. Jay A. Brown	DAFÜR	DAFÜR	✓ 99.5%
1c.	Re-elect Ms. Cindy Christy	DAFÜR	DAFÜR	✓ 96.5%
1d.	Re-elect Mr. Ari Q. Fitzgerald	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 96.0%
1e.	Re-elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	✓ 98.5%
1f.	Re-elect Ms. Tammy K. Jones	DAFÜR	DAFÜR	✓ 93.0%
1g.	Re-elect Mr. Anthony J. Melone	DAFÜR	DAFÜR	✓ 97.3%
1h.	Re-elect Mr. W. Benjamin Moreland	DAFÜR	DAFÜR	✓ 99.3%
1i.	Re-elect Mr. Kevin A. Stephens	DAFÜR	DAFÜR	✓ 99.7%
1j.	Re-elect Mr. Matthew Thornton III	DAFÜR	DAFÜR	✓ 99.7%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.2%
3.	To approve the adoption of the 2022 Long-term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 97.0%
4.	Approve renewal of authorised capital	DAFÜR	● DAGEGEN	The increase in the authorised capital is excessive. ✓ 96.2%
5.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 96.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Fernando Aguirre	DAFÜR	DAFÜR	✓ 99.5%
1b.	Re-elect Mr. C. David Brown II	DAFÜR	DAFÜR	✓ 93.5%
1c.	Re-elect Ms. Alecia A. DeCoudreaux	DAFÜR	DAFÜR	✓ 99.6%
1d.	Re-elect Ms. Nancy-Ann M. DeParle	DAFÜR	DAFÜR	✓ 98.7%
1e.	Re-elect Mr. Roger N. Farah	DAFÜR	DAFÜR	✓ 98.4%
1f.	Re-elect Ms. Anne M. Finucane	DAFÜR	DAFÜR	✓ 97.6%
1g.	Re-elect Mr. Edward J. Ludwig	DAFÜR	DAFÜR	✓ 98.9%
1h.	Re-elect Ms. Karen S. Lynch	DAFÜR	DAFÜR	✓ 99.2%
1i.	Re-elect Mr. Jean-Pierre Millon	DAFÜR	DAFÜR	✓ 96.8%
1j.	Re-elect Ms. Mary L. Schapiro	DAFÜR	DAFÜR	✓ 99.6%
1k.	Re-elect Mr. William C. Weldon	DAFÜR	DAFÜR	✓ 98.7%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.2%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.8%
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 42.5%
5.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	✗ 21.5%
6.	Shareholder resolution: Workplace Non-Discrimination Audit	DAGEGEN	DAGEGEN	✗ 1.6%
7.	Shareholder resolution: Adopt a Policy on Paid Sick Leave for All Employees	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility. ✗ 26.2%
8.	Shareholder resolution: Report on Public Health Costs of the Company's Food Business to Diversified Portfolios	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues. ✗ 12.0%

No.	Traktanden	Board	Ethos	Resultat	
1	Dividend Allocation	DAFÜR	DAFÜR	-	
2	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	-	
3	Amend Articles of Association: Virtual general meeting	DAFÜR	DAFÜR	-	
	Election of Directors				
4.1	Re-elect Mr. Keiichi Yoshii	DAFÜR	● DAGEGEN	Combined chairman and CEO.	-
4.2	Re-elect Mr. Takeshi Kosokabe	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
4.3	Re-elect Mr. Yoshiyuki Murata	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
4.4	Re-elect Mr. Hirotsugu Otomo	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
4.5	Re-elect Mr. Tatsuya Urakawa	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
4.6	Re-elect Mr. Kazuhito Dekura	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
4.7	Re-elect Mr. Yoshinori Ariyoshi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
4.8	Re-elect Mr. Keisuke Shimonishi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
4.9	Re-elect Mr. Nobuya Ichiki	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
4.10	Elect Mr. Toshiya Nagase	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
4.11	Re-elect Ms. Yukiko Yabu	DAFÜR	DAFÜR		-
4.12	Re-elect Mr. Yukinori Kuwano	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	-
4.13	Re-elect Prof. Miwa Seki	DAFÜR	DAFÜR		-
4.14	Elect Mr. Kazuhiro Yoshizawa	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.	-
4.15	Elect Mr. Yujiro Ito	DAFÜR	DAFÜR		-
5	Election of 2 Corporate Auditors				
5.1	Elect Mr. Tomoyuki Nakazato as a Corporate Auditor	DAFÜR	DAFÜR		-
5.2	Elect Mr. Yoshinori Hashimoto as a Corporate Auditor	DAFÜR	DAFÜR		-
6	Approve bonus payment for executive directors	DAFÜR	DAFÜR		-
7	Approve two restricted share plans	DAFÜR	DAFÜR		-

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.1	Re-elect Mr. Michael S. Dell	DAFÜR	● ZURÜCK-BEHALTEN	<p>Combined chairman and CEO.</p> <p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p>	✓
1.2	Re-elect Mr. David W. Dorman	DAFÜR	● ZURÜCK-BEHALTEN	<p>Concerns over the director's attendance rate, which was below 75% during the year under review.</p>	✓
1.3	Re-elect Mr. Egon P. Durban	DAFÜR	● ZURÜCK-BEHALTEN	<p>Concerns over the director's time commitments.</p>	✓
1.4	Elect Mr. David J. Grain	DAFÜR	DAFÜR		✓
1.5	Re-elect Mr. William D. Green	DAFÜR	DAFÜR		✓
1.6	Re-elect Mr. Simon Patterson	DAFÜR	DAFÜR		✓
1.7	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR		✓
1.8	Re-elect Ms. Ellen J. Kullman	DAFÜR	DAFÜR		✓
2	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p>	✓ 99.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>Performance targets are not sufficiently challenging.</p> <p>Concerns over the excessive sign-on bonus granted to the new co-COO.</p>	✓ 97.9%
4	Amend Certificate of Incorporation to Add A Federal Forum Provision	DAFÜR	DAFÜR		✓ 99.3%



No.	Traktanden	Board	Ethos	Resultat
1.1	Financial statements as at 31 December 2021	DAFÜR	DAFÜR	✓ 99.9%
1.2	Allocation of net results and dividend distribution	DAFÜR	DAFÜR	✓ 100.0%
2.1	Binding vote on the remuneration policy	DAFÜR	● DAGEGEN	Concerns over the severance payments which are considered excessive. ✓ 85.4%
2.2	Advisory vote on the remuneration paid in 2021	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 85.5%
3.1	Determination of the number of members of the Board of Directors	KEINE EMPFEHLUNG	● DAFÜR	The proposed number of directors is reasonable. ✓ 100.0%
3.2	Determination of the term of office of Directors	KEINE EMPFEHLUNG	● DAFÜR	Term of 3 years is according to Italian legislation. ✓ 99.9%
3.3	Appointment of the members of the Board of Directors: slate of nominees submitted by IP Investimenti e Partecipazioni Srl	KEINE EMPFEHLUNG	● DAGEGEN	The board is not sufficiently independent in our view and the proposed slate would not improve the level of independence. ✓ 98.6%
3.4	Determination of the remuneration of the members of the Board of Directors	KEINE EMPFEHLUNG	● DAFÜR	Proposed board fees are considered reasonable. ✓ 99.9%
4.1	Appointment of the members of the Board of Statutory Auditors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4.1.1	Slate of nominees submitted by IP Investimenti e Partecipazioni Srl	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	We have concerns regarding some of the statutory auditors. ✓ 100.0%
4.1.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● DAFÜR	Proposed statutory auditor raises no concerns. ✓ 99.9%
4.2	Appointment of the Chairperson of the Board of Statutory Auditors	KEINE EMPFEHLUNG	● DAFÜR	No concerns regarding the proposed chairperson. –
4.3	Determination of the remuneration of the members of the Board of Statutory Auditors	KEINE EMPFEHLUNG	● DAFÜR	The fees proposed for the board of statutory auditors are considered reasonable. ✓ 100.0%
5	Approval of a long-term incentive "Equity Awards Plan"	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 88.5%
6	Authorization for the purchase and disposal of treasury shares	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 99.7%
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. –

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Warren F. Bryant	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 94.2%
1.b	Re-elect Mr. Michael M. Calbert	DAFÜR	DAFÜR	✓ 84.8%
1.c	Re-elect Ms. Patricia D. Fili-Krushel	DAFÜR	DAFÜR	✓ 91.7%
1.d	Re-elect Mr. Timothy I. McGuire	DAFÜR	DAFÜR	✓ 98.6%
1.e	Re-elect Mr. William C. Rhodes III	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓ 94.5%
1.f	Re-elect Ms. Debra A. Sandler	DAFÜR	DAFÜR	✓ 95.5%
1.g	Re-elect Mr. Ralph E. Santana	DAFÜR	DAFÜR	✓ 96.1%
1.h	Re-elect Mr. Todd J. Vasos	DAFÜR	DAFÜR	✓ 98.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 88.4% An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.4% On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
4	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations. ✓ 57.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Thomas W. Dickson	DAFÜR	DAFÜR	✓ 94.2%
1.b	Elect Mr. Richard W. Dreiling	DAFÜR	● DAGEGEN	Executive chairman. The board is not sufficiently independent and his remuneration is highly excessive. ✓ 97.3%
1.c	Elect Ms. Cheryl W. Grisé	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 99.9%
1.d	Elect Mr. Daniel J. Heinrich	DAFÜR	DAFÜR	✓ 99.7%
1.e	Elect Mr. Paul C. Hilal	DAFÜR	DAFÜR	✓ 98.8%
1.f	Elect Mr. Edward J. Kelly III	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 99.4%
				Non independent lead director, which is not best practice.
1.g	Elect Ms. Mary Laschinger	DAFÜR	DAFÜR	✓ 99.6%
1.h	Re-elect Mr. Jeffrey G. Naylor	DAFÜR	DAFÜR	✓ 98.5%
1.i	Re-elect Ms. Winnie Y. Park	DAFÜR	DAFÜR	✓ 98.5%
1.j	Elect Mr. Bertram L. Scott	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 98.3%
1.k	Re-elect Ms. Stephanie P. Stahl	DAFÜR	DAFÜR	✓ 97.4%
1.l	Re-elect Mr. Michael A. Witynski	DAFÜR	DAFÜR	✓ 99.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 86.6%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.7%
4	Provide Right to Call Special Shareholder Meetings	DAFÜR	DAFÜR	✓ 99.6%
5	Shareholder resolution: Climate Transition Planning	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✓ 54.8%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation. ✓ 99.9%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.9%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 98.7%
5a	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.9%
5b	Appoint the Auditors for the review of abbreviated financial statements and interim management reports for financial year 2022	DAFÜR	DAFÜR	✓ 99.9%
5c	Appoint the Auditors for the review of abbreviated financial statements and the interim management report for the first quarter of financial year 2023	DAFÜR	DAFÜR	✓ 99.9%
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging. ✓ 89.3%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Adriane M. Brown	DAFÜR	DAFÜR	✓ 93.8%
1b.	Re-elect Mr. Logan Green	DAFÜR	DAFÜR	✓ 97.6%
1c.	Re-elect Ms. E. Carol Hayles	DAFÜR	DAFÜR	✓ 97.5%
1d.	Re-elect Mr. Jamie Iannone	DAFÜR	DAFÜR	✓ 99.7%
1e.	Re-elect Ms. Kathleen C. Mitic	DAFÜR	DAFÜR	✓ 96.3%
1f.	Re-elect Mr. Paul S. Pressler	DAFÜR	DAFÜR	✓ 98.3%
1g.	Re-elect Mr. Mohak Shroff	DAFÜR	DAFÜR	✓ 99.7%
1h.	Re-elect Mr. Robert H. Swan	DAFÜR	DAFÜR	✓ 97.6%
1i.	Re-elect Mr. Perry M. Traquina	DAFÜR	DAFÜR	✓ 97.4%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 89.1%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 88.8%
4.	To approve the amendment and restatement of the Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 98.7%
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 48.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Shari L. Ballard	DAFÜR	DAFÜR	✓ 98.9%
1b.	Re-elect Ms. Barbara J. Beck	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 95.2%
1c.	Re-elect Mr. Christophe Beck	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.0%
1d.	Re-elect Mr. Jeffrey M. Ettinger	DAFÜR	DAFÜR	✓ 96.3%
1e.	Re-elect Mr. Arthur J. Higgins	DAFÜR	DAFÜR	✓ 96.6%
1f.	Re-elect Mr. Michael Larson	DAFÜR	DAFÜR	✓ 98.5%
1g.	Re-elect Mr. David W. MacLennan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.1%
1h.	Re-elect Ms. Tracy B. McKibben	DAFÜR	DAFÜR	✓ 99.0%
1i.	Re-elect Mr. Lionel L. Nowell III	DAFÜR	DAFÜR	✓ 98.9%
1j.	Re-elect Ms. Victoria J. Reich	DAFÜR	DAFÜR	✓ 93.4%
1k.	Re-elect Ms. Suzanne M. Vautrinot	DAFÜR	DAFÜR	✓ 98.1%
1l.	Re-elect Mr. John J. Zillmer	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 58.4%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 90.1%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 88.6%
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 10.1%

No.	Traktanden	Board	Ethos		Resultat
1	1) To approve the parent company's financial statements; 2) To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR		✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR		✓ 99.7%
Board main features					
4	Re-election of Bertrand Dumazy as a Director for 4 years	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 86.1%
5	Re-election of Maelle Gavet as a Director for 4 years	DAFÜR	DAFÜR		✓ 99.8%
6	Re-election of Jean-Romain Lhomme as a Director for 4 years	DAFÜR	DAFÜR		✓ 99.8%
7	Election of Bernardo Sanchez Incera as a Director for 4 years	DAFÜR	DAFÜR		✓ 99.8%
8	To approve the Chairman CEO new remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 85.6%
9	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR		✓ 99.9%
10	To approve the remuneration report	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 94.1%
11	Ex-post binding "Say on Pay" vote on the executive individual remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 89.1%
12	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR		✓ 100.0%
13	To re-elect Ernst & Young as auditor for 6 years	DAFÜR	DAFÜR		✓ 99.4%
14	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR		✓ 99.6%
15	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR		✓ 99.6%
16	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR		✓ 97.5%
17	1) Global allowance to issue capital related securities without pre-emptive rights by public issuance ; 2) To approve issues of shares or other capital related securities as a payment for any public exchange offer	DAFÜR	DAFÜR		✓ 97.7%

No.	Traktanden	Board	Ethos	Resultat
18	Global allowance to issue capital related securities without pre-emptive rights through private placement	DAFÜR	DAFÜR	✓ 93.9%
19	"Green shoe" authorisation	DAFÜR	● DAGEGEN Excessive potential capital increase without pre-emptive rights.	✓ 89.1%
20	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 97.6%
21	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.8%
22	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 94.5%
23	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%



No.	Traktanden	Board	Ethos	Resultat
1.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
2.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
3.	Approval of the agenda	DAFÜR	DAFÜR	✓
4.	Election of persons to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓
5.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
9.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
10.1.	Discharge of Kai Wärn	DAFÜR	DAFÜR	✓
10.2.	Discharge of Katharine Clark	DAFÜR	DAFÜR	✓
10.3.	Discharge of Lorna Donatone	DAFÜR	DAFÜR	✓
10.4.	Discharge of Hans Ola Meyer	DAFÜR	DAFÜR	✓
10.5.	Discharge of Daniel Nodhäll	DAFÜR	DAFÜR	✓
10.6.	Discharge of Martine Snels	DAFÜR	DAFÜR	✓
10.7.	Discharge of Carsten Voigtländer	DAFÜR	DAFÜR	✓
10.8.	Discharge of Ulf Karlsson	DAFÜR	DAFÜR	✓
10.9.	Discharge of Joachim Nord	DAFÜR	DAFÜR	✓
10.10.	Discharge of Per Magnusson	DAFÜR	DAFÜR	✓
10.11.	Discharge of the company CEO	DAFÜR	DAFÜR	✓
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
12.1.	Approve directors' fees	DAFÜR	DAFÜR	✓
12.2.	Approve auditors' fees	DAFÜR	DAFÜR	✓
13.	Composition of the board of directors			
13.1.	Election of Kai Wärn	DAFÜR	DAFÜR	✓
13.2.	Election of Katharine Clark	DAFÜR	DAFÜR	✓
13.3.	Election of Lorna Donatone	DAFÜR	DAFÜR	✓
13.4.	Election of Hans Ola Meyer	DAFÜR	DAFÜR	✓
13.5.	Election of Daniel Nodhäll	DAFÜR	DAFÜR	✓
13.6.	Election of Martine Snels	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
13.7.	Election of Carsten Voigtländer	DAFÜR	DAFÜR	✓
13.8.	Election of the Chairman of the board	DAFÜR	DAFÜR	✓
14.	Election of auditor	DAFÜR	DAFÜR	✓
15.	Approve remuneration report	DAFÜR	● DAGEGEN	✓ We do not consider the performance period for the long-term incentive plan to be long enough.
16.1.	Approve share-related incentive plan	DAFÜR	● DAGEGEN	✓ We do not consider the performance period for the long-term incentive plan to be long enough.
16.2.	Approve equity swap agreement to secure the delivery of shares to participants in connection with share-related incentive plan 2022	DAFÜR	● DAGEGEN	✓ We do not consider the performance period for the long-term incentive plan to be long enough.
17.	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat	
1	1) To approve the parent company's financial statements.; 2) To approve specific luxury or non-deductible expenses.	DAFÜR	DAFÜR	✓ 100.0%	
2	To approve the consolidated financial statements.	DAFÜR	DAFÜR	✓ 100.0%	
3	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR	✓ 100.0%	
4	To approve the dividend reinvestment plan (option for scrip dividend).	DAFÜR	DAFÜR	✓ 99.6%	
5	Approval of a related party agreement concluded by the company with Predica.	DAFÜR	● DAGEGEN	Concerns over one or more related party agreements that are not in the interests of shareholders.	✓ 97.9%
Board main features					
6	Re-election of Antoine Burel as a member of the Supervisory Board for 4 years.	DAFÜR	DAFÜR	✓ 99.4%	
7	To approve the new remuneration policy of the Chairman of the Supervisory Board.	DAFÜR	DAFÜR	✓ 99.8%	
8	To approve the new remuneration policy of the members of the Supervisory Board.	DAFÜR	DAFÜR	✓ 99.7%	
9	To approve the new remuneration policy of the chairman of the Management Board.	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 89.0%
10	To approve the new remuneration policy of the members of the Management Board.	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 89.1%
11	To approve the remuneration report.	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration.	✓ 96.1%
12	Ex-post binding "Say on Pay" vote on the individual remuneration of Thierry Morin, Chairman of the Supervisory Board.	DAFÜR	DAFÜR	✓ 99.8%	
13	Ex-post binding "Say on Pay" vote on the individual remuneration of Xavier Martiré, Chairman of the Management Board.	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 91.5%
14	Ex-post binding "Say on Pay" vote on the individual remuneration of Louis Guyot, member of the Management Board.	DAFÜR	● DAGEGEN	The information provided on the performance targets is insufficient.	✓ 92.7%
15	Ex-post binding "Say on Pay" vote on the individual remuneration of Matthieu Lecharny, member of the Management Board.	DAFÜR	● DAGEGEN	The information provided on the performance targets is insufficient.	✓ 92.7%

No.	Traktanden	Board	Ethos	Resultat
16	Consultative vote on the principle of setting greenhouse gas emission reduction targets by the end of 2022 and then proposing them to shareholders for a vote.	DAFÜR	DAFÜR	✓ 95.5%
17	To approve a treasury share buy-back and disposal programme.	DAFÜR	DAFÜR	✓ 99.8%
18	To authorise capital increases by transfer of reserves.	DAFÜR	DAFÜR	✓ 99.8%
19	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights.	DAFÜR	DAFÜR	✓ 98.0%
20	1) Global allowance to issue capital related securities without pre-emptive rights by public issuance.; 2) To approve issues of shares or other capital related securities as a payment for any public exchange offer.	DAFÜR	● DAGEGEN	The discount is too high on the share issue price. ✓ 96.5%
21	Global allowance to issue capital related securities without pre-emptive rights through private placement.	DAFÜR	● DAGEGEN	The discount is too high on the share issue price. ✓ 94.5%
22	To depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights (up to 10% of share capital).	DAFÜR	DAFÜR	✓ 97.0%
23	"Green shoe" autorisation.	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests. ✓ 93.5%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company.	DAFÜR	DAFÜR	✓ 98.3%
25	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant. ✓ 93.5%
26	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant. ✓ 93.5%
27	To limit capital increases with or without pre-emptive rights.	DAFÜR	DAFÜR	✓ 98.1%
28	To authorise a potential reduction in the company's share capital.	DAFÜR	DAFÜR	✓ 98.8%
29	Delegation of powers for the completion of formalities.	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Ms. Angela M. Aman	DAFÜR	DAFÜR	✓
1.2	Re-elect Mr. Raymond Bennett	ZURÜCK-GEZOGEN	ZURÜCK-GEZOGEN	-
1.3	Re-elect Ms. Linda Walker Bynoe	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓
1.4	Re-elect Ms. Mary Kay Haben	DAFÜR	DAFÜR	✓
1.5	Re-elect Mr. Tahsinul Zia Huque	DAFÜR	DAFÜR	✓
1.6	Re-elect Mr. John E. Neal	DAFÜR	DAFÜR	✓
1.7	Re-elect Mr. David J. Neithercut	DAFÜR	DAFÜR	✓
1.8	Re-elect Mr. Mark J. Parrell	DAFÜR	DAFÜR	✓
1.9	Re-elect Mr. Mark S. Shapiro	DAFÜR	DAFÜR	✓
1.10	Re-elect Mr. Stephen E. Sterrett	DAFÜR	DAFÜR	✓
1.11	Re-elect Mr. Samuel Zell	DAFÜR	● ZURÜCK-BEHALTEN	The director is over 75 years old, which exceeds guidelines. ✓
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.1%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.9%

No.	Traktanden	Board	Ethos	Resultat
1	Approval of the Board of Directors' management report	DAFÜR	DAFÜR	✓ 100.0%
2	Approval of the special report on operations carried out under the authorised capital established in application of the provisions of article 8Bis of the articles of association	DAFÜR	DAFÜR	✓ 100.0%
3	Approval of the auditor's report	DAFÜR	DAFÜR	✓ 100.0%
4	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
5	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 100.0%
6	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 100.0%
7	Discharge of the Board	DAFÜR	● DAGEGEN	✓ 97.9% Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders.
8	Discharge of the Auditor	DAFÜR	DAFÜR	✓ 99.9%
9	Advisory Vote on the Company's Compensation Policy	DAFÜR	● DAGEGEN	✓ 86.8% The information provided is insufficient.
	Board main features			
10	Re-election of Patrizia Luchetta as a Director for 2 years of Patrizia Luchetta as a Director	DAFÜR	DAFÜR	✓ 97.9%
11	Re-election of Fereshteh Pouchantchi as a Director for 1 year of Fereshteh Pouchantchi as a Director	DAFÜR	DAFÜR	✓ 99.9%
12	Re-election of Evie Roos as a Director for 2 years of Evie Roos as a Director	DAFÜR	DAFÜR	✓ 98.8%
13	To re-elect Deloitte Audit as auditor for 1 year Deloitte & Associés as auditor for 6 years	DAFÜR	DAFÜR	✓ 100.0%
14	To approve Directors' fees	DAFÜR	DAFÜR	✓ 99.8%
15	Acknowledgement of a previously authorized share buy-back program	DAFÜR	DAFÜR	✓ 100.0%
16	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%
E1	To delete the last paragraph of Article 1 of the Company's Articles of Association	DAFÜR	DAFÜR	✓ 100.0%
E2	To insert a new Article 6 ("Applicable Law") in the Company's Articles of Association	DAFÜR	DAFÜR	✓ 100.0%
E3	To amend Article 9 of the Company's Articles of Association	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
E4	To amend the third paragraph of Article 10.3 of the Articles of Association in order to change the title of the law of 11 January 2008	DAFÜR	DAFÜR	✓ 100.0%
E5	To amend the last paragraph of Article 12bis.2 of the Company's Articles of Association	DAFÜR	● DAGEGEN	Multiple share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders. ✓ 99.9%
E6	To amend the second paragraph of Article 12bis.3 of the Company's Articles of Association	DAFÜR	● DAGEGEN	Multiple share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders. ✓ 99.9%
E7	To amend the fourth paragraph of Article 12bis.3 of the Company's Articles of Association	DAFÜR	● DAGEGEN	Multiple share structures are not in the best interest of shareholders. ✓ 99.9%
E8	To amend the fourth paragraph of Article 12bis.4 of the Company's Articles of Association	DAFÜR	● DAGEGEN	Multiple share structures are not in the best interest of shareholders. ✓ 99.9%
E9	To amend the first paragraph of Article 12bis.5 of the Company's Articles of Association to change the reference to Article 12bis.5 of the Articles of Association to a reference to Article 12 Bis of the Articles of Association	DAFÜR	● DAGEGEN	Multiple share structures are not in the best interest of shareholders. ✓ 99.9%
E10	To amend the second paragraph of Article 12bis.5 of the Company's Articles of Association	DAFÜR	● DAGEGEN	Multiple share structures are not in the best interest of shareholders. ✓ 99.9%
E11	To amend the first paragraph of Article 13 of the Company's Articles of Association to reduce the maximum number of directors from 18 to 16	DAFÜR	● DAGEGEN	The proposed board size is too large. ✓ 100.0%
E12	To amend Article 15.2 of the Company's Articles of Association to update the names of the committees	DAFÜR	DAFÜR	✓ 100.0%
E13	To amend the first paragraph of Article 16.2 (1) of the Company's Articles of Association	DAFÜR	DAFÜR	✓ 100.0%
E14	Amendment to the first paragraph of Article 16.3 of the Company's Articles of Association	DAFÜR	DAFÜR	✓ 100.0%
E15	To create an English version of the Company's Articles of Association	DAFÜR	● DAGEGEN	Multiple share structures are not in the best interest of shareholders. ✓ 100.0%
E16	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

## Expeditors

03.05.2022

OGV

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1.1	Re-elect Mr. Glenn M. Alger	DAFÜR	DAFÜR		✓ 99.3%
1.2	Re-elect Mr. Robert P. Carlile	DAFÜR	DAFÜR		✓ 96.7%
1.3	Re-elect Mr. James M. DuBois	DAFÜR	DAFÜR		✓ 99.1%
1.4	Re-elect Dr. Mark A. Emmert	DAFÜR	DAFÜR		✓ 88.5%
1.5	Re-elect Ms. Diane H. Gulyas	DAFÜR	DAFÜR		✓ 97.3%
1.6	Re-elect Mr. Jeffrey S. Musser	DAFÜR	DAFÜR		✓ 99.3%
1.7	Elect Mr. Brandon S. Pedersen	DAFÜR	DAFÜR		✓ 99.6%
1.8	Re-elect Ms. Liane J. Pelletier	DAFÜR	DAFÜR		✓ 91.0%
1.9	Elect Ms. Olivia D. Polius	DAFÜR	DAFÜR		✓ 99.5%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 88.7%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 92.9%
4.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.	✗ 25.6%



No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Dr. Kenneth M. Woolley	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.3%
1.2	Re-elect Mr. Joseph D. Margolis	DAFÜR	DAFÜR	✓ 99.4%
1.3	Re-elect Dr. Roger B. Porter	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 88.1%
1.4	Re-elect Mr. Joseph J. Bonner	DAFÜR	DAFÜR	✓ 97.3%
1.5	Re-elect Mr. Gary L. Crittenden	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 91.6%
1.6	Re-elect Mr. Spencer F. Kirk	DAFÜR	DAFÜR	✓ 98.4%
1.7	Re-elect Mr. Dennis J. Letham	DAFÜR	DAFÜR	✓ 98.6%
1.8	Re-elect Ms. Diane Olmstead	DAFÜR	DAFÜR	✓ 99.1%
1.9	Re-elect Ms. Julia Vander Ploeg	DAFÜR	DAFÜR	✓ 97.3%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 95.0%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.3%  An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos	Resultat
1	1) To approve the parent company's financial statements.; 2) To approve specific luxury or non-deductible expenses.	DAFÜR	DAFÜR	✓ 99.9%
2	To approve the consolidated financial statements.	DAFÜR	DAFÜR	✓ 99.5%
3	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR	✓ 96.9%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties.	DAFÜR	DAFÜR	✓ 100.0%
Board main features				
5	To ratify the co-optation of Judith Curran as a Director for 2 years.	DAFÜR	DAFÜR	✓ 100.0%
6	Election of Jurgen Behrend as a Director for 4 years.	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 98.8%
7	To approve the remuneration report.	DAFÜR	DAFÜR	✓ 96.7%
8	Ex-post binding "Say on Pay" vote on the remuneration of Michel de Rosen, chairman of the board.	DAFÜR	DAFÜR	✓ 99.6%
9	Ex-post binding "Say on Pay" vote on the remuneration of Patrick Koller, CEO.	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.4%
10	To approve the non-executives new remuneration policy.	DAFÜR	DAFÜR	✓ 98.7%
11	To approve the Chairman of the board's new remuneration policy.	DAFÜR	DAFÜR	✓ 99.6%
12	To approve the CEO's new remuneration policy.	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 85.2%
13	To approve a treasury share buy-back and disposal programme.	DAFÜR	DAFÜR	✓ 97.4%
14	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights.	DAFÜR	DAFÜR	✓ 96.6%
15	1) Global allowance to issue capital related securities without pre-emptive rights by public issuance.; 2) To approve issues of shares or other capital related securities as a payment for any public exchange offer.	DAFÜR	● DAGEGEN	The discount is too high on the share issue price. ✓ 97.5%
16	Global allowance to issue capital related securities without pre-emptive rights through private placement.	DAFÜR	● DAGEGEN	The discount is too high on the share issue price. ✓ 94.9%
17	"Green shoe" autorisation.	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests. ✓ 91.4%

No.	Traktanden	Board	Ethos		Resultat
18	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company.	DAFÜR	DAFÜR		✓ 99.1%
19	To authorise capital increases by transfer of reserves.	DAFÜR	DAFÜR		✓ 99.9%
20	To authorise the Board to issue restricted shares for employees and/or executive directors.	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 92.9%
21	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant.	✓ 96.2%
22	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant.	✓ 96.2%
23	To authorise a potential reduction in the company's share capital.	DAFÜR	● DAGEGEN	The company proposes to cancel shares despite its significant capital need.	✓ 94.1%
24	To amend the Bylaws on the attribution of the Board.	DAFÜR	DAFÜR		✓ 99.5%
25	Delegation of powers for the completion of formalities.	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1a.	Re-elect Ms. Ellen R. Alemany	DAFÜR	DAFÜR	✓ 85.2%	
1b.	Elect Mr. Vijay D'Silva	DAFÜR	DAFÜR	✓ 99.9%	
1c.	Re-elect Dr. oec. Jeffrey A. Goldstein	DAFÜR	DAFÜR	✓ 98.6%	
1d.	Re-elect Ms. Lisa A. Hook	DAFÜR	DAFÜR	✓ 99.0%	
1e.	Re-elect Mr. Keith W. Hughes	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>	✓ 86.9%
1f.	Elect Mr. Kenneth T. Lamneck	DAFÜR	DAFÜR	✓ 98.2%	
1g.	Re-elect Mr. Gary L. Lauer	DAFÜR	DAFÜR	✓ 96.4%	
1h.	Re-elect Mr. Gary A. Norcross	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 96.0%
1i.	Re-elect Ms. Louise M. Parent	DAFÜR	DAFÜR	✓ 97.9%	
1j.	Re-elect Mr. Brian T. Shea	DAFÜR	DAFÜR	✓ 97.5%	
1k.	Re-elect Mr. James B. Stallings Jr.	DAFÜR	DAFÜR	✓ 98.4%	
1l.	Re-elect Mr. Jeffrey E. Stiefler	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	✓ 96.4%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 64.5%
3.	To approve the adoption of the 2022 Omnibus Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 95.2%
4.	To approve the Employee Stock Purchase Plan	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant.	✓ 96.0%
5.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.6%	

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Kimberly A. Casiano	DAFÜR	DAFÜR	✓ 97.2%
1b.	Re-elect Ms. Alexandra Ford English	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board. ✓ 95.1%
1c.	Re-elect Mr. James D. Farley Jr.	DAFÜR	DAFÜR	✓ 98.0%
1d.	Re-elect Mr. Henry Ford III	DAFÜR	DAFÜR	✓ 93.4%
1e.	Re-elect Mr. William Clay Ford Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. Representative of an important shareholder who is sufficiently represented on the board. ✓ 93.9%
1f.	Re-elect Mr. William W. Helman IV	DAFÜR	DAFÜR	✓ 97.3%
1g.	Re-elect Mr. Jon M. Huntsman Jr.	DAFÜR	DAFÜR	✓ 94.8%
1h.	Re-elect Mr. William E. Kennard	DAFÜR	DAFÜR	✓ 93.7%
1i.	Elect Mr. John C. May	DAFÜR	DAFÜR	✓ 98.9%
1j.	Re-elect Ms. Beth E. Mooney	DAFÜR	DAFÜR	✓ 97.9%
1k.	Re-elect Ms. Lynn Vojvodich Radakovich	DAFÜR	DAFÜR	✓ 97.6%
1l.	Re-elect Mr. John Lawson Thornton	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 93.7%
1m.	Re-elect Mr. John B. Veihmeyer	DAFÜR	DAFÜR	✓ 97.4%
1n.	Re-elect Mr. John S. Weinberg	DAFÜR	DAFÜR	✓ 97.1%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 97.8%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 91.9%
4.	Approval of the Tax Benefit Preservation Plan	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 95.6%
5.	Shareholder resolution: Give Each Share An Equal Vote	DAGEGEN	● DAFÜR	The proposal to give each share an equal vote is in line with the principle of fair and equal treatment of all shareholders. ✗ 36.8%

No.	Traktanden	Board	Ethos	Resultat	
1	Receive the Annual Report and Approve the Annual Financial Statements	DAFÜR	DAFÜR	✓ 99.9%	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%	
3	Approve Discharge of Personally Liable Partner	DAFÜR	DAFÜR	✓ 99.0%	
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 92.6%	
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.3%	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration.  Performance targets are not sufficiently challenging.	✓ 90.5%
Board main features					
7.1	Elections to the Supervisory Board: Susanne Zeidler	DAFÜR	● DAGEGEN	Non independent new nominee (representative of an important shareholder). The board is not sufficiently independent.	✓ 97.4%
7.2	Elections to the Supervisory Board: Dr. Christoph Zindel	DAFÜR	DAFÜR		✓ 99.8%
8	Elections to the Joint Committee: Susanne Zeidler	DAFÜR	● DAGEGEN	Non independent new nominee (representative of an important shareholder). The board is not sufficiently independent.	✓ 99.8%
9	Approve the creation of a new Authorised Capital I (2022), the cancellation of the existing Authorised Capital I and related amendments to the Articles of Association	DAFÜR	DAFÜR		✓ 89.1%
10	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital III as well as related amendments to the Articles of Association	DAFÜR	DAFÜR		✓ 94.5%
11	Authorise Share Repurchase	DAFÜR	DAFÜR		✓ 92.7%
12	Authorise Share Repurchase by use of Equity Derivatives	DAFÜR	DAFÜR		✓ 95.6%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.5%
3	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 92.2%
4	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 100.0%
5	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 100.0%
6	Appoint the Auditors	DAFÜR	DAFÜR	✓ 94.4%
	Board main features			
7.1	Elections to the Supervisory Board: Jörg Kampmeyer	DAFÜR	DAFÜR	✓ 99.9%
7.2	Elections to the Supervisory Board: Dr. Jens Riedl	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Mary T. Barra	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 96.0%
1b.	Elect Mr. Aneel Bhusri	DAFÜR	DAFÜR	✓ 99.6%
1c.	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	✓ 99.0%
1d.	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	✓ 99.7%
1e.	Re-elect Mr. Joseph Jimenez	DAFÜR	DAFÜR	✓ 94.4%
1f.	Re-elect Ms. Judith A. Miscik	DAFÜR	DAFÜR	✓ 99.0%
1g.	Re-elect Ms. Patricia F. Russo	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.	✓ 92.3%
1h.	Re-elect Mr. Thomas M. Schoewe	DAFÜR	DAFÜR	✓ 99.0%
1i.	Re-elect Ms. Carol M. Stephenson	DAFÜR	DAFÜR	✓ 97.1%
1j.	Re-elect Mr. Mark A. Tatum	DAFÜR	DAFÜR	✓ 99.4%
1k.	Re-elect Mr. Devin N. Wenig	DAFÜR	DAFÜR	✓ 99.7%
1l.	Re-elect Ms. Margaret C. Whitman	DAFÜR	DAFÜR	✓ 99.1%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.6%
3.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.6%
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 38.9%
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR An independent chairman can ensure independent oversight of management.	✗ 20.5%
6.	Shareholder resolution: Use of Child Labour in Connection with Electric Vehicles	DAGEGEN	DAGEGEN	✗ 22.4%



No.	Traktanden	Board	Ethos	Resultat
1	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
3	Preparation and approval of the voting register	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
4	Approval of the agenda	DAFÜR	DAFÜR	✓
5	Election of persons to verify the minutes of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
7	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8	Report on the work of the board of directors and its committees	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9	Presentation by the CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
10	Adoption of the financial statements	DAFÜR	DAFÜR	✓
11	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
12	Resolution on the discharge of the members of the board of directors and the CEO from liability:	DAFÜR	DAFÜR	✓
13.a	Resolution on the number of Board members and deputy members	DAFÜR	DAFÜR	✓
13.b	Resolution on the number of auditors and deputy auditors	DAFÜR	DAFÜR	✓
14.a	Approve directors' fees	DAFÜR	DAFÜR	✓
14.b	Approve auditors' fees	DAFÜR	DAFÜR	✓
15	Election of the Board of directors			
15.a	re-election of Carl Bennet	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
15.b	re-election of Johan Bygge	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓  Non-independent chairman of the audit committee. The independence of this committee is insufficient.

No.	Traktanden	Board	Ethos	Resultat
15.c	re-election of Cecilia Daun Wennborg	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓
15.d	re-election of Barbro Fridén	DAFÜR	DAFÜR	✓
15.e	re-election of Dan Frohm	DAFÜR	DAFÜR	✓
15.f	re-election of Johan Malmquist	DAFÜR	● DAGEGEN	Non independent director (former executive). The board is not sufficiently independent. ✓  Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
15.g	re-election of Mattias Perjos	DAFÜR	DAFÜR	✓
15.h	re-election of Malin Persson	DAFÜR	DAFÜR	✓
15.i	re-election of Kristian Samuelsson	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent. ✓
15.j	re-election of Johan Malmquist as Chairman of the Board	DAFÜR	● DAGEGEN	Non independent director (former executive). The board is not sufficiently independent. ✓
16	Election of auditor(s)	DAFÜR	DAFÜR	✓
17	Approve remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓  Excessive total remuneration.
18	Approve executive remuneration guidelines	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration. ✓
19	Closing of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Dr. Jacqueline K. Barton	DAFÜR	DAFÜR	✓ 98.6%
1b.	Re-elect Dr. Jefferey A. Bluestone	DAFÜR	DAFÜR	✓ 98.8%
1c.	Re-elect Dr. med. Sandra J. Horning	DAFÜR	DAFÜR	✓ 97.5%
1d.	Re-elect Ms. Kelly A. Kramer	DAFÜR	DAFÜR	✓ 98.0%
1e.	Re-elect Mr. Kevin E. Lofton	DAFÜR	DAFÜR	✓ 94.1%
1f.	Re-elect Mr. Harish Manwani	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.5%
1g.	Re-elect Mr. Daniel O'Day	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 91.5%
1h.	Re-elect Mr. Javier J. Rodriguez	DAFÜR	DAFÜR	✓ 98.5%
1i.	Re-elect Mr. Anthony Welters	DAFÜR	DAFÜR	✓ 95.8%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.3%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.0%
4.	To approve the 2022 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 90.8%
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management. ✗ 40.3%
6.	Shareholder resolution: Employee representation on board of directors	DAGEGEN	● DAFÜR	The nomination of an employee representative would better protect the interests of the non-management employees. ✗ 6.7%
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✓ 56.7%
8.	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 49.9%
9.	Shareholder resolution: Report on Board Oversight of Risks Related to Anticompetitive Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on risks related to anticompetitive practices. ✗ 39.3%

No.	Traktanden	Board	Ethos	Resultat
1	Approve the annual report and financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	Elections of directors			
2.a	Elect Ms. Diana Ferreira Cesar	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 98.2%
2.b	Elect Ms. Cordelia Chung	DAFÜR	DAFÜR	✓ 100.0%
2.c	Elect Mr. Clement Kwok King Man	DAFÜR	DAFÜR	✓ 99.8%
2.d	Elect Mr. David Liao Yi Chien	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.7%
2.e	Elect Mr. Xiao Bin Wang	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.8%
3	Election of the auditor and fix their remuneration	DAFÜR	DAFÜR	✓ 99.7%
4	Approve share buyback	DAFÜR	DAFÜR	✓ 99.9%
5	Approve issuance of additional shares	DAFÜR	DAFÜR	✓ 86.5%
6	Amend Articles of Association	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
3.1.	Election of Jan Andersson to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓
3.2.	Election of Erik Durhan to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓
4.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
5.	Approval of the agenda	DAFÜR	DAFÜR	✓
6.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
8.	Address by the company CEO	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
9a.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
9b.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
9c (i).	Discharge of Karl-Johan Persson	DAFÜR	DAFÜR	✓
9c (ii).	Discharge of Stina Bergfors	DAFÜR	DAFÜR	✓
9c (iii).	Discharge of Anders Dahlvig	DAFÜR	DAFÜR	✓
9c (iv).	Discharge of Danica Kragic Jensfelt	DAFÜR	DAFÜR	✓
9c (v).	Discharge of Lena Patriksson Keller	DAFÜR	DAFÜR	✓
9c (vi).	Discharge of Christian Sievert	DAFÜR	DAFÜR	✓
9c (vii).	Discharge of Erica Wiking Häger	DAFÜR	DAFÜR	✓
9c (viii).	Discharge of Niklas Zennström	DAFÜR	DAFÜR	✓
9c (ix).	Discharge of Ingrid Godin	DAFÜR	DAFÜR	✓
9c (x).	Discharge of Tim Gahnström	DAFÜR	DAFÜR	✓
9c (xi).	Discharge of Helena Isberg	DAFÜR	DAFÜR	✓
9c (xii).	Discharge of Louise Wikholm	DAFÜR	DAFÜR	✓
9c (xiii).	Discharge of Margareta Welinder	DAFÜR	DAFÜR	✓
9c (xiv).	Discharge of Hampus Glanzelius	DAFÜR	DAFÜR	✓
9c (xv).	Discharge of the company CEO	DAFÜR	DAFÜR	✓
10.1.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
10.2.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	✓
11.1.	Approve directors' fees	DAFÜR	DAFÜR	✓
11.2.	Approve auditors' fees	DAFÜR	DAFÜR	✓
12.	Composition of the board of directors			
12.1.	Election of Stina Bergfors	DAFÜR	DAFÜR	✓
12.2.	Election of Anders Dahlvig	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓
12.3.	Election of Danica Kragic Jensfelt	DAFÜR	DAFÜR	✓
12.4.	Election of Lena Patriksson Keller	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓
12.5.	Election of Karl-Johan Persson	DAFÜR	DAFÜR	✓
12.6.	Election of Christian Sievert	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓
12.7.	Election of Erica Wiking Häger	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓
12.8.	Election of Niklas Zennström	DAFÜR	DAFÜR	✓
12.9.	Election of the Chairman of the board	DAFÜR	DAFÜR	✓
13.	Election of auditor	DAFÜR	DAFÜR	✓
14.	Resolution on the nomination committee	DAFÜR	● DAGEGEN	The board of directors is not sufficiently independent. ✓
15.	Approve remuneration report	DAFÜR	DAFÜR	✓
16.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
17.	Amendment of Article 13 of the Articles of Association	DAFÜR	DAFÜR	✓
18.	Shareholder proposal: To co-finance a pilot plant to produce textiles made from forest resources and recycled materials	KEINE EMPFEHLU NG	● DAGEGEN	This proposal is based on a specific interest from a single shareholder. ✗
19.	Shareholder proposal: Calling on the board of directors for action by the board in respect of workers in H&M's supply chain	KEINE EMPFEHLU NG	● DAFÜR	The proposal aims at improving the rights of supply chain workers. ✗
20.	Shareholder proposal: Reporting of sustainably sourced and organically produced cotton etc. respectively	KEINE EMPFEHLU NG	● DAFÜR	Enhanced disclosure on environmental issues. ✗
21.	Shareholder proposal: Reporting on how H&M prevents indirect purchasing of goods and use of forced labour etc.	KEINE EMPFEHLU NG	● DAFÜR	Enhanced disclosure on human rights. ✗

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

No.	Traktanden	Board	Ethos	Resultat
Extraordinary Agenda				
1	Amendment of Art. 17 of the Bylaws ("Appointment of the Board of Directors")	DAFÜR	DAFÜR	✓ 99.7%
Ordinary Agenda				
2	Financial statements as at 31 December 2021	DAFÜR	DAFÜR	✓ 99.8%
3	Allocation of net results and dividend distribution	DAFÜR	DAFÜR	✓ 98.3%
4	Binding vote on the remuneration policy	DAFÜR	DAFÜR	✓ 84.4%
5	Advisory vote on the remuneration paid in 2021	DAFÜR	DAFÜR	✓ 90.1%
6	Appointment of the independent auditor for the 2024-2032 period	DAFÜR	DAFÜR	✓ 99.9%
7	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	✓ 99.9%
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. -



No.	Traktanden	Board	Ethos	Resultat
1	1) To approve the parent company's financial statements; 2) To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR	✓ 99.9%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	Discharge of the Executif Management Board	DAFÜR	DAFÜR	✓ 99.4%
4	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 99.9%
5	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	✓ 93.4%
6	To approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	Authorisation that can be used as an anti-takeover protection without shareholder approval. ✓ 94.6%
7	To approve the remuneration report	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration. ✓ 92.9%
8	Ex-post binding "Say on Pay" vote on individual remuneration of Axel Dumas, Co-CEO	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓ 92.9%
9	Ex-post binding "Say on Pay" vote on individual remuneration of Emile Hermès SARL, Co-CEO	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓ 92.9%
10	Ex-post binding "Say on Pay" vote on the individual remuneration of Eric Seynes, chairman of the Supervisory Board	DAFÜR	DAFÜR	✓ 100.0%
11	To approve the Co-CEOs' new remuneration policy	DAFÜR	● DAGEGEN	No individual caps are disclosed. ✓ 92.3%
12	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 100.0%
Board main features				
13	Re-election of Charles-Eric Bauer as a member of the Supervisory Board for 3 years	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 95.8%
14	Re-election of Estelle Brachlianoff as a member of the Supervisory Board for 3 years	DAFÜR	DAFÜR	✓ 94.7%
15	Re-election of Julie Guerrand as a member of the Supervisory Board for 3 years	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 96.7%

No.	Traktanden	Board	Ethos		Resultat
16	Re-election of Dominique Sénéquier as a member of the Supervisory Board for 3 years	DAFÜR	● DAGEGEN	Concerns over the director's attendance rate, which was below 75% during the year under review.	✓ 97.2%
17	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR		✓ 99.8%
18	To authorise new option plans (existing shares)	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 92.3%
19	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 93.5%
20	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Daniel Ammann	DAFÜR	DAFÜR	✓ 99.5%
1.2	Re-elect Ms. Pamela L. Carter	DAFÜR	DAFÜR	✓ 96.5%
1.3	Re-elect Ms. Jean M. Hobby	DAFÜR	DAFÜR	✓ 99.6%
1.4	Re-elect Mr. George R. Kurtz	DAFÜR	DAFÜR	✓ 99.5%
1.5	Re-elect Mr. Raymond J. Lane	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 89.1%
1.6	Re-elect Ms. Ann M. Livermore	DAFÜR	DAFÜR	✓ 97.3%
1.7	Re-elect Mr. Antonio F. Neri	DAFÜR	DAFÜR	✓ 99.5%
1.8	Re-elect Mr. Charles H. Noski	DAFÜR	DAFÜR	✓ 99.5%
1.9	Re-elect Mr. Raymond E. Ozzie	DAFÜR	DAFÜR	✓ 99.5%
1.10	Re-elect Mr. Gary M. Reiner	DAFÜR	DAFÜR	✓ 97.9%
1.11	Re-elect Ms. Patricia F. Russo	DAFÜR	DAFÜR	✓ 93.6%
2	Election of the auditor	DAFÜR	DAFÜR	✓ 99.1%
3	To approve the adoption of the 2021 Stock Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 96.9%
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.0%
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 49.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Gerard J. Arpey	DAFÜR	DAFÜR	✓ 97.3%
1b.	Re-elect Mr. Ari Bousbib	DAFÜR	DAFÜR	✓ 96.2%
1c.	Re-elect Mr. Jeffery H. Boyd	DAFÜR	DAFÜR	✓ 94.6%
1d.	Re-elect Mr. Gregory D. Brenneman	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 91.9%
1e.	Re-elect Mr. J. Frank Brown	DAFÜR	DAFÜR	✓ 96.8%
1f.	Re-elect Mr. Albert P. Carey	DAFÜR	DAFÜR	✓ 85.2%
1g.	Elect Mr. Edward P. Decker	DAFÜR	DAFÜR	✓ 99.4%
1h.	Re-elect Ms. Linda R. Gooden	DAFÜR	DAFÜR	✓ 99.0%
1i.	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	✓ 99.0%
1j.	Re-elect Mr. Manuel Kadre	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.4%
1k.	Re-elect Ms. Stephanie C. Linnartz	DAFÜR	DAFÜR	✓ 97.8%
1l.	Re-elect Mr. Craig A. Menear	DAFÜR	DAFÜR	✓ 97.3%
1m.	Elect Ms. Paula Santilli	DAFÜR	DAFÜR	✓ 99.6%
1n.	Elect Ms. Caryn Seidman-Becker	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 98.4%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.8%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration and only 50% of the LTI award depends on forward looking performance objectives tested over a 3-year period. ✓ 95.0%
4.	To approve the adoption of the Omnibus Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 96.1%
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 38.4%
6.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN	✗ 23.9%
7.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations. ✗ 42.6%
8.	Shareholder resolution: Report on Steps to Improve Gender and Racial Equity on the Board	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 13.6%
9.	Shareholder resolution: Report on Efforts to Eliminate Deforestation in Supply Chain	DAGEGEN	● DAFÜR	Enhanced disclosure on environmental issues. ✓ 64.7%
10.	Shareholder resolution: Racial Equity Audit Report	DAGEGEN	● DAFÜR	Enhanced disclosure on ethnic diversity. ✓ 62.8%

No.	Traktanden	Board	Ethos	Resultat
1	Election of Directors			
1.1	Re-elect Mr. Seiji Kuraishi	DAFÜR	DAFÜR	✓ 91.4%
1.2	Re-elect Mr. Toshihiro Mibe	DAFÜR	DAFÜR	✓ 94.1%
1.3	Re-elect Mr. Kohei Takeuchi	DAFÜR	DAFÜR	✓ 94.0%
1.4	Elect Mr. Shinji Aoyama	DAFÜR	DAFÜR	✓ 96.5%
1.5	Re-elect Ms. Asako Suzuki	DAFÜR	DAFÜR	✓ 94.5%
1.6	Re-elect Mr. Masafumi Suzuki	DAFÜR	DAFÜR	✓ 94.3%
1.7	Re-elect Mr. Kunihiko Sakai	DAFÜR	DAFÜR	✓ 98.1%
1.8	Re-elect Mr. Fumiya Kokubu	DAFÜR	DAFÜR	✓ 93.5%
1.9	Re-elect Mr. Yoichiro Ogawa	DAFÜR	DAFÜR	✓ 99.1%
1.10	Re-elect Mr. Kazuhiro Higashi	DAFÜR	DAFÜR	✓ 98.0%
1.11	Re-elect Ms. Ryoko Nagata	DAFÜR	DAFÜR	✓ 99.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Aida M. Alvarez	DAFÜR	DAFÜR	✓ 96.8%
1b.	Re-elect Mr. Shumeet Banerji	DAFÜR	DAFÜR	✓ 95.5%
1c.	Re-elect Mr. Robert R. Bennett	DAFÜR	DAFÜR	✓ 97.2%
1d.	Re-elect Mr. Charles V. Bergh	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 92.9%
1e.	Elect Mr. Bruce D. Broussard	DAFÜR	DAFÜR	✓ 99.6%
1f.	Re-elect Ms. Stacy Brown-Philpot	DAFÜR	DAFÜR	✓ 97.2%
1g.	Re-elect Ms. Stephanie A. Burns	DAFÜR	DAFÜR	✓ 95.9%
1h.	Re-elect Ms. Mary Anne Citrino	DAFÜR	DAFÜR	✓ 97.7%
1i.	Re-elect Mr. Richard L. Clemmer	DAFÜR	DAFÜR	✓ 97.7%
1j.	Re-elect Mr. Enrique Lores	DAFÜR	DAFÜR	✓ 98.1%
1k.	Re-elect Ms. Judith Miscik	DAFÜR	DAFÜR	✓ 98.9%
1l.	Elect Ms. Kim K.W. Rucker	DAFÜR	DAFÜR	✓ 98.7%
1m.	Re-elect Mr. Subra Suresh	DAFÜR	DAFÜR	✓ 97.7%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.2%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.6%
4.	To approve the Third Amended and Restated HP 2004 Stock Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 91.5%
5.	Shareholder resolution: Reduce Ownership Threshold for Special Shareholder Meetings to 10%	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 39.1%

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Mr. Thomas Buberl	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 96.4%
1b.	Re-elect Mr. David N. Farr	DAFÜR	DAFÜR		✓ 97.7%
1c.	Re-elect Mr. Alex Gorsky	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 91.2%
1d.	Re-elect Prof. Michelle J. Howard	DAFÜR	DAFÜR		✓ 98.3%
1e.	Re-elect Dr. Arvind Krishna	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 93.3%
1f.	Re-elect Mr. Andrew N. Liveris	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The representation of women on the board is insufficient.  Concerns over the director's time commitments.	✓ 66.0%
1g.	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR		✓ 98.2%
1h.	Re-elect Ms. Martha E. Pollack	DAFÜR	DAFÜR		✓ 98.2%
1i.	Re-elect Mr. Joseph R. Swedish	DAFÜR	DAFÜR		✓ 97.9%
1j.	Re-elect Mr. Peter R. Voser	DAFÜR	DAFÜR		✓ 97.7%
1k.	Re-elect Mr. Frederick H. Waddell	DAFÜR	DAFÜR		✓ 96.5%
1l.	Elect Mr. Alfred W. Zollar	DAFÜR	DAFÜR		✓ 97.3%
2.	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.2%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 89.6%
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold (10%) would enhance the right of shareholders to call a special meeting.	✗ 35.5%
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.	✗ 39.8%
6.	Shareholder resolution: Report on Concealment Clauses	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with the use of concealment clauses are addressed.	✓ 64.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a.	Report of the executive - and supervisory board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Report on corporate governance	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2c.	Approve remuneration report	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. <span style="float: right;">✓ 91.0%</span>
3a.	Presentation of the auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3b.	Adoption of the financial statements	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.9%</span>
3c.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3d.	Approve allocation of income	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.8%</span>
4a.	Discharge of executive board	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.0%</span>
4b.	Discharge of supervisory board	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.0%</span>
5a.	Election of Piet van der Slikke to the executive board	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.9%</span>
5b.	Election of Hans Kooijmans to the executive board	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.9%</span>
5c.	Election of Marcus Jordan to the executive board	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.9%</span>
6.	Composition of the supervisory board			
6a.	Election of Stephan Nanninga	DAFÜR	DAFÜR	<span style="float: right;">✓ 96.6%</span>
6b.	Election of Willem Eelman	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.6%</span>
6c.	Approve remuneration of the supervisory board	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.6%</span>
7.	Election of auditor	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.9%</span>
8a.	Authorisation to issue shares	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.6%</span>
8b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.5%</span>
9.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.9%</span>
10.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	



No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Patrick P. Gelsinger	DAFÜR	DAFÜR	✓ 99.5%
1b.	Re-elect Mr. James J. Goetz	DAFÜR	DAFÜR	✓ 98.7%
1c.	Elect Dr. Andrea J. Goldsmith	DAFÜR	DAFÜR	✓ 99.4%
1d.	Re-elect Ms. Alyssa H. Henry	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 50.4%
1e.	Re-elect Dr. Omar Ishrak	DAFÜR	DAFÜR	✓ 69.9%
1f.	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	✓ 74.3%
1g.	Re-elect Dr. Tsu-Jae King Liu	DAFÜR	DAFÜR	✓ 99.0%
1h.	Re-elect Mr. Gregory D. Smith	DAFÜR	DAFÜR	✓ 98.7%
1i.	Re-elect Mr. Dion J. Weisler	DAFÜR	DAFÜR	✓ 71.5%
1j.	Re-elect Mr. Frank D. Yeary	DAFÜR	DAFÜR	✓ 95.6%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.6%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Concerns over the excessive sign-on bonus granted to the new CEO. ✗ 34.1%
4.	To approve the amendment of the 2006 Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. The non-executive directors receive options. ✓ 73.2%
5.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 33.6%
6.	Shareholder resolution: Report Assessing whether corporate written policies / unwritten norms reinforce racism in company culture	DAGEGEN	● DAFÜR	The proposal would help the company to prevent discrimination. ✗ 16.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Election of the chairman of the Meeting	DAFÜR	DAFÜR	✓
2.	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓
3.	Approval of the agenda	DAFÜR	DAFÜR	✓
4.	Election of persons to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓
5.	Determination whether the Meeting has been duly convened	DAFÜR	DAFÜR	✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.	Address by the company CEO	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
8.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
9.	Approve remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. ✓
10a.	Discharge of Gunnar Brock	DAFÜR	DAFÜR	✓
10b.	Discharge of Johan Forssell	DAFÜR	DAFÜR	✓
10c.	Discharge of Magdalena Gerger	DAFÜR	DAFÜR	✓
10d.	Discharge of Tom Johnstone	DAFÜR	DAFÜR	✓
10e.	Discharge of Isabelle Kocher	DAFÜR	DAFÜR	✓
10f.	Discharge of Sara Mazur	DAFÜR	DAFÜR	✓
10g.	Discharge of Sven Nyman	DAFÜR	DAFÜR	✓
10h.	Discharge of Grace Reksten Skaugen	DAFÜR	DAFÜR	✓
10i.	Discharge of Hans Stråberg	DAFÜR	DAFÜR	✓
10j.	Discharge of Jacob Wallenberg	DAFÜR	DAFÜR	✓
10k.	Discharge of Marcus Wallenberg	DAFÜR	DAFÜR	✓
11.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
12a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
12b.	Resolution on the number of auditors to be appointed	DAFÜR	DAFÜR	✓
13a.	Approve directors' fees	DAFÜR	DAFÜR	✓
13b.	Approve auditors' fees	DAFÜR	DAFÜR	✓
14.	Composition of the board of directors			
14a.	Election of Gunnar Brock	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓

No.	Traktanden	Board	Ethos	Resultat
14b.	Election of Johan Forssell	DAFÜR	DAFÜR	✓
14c.	Election of Magdalena Gerger	DAFÜR	DAFÜR	✓
14d.	Election of Tom Johnstone	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
14e.	Election of Isabelle Kocher	DAFÜR	DAFÜR	✓
14f.	Election of Sven Nyman	DAFÜR	DAFÜR	✓
14g.	Election of Grace Reksten Skaugen	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓
14h.	Election of Hans Stråberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
14i.	Election of Jacob Wallenberg	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓
14j.	Election of Marcus Wallenberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
14k.	Election of Sara Öhrvall	DAFÜR	DAFÜR	✓
15.	Election of the Chairman of the board	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓
16.	Election of auditor	DAFÜR	DAFÜR	✓
17a.	Approve share-related incentive plan for employees in Investor AB	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓
17b.	Approve share-related incentive plan for the employees in subsidiary Patricia Industries	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓
18a.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓
18b.	Transfer of own shares in connection with the share-related incentive plan 2022	DAFÜR	● DAGEGEN	An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.0%
2	Amend Articles of Association: Electronic documentation and virtual meetings	DAFÜR	DAFÜR	✓ 97.7%
3	Election of Directors			
3.1	Re-elect Mr. Masahiro Okafuji	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 96.7%
3.2	Re-elect Mr. Keita Ishii	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 97.9%
3.3	Re-elect Mr. Fumihiko Kobayashi	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 98.0%
3.4	Re-elect Mr. Tsuyoshi Hachimura	DAFÜR	DAFÜR	✓ 98.0%
3.5	Elect Mr. Hiroyuki Tsubai	DAFÜR	DAFÜR	✓ 98.3%
3.6	Elect Mr. Hiroyuki Naka	DAFÜR	DAFÜR	✓ 98.3%
3.7	Re-elect Ms. Atsuko Muraki	DAFÜR	DAFÜR	✓ 99.2%
3.8	Re-elect Prof. Dr. Masatoshi Kawana	DAFÜR	DAFÜR	✓ 99.2%
3.9	Re-elect Ms. Makiko Nakamori	DAFÜR	DAFÜR	✓ 99.2%
3.10	Re-elect Mr. Kunio Ishizuka	DAFÜR	DAFÜR	✓ 99.3%
4	Elect Ms. Mitsuru Chino as a Corporate Auditor	DAFÜR	DAFÜR	✓ 97.6%
5	Approve maximum amounts for base remuneration and cash bonus for board of directors	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 99.4%
6	Approve remuneration for corporate auditors	DAFÜR	DAFÜR	✓ 99.4%

No.	Traktanden	Board	Ethos	Resultat
	New item 6. Shareholder resolution on the remuneration of the remuneration committee. Ethos recommends to OPPOSE.			
1	Approval of the financial statements	DAFÜR	DAFÜR	✓ 96.6%
2	Application of results	DAFÜR	DAFÜR	✓ 99.8%
3	Discharge of the Board	DAFÜR	DAFÜR	✓ 99.9%
4	Election of the Governing Bodies for 2022-2024	DAFÜR	DAFÜR	✓ 80.5%
5	Election of the members of the Remuneration Committee for 2022-2024	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee concerning the pension contributions which exceed guidelines. ✓ 97.1%
6	Shareholder resolution: Approval of the remuneration of the Remuneration Committee	KEINE EMPFEHLUNG	● DAGEGEN	The information provided is insufficient. ✓ 99.9%

No.	Traktanden	Board	Ethos		Resultat
1.	Elections of directors				
1a.	Re-elect Mr. Roderick (Rod) D. Gillum	DAFÜR	DAFÜR		✓ 99.4%
1b.	Re-elect Ms. Mary Laschinger	DAFÜR	DAFÜR		✓ 94.8%
1c.	Re-elect Ms. Erica Mann	DAFÜR	DAFÜR		✓ 99.0%
1d.	Re-elect Ms. Carolyn Tastad	DAFÜR	DAFÜR		✓ 97.5%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 96.5%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 95.4%
4.	To approve the adoption of the 2022 Long-Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan.	✓ 97.0%
5.	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 7.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1A.	Re-elect Mr. Robert Gamgort	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 98.3%
1B.	Elect Mr. Michael Call	DAFÜR	DAFÜR	✓ 99.8%
1C.	Re-elect Mr. Olivier Goudet	DAFÜR	DAFÜR	✓ 96.2%
1D.	Re-elect Dr. Peter Harf	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.	✓ 97.7%
1E.	Re-elect Ms. Juliette Hickman	DAFÜR	DAFÜR	✓ 99.7%
1F.	Re-elect Mr. Paul S. Michaels	DAFÜR	DAFÜR	✓ 98.0%
1G.	Re-elect Ms. Pamela H. Patsley	DAFÜR	DAFÜR	✓ 98.3%
1H.	Re-elect Ms. Lubomira Rochet	DAFÜR	DAFÜR	✓ 97.7%
1I.	Re-elect Ms. Debra A. Sandler	DAFÜR	DAFÜR	✓ 98.9%
1J.	Re-elect Mr. Robert Singer	DAFÜR	DAFÜR	✓ 99.7%
1K.	Re-elect Mr. Larry D. Young	DAFÜR	● DAGEGEN Non independent director (former executive). The board is not sufficiently independent.	✓ 97.4%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN The variable remuneration is based on continued employment only.  Concerns over the excessive sign-on bonus granted to the new CEO.	✓ 93.6%
3.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.0%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 January 2022	DAFÜR	DAFÜR	✓ 100.0%
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	✓ 96.4% An important part of the variable remuneration is based on continued employment only.
3	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	✓ 93.1% The potential variable remuneration exceeds our guidelines.
4	Kingfisher Performance Share Plan	DAFÜR	DAFÜR	✓ 99.2%
5	Declare a final dividend	DAFÜR	DAFÜR	✓ 100.0%
Elections to the Board of Directors				
6	Elect Mr. William Lennie	DAFÜR	DAFÜR	✓ 99.8%
7	Re-elect Ms. Claudia Arney	DAFÜR	DAFÜR	✓ 87.6%
8	Re-elect Mr. Bernard Bot	DAFÜR	DAFÜR	✓ 99.2%
9	Re-elect Ms. Catherine Bradley	DAFÜR	DAFÜR	✓ 86.3%
10	Re-elect Mr. Jeff Carr	DAFÜR	DAFÜR	✓ 98.0%
11	Re-elect Mr. Andrew Cosslett	DAFÜR	DAFÜR	✓ 96.0%
12	Re-elect Mr. Thierry Garnier	DAFÜR	DAFÜR	✓ 99.8%
13	Re-elect Ms. Sophie Gasperment	DAFÜR	DAFÜR	✓ 86.5%
14	Re-elect Ms. Rakhi Goss-Custard	DAFÜR	DAFÜR	✓ 86.5%
15	Re-appoint Deloitte as auditor	DAFÜR	DAFÜR	✓ 98.9%
16	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.4%
17	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 99.4%
18	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 84.3%
19	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 89.4%
20	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 88.8%
21	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.6%
22	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	✓ 95.3% 14-days is insufficient for shareholders to vote in an informed manner.



No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	✓ 99.3%
2	Declare a final dividend	DAFÜR	DAFÜR	✓ 99.0%
3	Elections to the Board of Directors			
3(a)	Re-elect Mr. Jost Massenberg	DAFÜR	DAFÜR	✓ 76.1%
3(b)	Re-elect Mr. Gene M. Murtagh	DAFÜR	DAFÜR	✓ 94.4%
3(c)	Re-elect Mr. Geoff Doherty	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 95.8%
3(d)	Re-elect Mr. Russell Shiels	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 95.3%
3(e)	Re-elect Mr. Gilbert McCarthy	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 95.8%
3(f)	Re-elect Ms. Linda Hickey	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 85.3%
3(g)	Re-elect Mr. Michael Cawley	DAFÜR	DAFÜR	✓ 97.3%
3(h)	Re-elect Mr. John Cronin	DAFÜR	DAFÜR	✓ 86.0%
3(i)	Re-elect Ms. Anne Heraty	DAFÜR	DAFÜR	✓ 99.4%
3(j)	Elect Ms. Éimear Moloney	DAFÜR	DAFÜR	✓ 99.6%
3(k)	Elect Mr. Paul Murtagh	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 95.6%
4	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.6%
5	Planet Passionate Report	DAFÜR	DAFÜR	✓ 96.1%
6	Binding vote on Directors' Remuneration policy	DAFÜR	DAFÜR	✓ 79.9%
7	Advisory vote on Directors' Remuneration report	DAFÜR	DAFÜR	✓ 97.3%
8	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 98.1%
9	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 99.3%
10	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 99.0%
11	Purchase of own shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme. ✓ 99.7%
12	Re-issue of treasury shares	DAFÜR	DAFÜR	✓ 100.0%
13	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 94.1%

No.	Traktanden	Board	Ethos	Resultat
14	Amend the Kingspan Group plc 2017 Performance Share Plan	DAFÜR	DAFÜR	✓ 80.1%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 96.3%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 91.1%
5	Appoint the Auditors	DAFÜR	● DAGEGEN	✓ 95.7% The auditor's long tenure raises independence concerns.
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	✓ 66.2% The information provided is insufficient.
Board main features				
7a	Elections to the Supervisory Board: Birgit A. Behrendt	DAFÜR	DAFÜR	✓ 81.4%
7b	Elections to the Supervisory Board: Dr. Alexander Dibelius	DAFÜR	● DAGEGEN	✓ 72.6% Concerns over the director's time commitments.
7c	Elections to the Supervisory Board: Dr. Michael Macht	DAFÜR	● DAGEGEN	✓ 70.2% Concerns over the director's time commitments.
Chairman of the remuneration committee. We have serious concerns over remuneration.				
7d	Elections to the Supervisory Board: Tan Xuguang	DAFÜR	● DAGEGEN	✓ 74.3% Concerns over the director's attendance rate, which was below 75% during the year under review.

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	To approve the allocation of income	DAFÜR	DAFÜR	✓ 99.7%
4	To approve the dividend payment	DAFÜR	DAFÜR	✓ 99.7%
5	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	✓ 100.0%
Board main features				
6	Re-election of Rose-Marie Van Lerberghe as a member of the Supervisory Board for 3 years	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines. ✓ 98.9%
7	Re-election of Béatrice de Clermont-Tonnerre as a member of the Supervisory Board for 3 years	DAFÜR	DAFÜR	✓ 99.7%
8	To re-elect Deloitte & Associés as auditor for 6 years	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.5%
9	To re-elect Ernst & Young Audit as auditor for 6 years	DAFÜR	DAFÜR	✓ 99.8%
10	To approve the non-executive Chairman new remuneration policy	DAFÜR	DAFÜR	✓ 99.8%
11	To approve the CEO new remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 96.7%
12	To approve the Members of the Management Board's new remuneration policy	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 96.5%
13	To approve the remuneration report	DAFÜR	DAFÜR	✓ 98.5%
14	Ex-post binding "Say on Pay" vote on the individual remuneration of the chairman of the Supervisory board	DAFÜR	DAFÜR	✓ 100.0%
15	Ex-post binding "Say on Pay" vote on the individual remuneration of the CEO	DAFÜR	DAFÜR	✓ 95.5%
16	Ex-post binding "Say on Pay" vote on the individual remuneration of the CFO, Member of the Management Board	DAFÜR	DAFÜR	✓ 95.5%
17	Ex-post binding "Say on Pay" vote on the individual remuneration of the COO, Member of the Management Board	DAFÜR	DAFÜR	✓ 96.9%
18	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 99.5%

No.	Traktanden	Board	Ethos	Resultat
19	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	✓ 99.9%
20	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 98.6%
21	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2a.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2b.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
2c.	Approve allocation of income	DAFÜR	DAFÜR	✓ 100.0%
2d.	Approve remuneration report	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. ✗ 20.6%
2e.	Discharge of executive board	DAFÜR	DAFÜR	✓ 93.5%
2f.	Discharge of supervisory board	DAFÜR	DAFÜR	✓ 96.3%
3.	Composition of the supervisory board			
3a.	Election of Paul Stoffels	DAFÜR	DAFÜR	✓ 90.7%
3b.	Election of Marc Harrison	DAFÜR	DAFÜR	✓ 99.0%
3c.	Election of Herna Verhagen	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 77.2%
3d.	Election of Sanjay Poonen	DAFÜR	DAFÜR	✓ 98.9%
4.	Election of auditor	DAFÜR	DAFÜR	✓ 100.0%
5a.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 98.8%
5b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR	✓ 97.5%
6.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 97.5%
7.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR	✓ 99.9%
8.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.9%
3	Approve Discharge of Management Board	DAFÜR	● DAGEGEN	We strongly disagree with the management of the company's affairs and the board's decisions. ✓ 99.4%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 99.4%
5	Approve non-executive director fees	DAFÜR	● DAGEGEN	Excessive fees for the chairman of the board. ✓ 99.9%
	Board main features			
6a	Approve reduction of the number of shareholder representatives on the Supervisory Board	DAFÜR	DAFÜR	✓ 100.0%
6b	Elections to the Supervisory Board: Mag. Patrick F. Prügger	DAFÜR	DAFÜR	✓ 86.8%
6c	Elections to the Supervisory Board: Dr. Astrid Skala-Kuhmann	DAFÜR	DAFÜR	✓ 76.9%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 74.4%
				Performance targets are not sufficiently challenging.
8	Approve Remuneration Policy	DAFÜR	● DAGEGEN	Excessive discretion of the remuneration committee in determining the performance criteria. ✓ 74.4%
				Performance targets are not sufficiently challenging.
9	Appoint the Auditors	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 99.9%
10a	Authorise Share Repurchase	DAFÜR	● DAGEGEN	The amount to be repurchased exceeds 10% of the share capital. ✓ 99.9%
10b	Authorise Sale of Repurchased Shares	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
Elections of directors				
1.	Re-elect Mr. Andrew J. Cole	DAFÜR	DAFÜR	✓ 61.3%
2.	Elect Ms. Marisa Drew	DAFÜR	DAFÜR	✓ 97.8%
3.	Re-elect Mr. Richard R. Green	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 60.0%
4.	Elect Mr. Daniel E. Sanchez	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 97.5%
5.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 59.6%
6.	Re-election of KPMG LLP (US) as auditor	DAFÜR	DAFÜR	✓ 99.2%
7.	Re-election of KPMG LLP (UK) as auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 99.2%
8.	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
9.	Waive Preemptive Rights	DAFÜR	DAFÜR	✓ 97.6%
10.	UK Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines. ✓ 94.6%
11.	Purchase of own shares	DAFÜR	● DAGEGEN	Insufficient disclosure regarding the conditions of the share buyback. ✓ 98.6%



No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1.1	Re-elect Ms. Deirdre P. Connelly	DAFÜR	DAFÜR	✓ 96.7%	
1.2	Elect Ms. Ellen G. Cooper	DAFÜR	DAFÜR	✓ 97.7%	
1.3	Re-elect Mr. William H. Cunningham	DAFÜR	● DAGEGEN	<p>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 92.8%
1.4	Re-elect Mr. Reginald E. Davis	DAFÜR	DAFÜR	✓ 98.3%	
1.5	Re-elect Ms. Dennis R. Glass	DAFÜR	DAFÜR	✓ 94.0%	
1.6	Re-elect Mr. Eric G. Johnson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines.	✓ 93.6%
1.7	Re-elect Mr. Gary C. Kelly	DAFÜR	DAFÜR	✓ 94.4%	
1.8	Re-elect Ms. M. Leanne Lachman	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>	✓ 94.0%
1.9	Elect Mr. Dale LeFebvre	DAFÜR	DAFÜR	✓ 99.2%	
1.10	Elect Ms. Janet Liang	DAFÜR	DAFÜR	✓ 98.6%	
1.11	Re-elect Mr. Michael F. Mee	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>	✓ 93.9%
1.12	Re-elect Mr. Patrick S. Pittard	DAFÜR	● DAGEGEN	<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>	✓ 91.1%
1.13	Re-elect Ms. Lynn M. Utter	DAFÜR	DAFÜR	✓ 96.4%	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 94.9%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 85.6%
4.	To approve the amendment to the 2020 Incentive Compensation Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 93.2%
5.	Shareholder resolution: Independent chairman	DAGEGEN	DAGEGEN		✗ 27.3%
6.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.	✗ 49.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Scott B. Bonham	DAFÜR	DAFÜR	✓ 99.8%
1.2	Re-elect Mr. Christie J.B. Clark	DAFÜR	DAFÜR	✓ 98.1%
1.3	Re-elect Mr. Daniel Debow	DAFÜR	DAFÜR	✓ 99.8%
1.4	Re-elect Mr. William A. Downe	DAFÜR	DAFÜR	✓ 99.1%
1.5	Re-elect Ms. Janice Fukakusa	DAFÜR	DAFÜR	✓ 99.5%
1.6	Re-elect Ms. Marianne M. Harris	DAFÜR	DAFÜR	✓ 99.9%
1.7	Re-elect Ms. Claudia Kotchka	DAFÜR	DAFÜR	✓ 99.6%
1.8	Re-elect Ms. Sarah Raiss	DAFÜR	DAFÜR	✓ 99.7%
1.9	Re-elect Mr. Galen G. Weston	DAFÜR	DAFÜR	✓ 97.8%
1.10	Elect Mr. Cornell Wright	DAFÜR	DAFÜR	✓ 99.5%
2.	Election of the auditor and to fix their remuneration	DAFÜR	DAFÜR	✓ 99.6%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.3%
4.	Shareholder resolution: Report on Actual and Potential Human Rights Impacts on Migrant Workers	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights. ✗ 11.9%
5.	Shareholder resolution: Publish Annually a Summary of the Company's Supplier Audits Results	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights. ✗ 33.6%

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 99.9%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.9%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 99.9%
	Board main features			
4	Re-election of Jean-Paul Agon as a Director for 4 years	DAFÜR	DAFÜR	✓ 96.2%
5	Re-election of Patrice Caine as a Director for 4 years	DAFÜR	DAFÜR	✓ 99.1%
6	Re-election of Belén Garijo as a Director for 4 years	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 90.8%
7	To re-elect Deloitte & Associés as auditor for 6 years	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 97.9%
8	To elect Ernst & Young as auditor for 6 years	DAFÜR	DAFÜR	✓ 99.9%
9	To approve the remuneration report	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration. ✓ 97.3%
10	Ex-post binding "Say on Pay" vote on the 2021 individual remuneration of Jean-Paul Agon, Chairman and CEO from January 1 to April 30, 2021	DAFÜR	● DAGEGEN	Concerns over the pension allowance which exceeds guidelines. ✓ 85.3%
11	Ex-post binding "Say on Pay" vote on the 2021 individual remuneration of Jean-Paul Agon, Chairman since 1 May 2021	DAFÜR	● DAGEGEN	Excessive board fees paid to the chairman of the board. ✓ 96.0%
12	Ex-post binding "Say on Pay" vote on the 2021 individual remuneration of Nicolas Hieronimus, CEO since 1 May 2021	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 96.7%
13	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 99.7%
14	To approve the non-executive Chairman new remuneration policy	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 95.8%
15	To approve the CEO new remuneration policy	DAFÜR	DAFÜR	✓ 93.0%
16	To approve the purchase agreement for the acquisition by L'Oréal from Nestlé of 22,260,000 L'Oréal shares under the regulated agreements procedure.	DAFÜR	DAFÜR	✓ 99.9%
17	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 99.3%
18	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	✓ 99.8%

No.	Traktanden	Board	Ethos		Resultat
19	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 98.5%
20	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.2%
21	To authorise capital increases related to an all-foreign-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.2%
22	To amend the Articles on the maximum age of the Chairman	DAFÜR	DAFÜR		✓ 99.7%
23	To amend the Articles on the maximum age of the CEO	DAFÜR	DAFÜR		✓ 99.2%
24	To modify the Articles : deletion of the reference to the banking act and identification of the shareholders.	DAFÜR	DAFÜR		✓ 100.0%
25	To amend Articles of the Board: deletion of article 8 on directors' shareholdings.	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 99.3%
26	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Ralph (Raul) Alvarez	DAFÜR	DAFÜR	✓
1.2	Re-elect Mr. David H. Batchelder	DAFÜR	DAFÜR	✓
1.3	Re-elect Ms. Sandra B. Cochran	DAFÜR	DAFÜR	✓
1.4	Re-elect Ms. Laurie Z. Douglas	DAFÜR	DAFÜR	✓
1.5	Re-elect Mr. Richard W. Dreiling	DAFÜR	● ZURÜCK-BEHALTEN Concerns over the director's time commitments.	✓
1.6	Re-elect Mr. Marvin R. Ellison	DAFÜR	● ZURÜCK-BEHALTEN Combined chairman and CEO.	✓
1.7	Re-elect Mr. Daniel J. Heinrich	DAFÜR	DAFÜR	✓
1.8	Re-elect Mr. Brian C. Rogers	DAFÜR	DAFÜR	✓
1.9	Re-elect Mr. Bertram L. Scott	DAFÜR	DAFÜR	✓
1.10	Elect Ms. Colleen Taylor	DAFÜR	● ZURÜCK-BEHALTEN Concerns over the director's time commitments.	✓
1.11	Re-elect Ms. Mary Beth West	DAFÜR	DAFÜR	✓
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 92.8%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 95.2%
4.	To approve the amendment to the 2006 Long-Term Incentive Plan	DAFÜR	● DAGEGEN Potential excessive awards with no individual cap for executives under this remuneration plan.	✓ 95.4%
5.	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR Enhanced disclosure on gender equality and ethnic diversity.	✓ 58.0%
6.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.	✗ 32.3%
7.	Shareholder resolution: Report on Risks of State Policies Restricting Reproductive Health Care	DAGEGEN	● DAFÜR Reproductive rights is a very important matter for employees and the company 's medical insurance and employee assistance and wellness programs does not directly address this issue.	✗ 32.2%
8.	Shareholder resolution: Civil Rights and Non-Discrimination Audit	DAGEGEN	DAGEGEN	✗ 1.9%
9.	Shareholder resolution: Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	DAGEGEN	● DAFÜR The report will improve the status and workplace rights of employees in the supply chain.	✗ 35.7%

No.	Traktanden	Board	Ethos		Resultat
1	To approve the parent company's financial statements.	DAFÜR	DAFÜR		✓ 100.0%
2	To approve the consolidated financial statements.	DAFÜR	DAFÜR		✓ 100.0%
3	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR		✓ 100.0%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties.	DAFÜR	● DAGEGEN	The information presented to the shareholders is insufficient for the service agreement with Groupe Arnault.	✓ 85.2%
Board main features					
5	Re-election of Bernard Arnault as a Director for 3 years.	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 92.0%
6	Re-election of Sophie Chassat as a Director for 3 years.	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.0%
7	Re-election of Clara Gaymard as a Director for 3 years.	DAFÜR	DAFÜR		✓ 99.1%
8	Re-election of Hubert Védrine as a Director for 3 years.	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 89.7%
9	Re-election of Yann Arthus-Bertrand as non-voting Director for 3 years.	DAFÜR	● DAGEGEN	Election of non-voting directors is not in shareholders' interests as they can be used to circumvent limitations on multi-directorships or on a maximum number of directors on the board.	✓ 84.1%
10	To approve Directors' fees.	DAFÜR	DAFÜR		✓ 99.9%
11	To re-elect Mazars as auditor for 6 years.	DAFÜR	DAFÜR		✓ 99.5%
12	To elect Deloitte & Associés as auditor for 6 years.	DAFÜR	DAFÜR		✓ 99.9%
13	Term and non-renewal of the mandate of an alternate auditor.	DAFÜR	DAFÜR		✓ 100.0%
14	To approve the remuneration report.	DAFÜR	● DAGEGEN	Potential excessive awards. Performance targets are not sufficiently challenging.	✓ 82.8%
15	Ex-post binding "Say on Pay" vote on the CEO individual remuneration.	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration.	✓ 82.6%
16	Ex-post binding "Say on Pay" vote on the Deputy individual remuneration.	DAFÜR	● DAGEGEN	Performance targets are not sufficiently challenging.	✓ 82.6%
17	To approve the non-executives new remuneration policy.	DAFÜR	DAFÜR		✓ 99.9%
18	To approve the Chairman and CEO new remuneration policy.	DAFÜR	● DAGEGEN	The information provided is insufficient. Potential excessive awards.	✓ 80.6%

No.	Traktanden	Board	Ethos		Resultat
19	To approve the Deputy CEO new remuneration policy.	DAFÜR	● DAGEGEN	The information provided is insufficient.  Potential excessive awards.	✓ 80.5%
20	To approve a treasury share buy-back and disposal programme.	DAFÜR	DAFÜR		✓ 99.7%
21	To authorise a potential reduction in the company's share capital.	DAFÜR	DAFÜR		✓ 99.9%
22	To authorise the Board to issue restricted shares for employees and/or executive directors.	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 84.3%
23	1)To amend the Articles on the maximum age of the CEO.; 2)To amend article 24 of the Bylaws regarding statutory threshold notifications	DAFÜR	● DAGEGEN	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 81.6%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Richard M. McVey	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.9%
1b.	Re-elect Ms. Nancy A. Altobello	DAFÜR	DAFÜR	✓ 99.2%
1c.	Re-elect Mr. Steven L. Begleiter	DAFÜR	DAFÜR	✓ 99.3%
1d.	Re-elect Mr. Stephen P. Casper	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 88.8%
1e.	Re-elect Ms. Jane Chwick	DAFÜR	DAFÜR	✓ 98.6%
1f.	Re-elect Mr. Christopher R. Concannon	DAFÜR	DAFÜR	✓ 98.6%
1g.	Re-elect Mr. William F. Cruger	DAFÜR	DAFÜR	✓ 95.9%
1h.	Re-elect Ms. Kourtney Gibson	DAFÜR	DAFÜR	✓ 99.4%
1i.	Re-elect Mr. Justin G. Gmelich	DAFÜR	DAFÜR	✓ 99.3%
1j.	Re-elect Mr. Richard G. Ketchum	DAFÜR	DAFÜR	✓ 99.3%
1k.	Elect Mr. Xiaojia Charles Li	DAFÜR	DAFÜR	✓ 97.8%
1l.	Re-elect Ms. Emily H. Portney	DAFÜR	DAFÜR	✓ 99.6%
1m.	Re-elect Mr. Richard L. Prager	DAFÜR	DAFÜR	✓ 93.6%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.1%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 96.4%  An important part of the variable remuneration is based on continued employment only.
4.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 99.4%



No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Dr. Merit E. Janow	DAFÜR	DAFÜR	✓ 98.1%
1b.	Elect Mr. Candido Bracher	DAFÜR	DAFÜR	✓ 99.9%
1c.	Re-elect Mr. Richard K. Davis	DAFÜR	DAFÜR	✓ 98.3%
1d.	Re-elect Mr. Julius M. Genachowski	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.8%
1e.	Re-elect Mr. Choon Phong Goh	DAFÜR	DAFÜR	✓ 94.3%
1f.	Re-elect Mr. Oki Matsumoto	DAFÜR	DAFÜR	✓ 98.7%
1g.	Re-elect Mr. Michael Miebach	DAFÜR	DAFÜR	✓ 99.7%
1h.	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR	✓ 98.8%
1i.	Re-elect Ms. Rima Qureshi	DAFÜR	DAFÜR	✓ 98.6%
1j.	Re-elect Ms. Gabrielle Sulzberger	DAFÜR	DAFÜR	✓ 97.8%
1k.	Re-elect Mr. Jackson P. Tai	DAFÜR	DAFÜR	✓ 97.2%
1l.	Elect Mr. Harit Talwar	DAFÜR	DAFÜR	✓ 99.9%
1m.	Re-elect Mr. Lance Uggla	DAFÜR	DAFÜR	✓ 99.3%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 95.2%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.0%
4	Amend articles of association: Call Special Shareholder Meetings	DAFÜR	DAFÜR	✓ 98.5%
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 26.7%
6	Shareholder resolution: Board Approval For Certain Political Contributions	DAGEGEN	DAGEGEN	✗ 10.2%
7	Shareholder resolution: Disclosure On Charitable Donation Disclosure	DAGEGEN	DAGEGEN	✗ 2.1%
8	Shareholder resolution: Report on "Ghost Guns"	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues. ✗ 10.3%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Elect Mr. Douglas M. Baker, Jr.	DAFÜR	DAFÜR	✓ 99.6%
1.b	Re-elect Ms. Mary Ellen Coe	DAFÜR	DAFÜR	✓ 99.6%
1.c	Re-elect Ms. Pamela J. Craig	DAFÜR	DAFÜR	✓ 94.7%
1.d	Elect Mr. Robert M. Davis	DAFÜR	DAFÜR	✓ 99.3%
1.e	Re-elect Mr. Kenneth C. Frazier	DAFÜR	DAFÜR	✓ 96.9%
1.f	Re-elect Mr. Thomas H. Glocer	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 95.0%
1.g	Re-elect Dr. Risa Lavizzo-Mourey	DAFÜR	DAFÜR	✓ 98.2%
1.h	Re-elect Mr. Stephen L. Mayo	DAFÜR	DAFÜR	✓ 99.6%
1.i	Re-elect Mr. Paul B. Rothman	DAFÜR	DAFÜR	✓ 99.6%
1.j	Re-elect Ms. Patricia F. Russo	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 86.0%
				The director has been sitting on the board for over 20 years, which exceeds guidelines.
1.k	Re-elect Prof. Dr. Christine E. Seidman	DAFÜR	DAFÜR	✓ 99.6%
1.l	Re-elect Mr. Inge G. Thulin	DAFÜR	DAFÜR	✓ 99.0%
1.m	Re-elect Ms. Kathy J. Warden	DAFÜR	DAFÜR	✓ 99.4%
1.n	Re-elect Mr. Peter C. Wendell	DAFÜR	DAFÜR	✓ 95.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.9%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.0%
4	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management. ✗ 34.5%
5	Shareholder resolution: Access to COVID-19 Products	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility. ✗ 36.0%
6	Shareholder resolution: Disclose Lobbying Contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 16.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. H. Eric Bolton Jr.	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 88.8%
1b.	Re-elect Mr. Alan B. Graf Jr.	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 92.6%
				The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Ms. Toni Jennings	DAFÜR	DAFÜR	✓ 97.8%
1d.	Re-elect Ms. Edith Kelly-Green	DAFÜR	DAFÜR	✓ 99.6%
1e.	Re-elect Mr. James K. Lowder	DAFÜR	DAFÜR	✓ 97.3%
1f.	Re-elect Mr. Thomas H. Lowder	DAFÜR	DAFÜR	✓ 99.0%
1g.	Re-elect Ms. Monica McGurk	DAFÜR	DAFÜR	✓ 97.8%
1h.	Re-elect Mr. Claude B. Nielsen	DAFÜR	DAFÜR	✓ 90.1%
1i.	Re-elect Mr. Philip W. Norwood	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 90.0%
1j.	Re-elect Mr. W. Reid Sanders	DAFÜR	DAFÜR	✓ 97.6%
1k.	Re-elect Mr. Gary Shorb	DAFÜR	DAFÜR	✓ 96.9%
1l.	Re-elect Mr. David P. Stockert	DAFÜR	DAFÜR	✓ 99.2%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 89.0%
3.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 97.2%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.8%
2	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	✓ 99.7%
3	Election of Directors			
3.1	Re-elect Mr. Takehiko Kakiuchi	DAFÜR	DAFÜR	✓ 97.2%
3.2	Elect Mr. Katsuya Nakanishi	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 98.2%
3.3	Elect Mr. Norikazu Tanaka	DAFÜR	DAFÜR	✓ 99.4%
3.4	Re-elect Mr. Yasuteru Hirai	DAFÜR	DAFÜR	✓ 99.2%
3.5	Re-elect Mr. Yutaka Kashiwagi	DAFÜR	DAFÜR	✓ 99.2%
3.6	Elect Mr. Yuzo Nouchi	DAFÜR	DAFÜR	✓ 99.3%
3.7	Re-elect Mr. Akitaka Saiki	DAFÜR	DAFÜR	✓ 99.3%
3.8	Re-elect Mr. Tsuneyoshi Tatsuoka	DAFÜR	DAFÜR	✓ 99.3%
3.9	Re-elect Mr. Shunichi Miyanaga	DAFÜR	DAFÜR	✓ 93.7%
3.10	Re-elect Ms. Sakie Akiyama	DAFÜR	DAFÜR	✓ 98.9%
3.11	Elect Ms. Mari Sagiya	DAFÜR	DAFÜR	✓ 99.2%
4	Election of 2 Corporate Auditors			
4.1	Elect Mr. Mitsumasa Icho as a Corporate Auditor	DAFÜR	DAFÜR	✓ 97.2%
4.2	Elect Ms. Mari Kogiso as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.7%
5	Shareholder resolution: Greenhouse Gas Reduction Targets Aligned with Goals of Paris Agreement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 20.2%
6	Shareholder resolution: Evaluate new capital expenditure with net zero GHG emissions by 2050 commitment	DAGEGEN	● DAFÜR	The resolution would demonstrate how the company plans to fulfill its commitments to reach net zero GHG emissions by 2050. ✗ 16.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Roger G. Eaton	DAFÜR	DAFÜR	✓
1.2	Re-elect Mr. Charles M. Herington	DAFÜR	DAFÜR	✓
1.3	Re-elect Mr. H. Sanford Riley	DAFÜR	DAFÜR	✓
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Jorge A. Bermudez	DAFÜR	DAFÜR	✓ 98.1%
1b.	Re-elect Ms. Therese Esperdy	DAFÜR	DAFÜR	✓ 99.1%
1c.	Re-elect Mr. Robert Fauber	DAFÜR	DAFÜR	✓ 99.6%
1d.	Re-elect Mr. Vincent A. Forlenza	DAFÜR	DAFÜR	✓ 98.3%
1e.	Re-elect Ms. Kathryn M. Hill	DAFÜR	DAFÜR	✓ 97.8%
1f.	Re-elect Mr. Lloyd W. Howell Jr.	DAFÜR	DAFÜR	✓ 99.1%
1g.	Re-elect Mr. Raymond W. McDaniel Jr.	DAFÜR	DAFÜR	✓ 96.4%
1h.	Re-elect Ms. Leslie F. Seidman	DAFÜR	DAFÜR	✓ 99.2%
1i.	Elect Mr. Zig Serafin	DAFÜR	DAFÜR	✓ 99.8%
1j.	Re-elect Mr. Bruce Van Saun	DAFÜR	DAFÜR	✓ 99.0%
2.	Election of the auditor	DAFÜR	DAFÜR	✓ 97.4%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 94.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Gregory O. Brown	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.4%
1b.	Re-elect Mr. Kenneth D. Denman	DAFÜR	DAFÜR	✓ 92.8%
1c.	Re-elect Mr. Egon P. Durban	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 50.7%
1d.	Elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR	✓ 99.8%
1e.	Re-elect Mr. Clayton M. Jones	DAFÜR	DAFÜR	✓ 99.0%
1f.	Re-elect Ms. Judy C. Lewent	DAFÜR	DAFÜR	✓ 97.0%
1g.	Re-elect Mr. Gregory K. Mondre	DAFÜR	DAFÜR	✓ 70.3%
1h.	Re-elect Mr. Joseph M. Tucci	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 95.6%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.8%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 93.2%
4.	To approve and amend the Omnibus Incentive Plan of 2015	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 93.8%

No.	Traktanden	Board	Ethos	Resultat
1.	Election of the chairman of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
2.1.	Election of Christoffer Hild to verify the minutes of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
2.2.	Election of Peder Tiricke to verify the minutes of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
3.	Preparation and approval of the voting register	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
4.	Determination whether the Meeting has been duly convened	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
5.	Approval of the agenda	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	
7.	Adoption of the financial statements	DAFÜR	DAFÜR	✓
8.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓
9a.	Discharge of Håkan Buskhe	DAFÜR	DAFÜR	✓
9b.	Discharge of Helen Fasth Gillstedt	DAFÜR	DAFÜR	✓
9c.	Discharge of the company CEO	DAFÜR	DAFÜR	✓
9d.	Discharge of Per Hallius	DAFÜR	DAFÜR	✓
9e.	Discharge of Simon Henriksson	DAFÜR	DAFÜR	✓
9f.	Discharge of Tor Jansson	DAFÜR	DAFÜR	✓
9g.	Discharge of Magnus Lindquist	DAFÜR	DAFÜR	✓
9h.	Discharge of Pia Nordquist	DAFÜR	DAFÜR	✓
9i.	Discharge of Lena Olving	DAFÜR	DAFÜR	✓
9j.	Discharge of Kristian Sildeby	DAFÜR	DAFÜR	✓
9k.	Discharge of Juan Vargues	DAFÜR	DAFÜR	✓
9l.	Discharge of Robert Wahlgren	DAFÜR	DAFÜR	✓
9m.	Discharge of Anna Westerberg	DAFÜR	DAFÜR	✓
10.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	DAFÜR	DAFÜR	✓
11.	Approve directors' fees	DAFÜR	DAFÜR	✓
12.	Composition of the board of directors			
12a.	Election of Håkan Buskhe	DAFÜR	DAFÜR	✓



No.	Traktanden	Board	Ethos	Resultat
12b.	Election of Helen Fasth Gillstedt	DAFÜR	DAFÜR	✓
12c.	Election of Maria Håkansson	DAFÜR	DAFÜR	✓
12d.	Election of Anders Lindqvist	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
12e.	Election of Magnus Nicolin	DAFÜR	DAFÜR	✓
12f.	Election of Kristian Sildeby	DAFÜR	DAFÜR	✓
12g.	Election of Anna Westerberg	DAFÜR	DAFÜR	✓
13.	Election of the Chairman of the board	DAFÜR	DAFÜR	✓
14.	Approve auditors' fees	DAFÜR	DAFÜR	✓
15.	Approve executive remuneration policy	DAFÜR	DAFÜR	✓
16.	Approve remuneration report	DAFÜR	● DAGEGEN	Concerns over the pension allowance which exceeds guidelines. ✓
17.	Authorisation to issue shares	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
1	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	✓ 99.8%
2	Election of Directors			
2.1	Re-elect Mr. Takashi Niino	DAFÜR	DAFÜR	✓ 93.2%
2.2	Re-elect Mr. Takayuki Morita	DAFÜR	DAFÜR	✓ 95.6%
2.3	Re-elect Mr. Hajime Matsukura	DAFÜR	DAFÜR	✓ 95.4%
2.4	Re-elect Mr. Motoo Nishihara	DAFÜR	DAFÜR	✓ 95.4%
2.5	Elect Mr. Osamu Fujikawa	DAFÜR	DAFÜR	✓ 96.7%
2.6	Re-elect Ms. Noriko Iki	DAFÜR	DAFÜR	✓ 97.6%
2.7	Re-elect Mr. Masatoshi Ito	DAFÜR	● DAGEGEN The director is 75 years old, which exceeds guidelines.	✓ 97.9%
2.8	Re-elect Mr. Kuniharu Nakamura	DAFÜR	DAFÜR	✓ 90.2%
2.9	Re-elect Prof. Christina Ahmadjian	DAFÜR	DAFÜR	✓ 97.6%
2.10	Elect Mr. Masashi Oka	DAFÜR	DAFÜR	✓ 94.6%
3	Election of 2 Corporate Auditors			
3.1	Elect Mr. Shinobu Obata as a Corporate Auditor	DAFÜR	DAFÜR	✓ 98.5%
3.2	Elect Ms. Kyoko Okada as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
01	Re-elect Mr. Patrick G. Awuah	DAFÜR	DAFÜR	✓ 99.8%	
02	Re-elect Mr. Gregory H. Boyce	DAFÜR	DAFÜR	✓ 99.3%	
03	Re-elect Mr. Bruce R. Brook	DAFÜR	DAFÜR	✓ 92.8%	
04	Re-elect Ms. Maura Clark	DAFÜR	DAFÜR	✓ 99.6%	
05	Elect Dr. Emma FitzGerald	DAFÜR	DAFÜR	✓ 99.8%	
06	Elect Ms. Mary Laschinger	DAFÜR	DAFÜR	✓ 99.6%	
07	Re-elect Mr. José Manuel Madero	DAFÜR	DAFÜR	✓ 99.8%	
08	Re-elect Dr. oec. René Médori	DAFÜR	DAFÜR	✓ 98.7%	
09	Re-elect Ms. Jane Nelson	DAFÜR	DAFÜR	✓ 98.8%	
10	Re-elect Mr. Tom Palmer	DAFÜR	DAFÜR	✓ 99.8%	
11	Re-elect Mr. Julio M. Quintana	DAFÜR	DAFÜR	✓ 97.7%	
12	Re-elect Ms. Susan N. Story	DAFÜR	DAFÜR	✓ 99.8%	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. Performance targets are not sufficiently challenging.	✓ 92.5%
3.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.3%	

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 100.0%
	Board main features			
4	Re-election of Anne Lebel as a Director for 4 years	DAFÜR	DAFÜR	✓ 98.1%
5	Election of Laura Bernardelli as a Director for 4 years	DAFÜR	DAFÜR	✓ 99.9%
6	To approve the remuneration report	DAFÜR	DAFÜR	✓ 97.6%
7	Ex-post binding "Say on Pay" vote on the individual remuneration of Jean Mouton, Chairman	DAFÜR	DAFÜR	✓ 100.0%
8	Ex-post binding "Say on Pay" vote on the individual remuneration of Christopher Guérin, CEO	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 95.6%
9	To approve Directors' fees	DAFÜR	DAFÜR	✓ 99.8%
10	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 99.8%
11	To approve the non-executive Chairman new remuneration policy	DAFÜR	● DAGEGEN The proposed increase relative to the previous year is not justified.	✓ 99.6%
12	To approve the CEO new remuneration policy	DAFÜR	DAFÜR	✓ 95.1%
13	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 100.0%
14	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	✓ 98.4%
15	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	DAFÜR	✓ 98.2%
16	To authorise the Board to issue restricted shares for some employees (executives excluded)	DAFÜR	DAFÜR	✓ 98.9%
17	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.9%
2	Amend Articles of Association: Virtual general meeting, electronic documentation and number of corporate auditors	DAFÜR	DAFÜR	✓ 98.7%
3	Election of Directors			
3.1	Re-elect Mr. Jun Sawada	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 95.7%
3.2	Re-elect Mr. Akira Shimada	DAFÜR	DAFÜR	✓ 94.1%
3.3	Re-elect Mr. Katsuhiko Kawazoe	DAFÜR	DAFÜR	✓ 98.6%
3.4	Elect Mr. Takashi Hiroi	DAFÜR	DAFÜR	✓ 98.6%
3.5	Elect Ms. Akiko Kudo	DAFÜR	DAFÜR	✓ 98.7%
3.6	Re-elect Prof. Ken Sakamura	DAFÜR	DAFÜR	✓ 99.0%
3.7	Elect Ms. Yukako Uchinaga	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 98.3%
3.8	Elect Mr. Ryoji Chubachi	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.1%
3.9	Elect Mr. Koichiro Watanabe	DAFÜR	DAFÜR	✓ 99.0%
3.10	Elect Ms. Noriko Endo	DAFÜR	DAFÜR	✓ 99.9%
4	Election of 2 Corporate Auditors			
4.1	Elect Mr. Keiichiro Yanagi as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.0%
4.2	Elect Mr. Kensuke Koshiyama as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Robert K. Burgess	DAFÜR	DAFÜR	✓ 98.4%
1b.	Re-elect Mr. Tench Coxe	DAFÜR	● DAGEGEN	✓ 92.5% The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Dr. John O. Dabiri	DAFÜR	DAFÜR	✓ 99.4%
1d.	Re-elect Dr. Persis S. Drell	DAFÜR	DAFÜR	✓ 97.3%
1e.	Re-elect Mr. Jen-Hsun Huang	DAFÜR	DAFÜR	✓ 98.4%
1f.	Re-elect Ms. Dawn Hudson	DAFÜR	DAFÜR	✓ 98.5%
1g.	Re-elect Mr. Harvey C. Jones	DAFÜR	● DAGEGEN	✓ 83.8% Non-independent chairman of the nomination committee. The independence of this committee is insufficient.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1h.	Re-elect Mr. Michael G. McCaffery	DAFÜR	DAFÜR	✓ 99.3%
1i.	Re-elect Mr. Stephen C. Neal	DAFÜR	DAFÜR	✓ 96.2%
1j.	Re-elect Mr. Mark L. Perry	DAFÜR	● DAGEGEN	✓ 87.2% Non independent lead director, which is not best practice.
1k.	Re-elect Mr. A. Brooke Seawell	DAFÜR	● DAGEGEN	✓ 90.3% The director has been sitting on the board for over 20 years, which exceeds guidelines.
1l.	Re-elect Dr. Aarti Shah	DAFÜR	DAFÜR	✓ 99.4%
1m.	Re-elect Mr. Mark A. Stevens	DAFÜR	● DAGEGEN	✓ 91.9% The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 92.7% Excessive variable remuneration.
3.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.6%
4.	Authorisation to increase the number of shares of the company's common stock	DAFÜR	● DAGEGEN	✓ 96.6% The increase in the authorised capital is excessive.
5.	To approve the amendment to the 2007 Equity Incentive Plan	DAFÜR	● DAGEGEN	✓ 94.4% The potential variable remuneration exceeds our guidelines.

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 28 November 2021	DAFÜR	DAFÜR	✓ 100.0%
2	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. ✓ 70.7%
3	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 97.1%
Elections to the Board of Directors				
4	Re-elect Mr. Richard Haythornthwaite	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The representation of women on the board is insufficient. ✓ 93.2%
5	Re-elect Mr. Timothy Steiner	DAFÜR	DAFÜR	✓ 99.4%
6	Re-elect Mr. Stephen Daintith	DAFÜR	DAFÜR	✓ 99.2%
7	Re-elect Mr. Neill Abrams	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 99.1%
8	Re-elect Mr. Mark Richardson	DAFÜR	DAFÜR	✓ 99.4%
9	Re-elect Mr. Luke Jensen	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 99.4%
10	Re-elect Mr. Jörn Rausing	DAFÜR	DAFÜR	✓ 97.1%
11	Re-elect Mr. Andrew Harrison	DAFÜR	● DAGEGEN	Chairman of the remuneration committee. We have serious concerns over remuneration. ✓ 93.3%
12	Re-elect Ms. Emma Lloyd	DAFÜR	DAFÜR	✓ 96.7%
13	Re-elect Ms. Julie Southern	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 96.1%
14	Re-elect Mr. John Martin	DAFÜR	DAFÜR	✓ 98.0%
15	Re-elect Mr. Michael Sherman	DAFÜR	DAFÜR	✓ 97.9%
16	Elect Ms. Nadia Shouraboura	DAFÜR	DAFÜR	✓ 99.5%
17	Re-appoint Deloitte as auditor	DAFÜR	DAFÜR	✓ 100.0%
18	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
19	Political donations and political expenditure	DAFÜR	● DAGEGEN	Authorisation to make political donations exceeds our guidelines. ✓ 98.6%
20	Amendments to the Ocado Group plc 2019 Value Creation Plan (the "VCP")	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 71.3%
21	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 99.5%
22	Directors' authority to allot shares in connection with a rights issue only	DAFÜR	DAFÜR	✓ 99.3%
23	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 99.9%
24	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos		Resultat
25	Purchase of own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.7%
26	Adoption of new Articles of Association	DAFÜR	● DAGEGEN	Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 100.0%
27	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.	✓ 98.8%



No.	Traktanden	Board	Ethos		Resultat
1.	Dividend Allocation	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.	-
2.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR		-
3.	Election of Directors				
3.1	Re-elect Mr. Toshio Kagami	DAFÜR	● DAGEGEN	Combined chairman and CEO.  The director is over 75 years old, which exceeds guidelines.	-
3.2	Re-elect Mr. Kenji Yoshida	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
3.3	Re-elect Mr. Yumiko Takano	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
3.4	Re-elect Mr. Yuichi Katayama	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
3.5	Re-elect Mr. Wataru Takahashi	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
3.6	Re-elect Mr. Yuichi Kaneki	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
3.7	Re-elect Ms. Rika Kanbara	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.	-
3.8	Re-elect Mr. Tsutomu Hanada	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	-
3.9	Re-elect Mr. Yuzaburo Mogi	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.	-
3.10	Elect Mr. Kunio Tajiri	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.	-
3.11	Elect Ms. Misao Kikuchi	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.  The director is over 70 years old, which exceeds guidelines for new nominees.	-

No.	Traktanden	Board	Ethos	Resultat
1.	Report on the Company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.9%
3.	Approve remuneration report	DAFÜR	DAFÜR	✓ 95.1%
4.	Discharge board members and executive management	DAFÜR	DAFÜR	✓ 99.7%
5.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.9%
6.	Authorisation to repurchase own shares	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.1.	Approve executive remuneration policy	DAFÜR	DAFÜR	✓ 95.0%
7.2.	Adoption of a decision that employees of all of the Company's foreign subsidiaries (from time to time) are eligible to be elected and entitled to vote at elections of group representatives to the board of directors	DAFÜR	DAFÜR	✓ 99.9%
7.3.	Authorisation to make a donation to humanitarian aid to the Ukrainian people in relation to the Ukraine crisis	DAFÜR	DAFÜR	✓ 100.0%
7.4.	Authorisation to issue shares	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 97.8%
7.5.	To authorise the meeting chairperson	DAFÜR	DAFÜR	✓ 100.0%
8.	Any proposals from shareholders	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9.	Composition of the board of directors			
9.1.	Election of Thomas Thune Andersen	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓  Chairman of the nomination committee. The representation of women on the board is insufficient.
9.2.	Election of Lene Skole	DAFÜR	DAFÜR	✓
9.3 (a).	Election of Lynda Armstrong	DAFÜR	DAFÜR	✓
9.3 (b).	Election of Jørgen Kildahl	DAFÜR	DAFÜR	✓
9.3 (c).	Election of Peter Korsholm	DAFÜR	DAFÜR	✓
9.3 (d).	Election of Dieter Wemmer	DAFÜR	DAFÜR	✓
9.3 (e).	Election of Julia King	DAFÜR	DAFÜR	✓
9.3 (f).	Election of Henrik Poulsen	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓
10.	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.9%

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No.	Traktanden	Board	Ethos	Resultat
11.	Election of auditor	DAFÜR	DAFÜR	✓
12.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
WARNING: Class B shares carry no voting rights				
1.	Elections of directors			
1a.	Re-elect Mr. Robert M. Bakish	DAFÜR	DAFÜR	✓ 99.3%
1b.	Re-elect Ms. Candace K. Beinecke	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 99.3%
1c.	Re-elect Ms. Barbara M. Byrne	DAFÜR	DAFÜR	✓ 99.0%
1d.	Re-elect Ms. Linda M. Griego	DAFÜR	DAFÜR	✓ 97.1%
1e.	Re-elect Mr. Robert N. Klieger	DAFÜR	● DAGEGEN	Representative of an important shareholder who is sufficiently represented on the board. ✓ 99.3%
1f.	Re-elect Ms. Judith A. McHale	DAFÜR	● DAGEGEN	The director is 75 years old, which exceeds guidelines. ✓ 97.0%
1g.	Re-elect Mr. Ronald L. Nelson	DAFÜR	DAFÜR	✓ 97.2%
1h.	Re-elect Mr. Charles E. Phillips Jr.	DAFÜR	DAFÜR	✓ 99.2%
1i.	Re-elect Ms. Shari E. Redstone	DAFÜR	DAFÜR	✓ 98.7%
1j.	Re-elect Ms. Susan Schuman	DAFÜR	DAFÜR	✓ 99.3%
1k.	Re-elect Ms. Nicole Seligman	DAFÜR	DAFÜR	✓ 99.0%
1l.	Re-elect Mr. Frederick O. Terrell	DAFÜR	DAFÜR	✓ 99.0%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 98.8%
3.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 5.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Ronald E. Blaylock	DAFÜR	DAFÜR	✓ 97.4%
1.2	Re-elect Dr. Albert Bourla	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.6%
1.3	Re-elect Dr. Susan D. Desmond-Hellmann	DAFÜR	DAFÜR	✓ 98.6%
1.4	Re-elect Mr. Joseph J. Echevarria	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 87.3%
1.5	Re-elect Dr. Scott Gottlieb	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 99.4%
1.6	Re-elect Prof. Dr. Helen H. Hobbs	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 97.5%
1.7	Re-elect Dr. Susan Hockfield	DAFÜR	DAFÜR	✓ 99.3%
1.8	Re-elect Dr. Dan R. Littman	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent. ✓ 98.5%
1.9	Re-elect Mr. Shantanu Narayen	DAFÜR	DAFÜR	✓ 99.2%
1.10	Re-elect Ms. Suzanne Nora Johnson	DAFÜR	DAFÜR	✓ 94.9%
1.11	Re-elect Mr. James Quincey	DAFÜR	DAFÜR	✓ 98.2%
1.12	Re-elect Mr. James C. Smith	DAFÜR	DAFÜR	✓ 97.3%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.6%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.7%
4.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up. ✗ 29.0%
5.	Shareholder resolution: Political Contributions Congruency Report	DAGEGEN	DAGEGEN	✗ 10.4%
6.	Shareholder resolution: Report on Transfer of Intellectual Property to Potential COVID-19 Manufacturers	DAGEGEN	● DAFÜR	We support corporate policies that encourage social responsibility. ✗ 27.4%
7.	Shareholder resolution: Report on Risks Related to Anticompetitive Practices	DAGEGEN	● DAFÜR	Enhanced disclosure on risks related to anticompetitive practices. ✗ 30.4%
8.	Shareholder resolution: Report on Public Health Costs of Protecting Vaccine Technology	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues. ✗ 8.7%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Hamid R. Moghadam	DAFÜR	● DAGEGEN	Combined chairman and CEO. <span style="float: right;">✓ 92.9%</span>
1b.	Re-elect Ms. Cristina G. Bitá	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.6%</span>
1c.	Re-elect Mr. George L. Fotiades	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. <span style="float: right;">✓ 92.0%</span>  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1d.	Re-elect Ms. Lydia H. Kennard	DAFÜR	DAFÜR	<span style="float: right;">✓ 92.4%</span>
1e.	Re-elect Mr. Irving F. Lyons III	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. <span style="float: right;">✓ 95.6%</span>  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1f.	Re-elect Ms. Avid Modjtabai	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.6%</span>
1g.	Re-elect Mr. David P. O'Connor	DAFÜR	DAFÜR	<span style="float: right;">✓ 96.7%</span>
1h.	Re-elect Mr. Olivier Piani	DAFÜR	DAFÜR	<span style="float: right;">✓ 99.5%</span>
1i.	Re-elect Dr. Jeffrey L. Skelton	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. <span style="float: right;">✓ 84.9%</span>  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1j.	Re-elect Mr. Carl B. Webb	DAFÜR	DAFÜR	<span style="float: right;">✓ 94.1%</span>
1k.	Re-elect Mr. William D. Zollars	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. <span style="float: right;">✓ 93.1%</span>  The director has been sitting on the board for over 20 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. <span style="float: right;">✓ 84.4%</span>
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. <span style="float: right;">✓ 97.0%</span>

No.	Traktanden	Board	Ethos	Resultat
Ordinary Agenda				
O.1	Financial statements at 31 December 2021	DAFÜR	DAFÜR	✓ 99.9%
O.2	Allocation of net profit for the year and distribution of dividend	DAFÜR	DAFÜR	✓ 98.9%
O.3	Appointment of the Board of Statutory Auditors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
O.3.1	Slate of nominees submitted by Clubtre Srl, Albas Srl and Angelini Partecipazioni Finanziarie Srl	KEINE EMPFEHLUNG	● DAFÜR	The proposed slate of nominees are independent and we have no concerns regarding their appointment as statutory auditors. ✓
O.3.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	The proposed slate of nominees are independent but we have concerns regarding the chairman's time commitments. ✓
O.4	Determination of the remuneration of the members of the Board of Statutory Auditors	KEINE EMPFEHLUNG	● DAFÜR	We have no concerns regarding the proposed fees to be paid to the statutory auditors. ✓ 97.3%
O.5	Authorization for the purchase and disposal of treasury shares	DAFÜR	DAFÜR	✓ 99.0%
O.6	Stock grant plan for employees of the Prysmian Group	DAFÜR	DAFÜR	✓ 99.9%
O.7	Advisory vote on the compensation paid in 2021	DAFÜR	DAFÜR	✓ 91.7%
Extraordinary Agenda				
E.1	Revocation of the authorization to issue 11 million shares approved by the 2020 AGM and authorization to issue maximum 8 million shares in execution of the 2020-2022 incentive plan	DAFÜR	DAFÜR	✓ 99.9%
E.2	Authorization to issue maximum 3 million shares in execution of the stock grant plan for employees of Prysmian Group	DAFÜR	DAFÜR	✓ 99.2%
A.	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. -

No.	Traktanden	Board	Ethos	Resultat	
1.	Elections of directors				
1a.	Re-elect Mr. Ronald L. Havner, Jr.	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.  The director has been sitting on the board for over 20 years, which exceeds guidelines.	✓ 88.0%
1b.	Re-elect Ms. Tamara Hughes Gustavson	DAFÜR	DAFÜR		✓ 98.8%
1c.	Re-elect Ms. Leslie S. Heisz	DAFÜR	DAFÜR		✓ 99.0%
1d.	Re-elect Ms. Michelle Millstone-Shroff	DAFÜR	DAFÜR		✓ 99.5%
1e.	Re-elect Mr. Shankh S. Mitra	DAFÜR	DAFÜR		✓ 99.6%
1f.	Re-elect Mr. David J. Neithercut	DAFÜR	DAFÜR		✓ 99.1%
1g.	Re-elect Ms. Rebecca L. Owen	DAFÜR	DAFÜR		✓ 99.4%
1h.	Re-elect Ms. Kristy M. Pipes	DAFÜR	DAFÜR		✓ 98.6%
1i.	Re-elect Mr. Avedick B. Poladian	DAFÜR	DAFÜR		✓ 97.7%
1j.	Re-elect Mr. John Reyes	DAFÜR	DAFÜR		✓ 99.2%
1k.	Re-elect Mr. Joseph D. Russell	DAFÜR	DAFÜR		✓ 99.6%
1l.	Re-elect Mr. Tariq M. Shaukat	DAFÜR	DAFÜR		✓ 99.4%
1m.	Re-elect Mr. Ronald P. Spogli	DAFÜR	DAFÜR		✓ 97.7%
1n.	Re-elect Mr. Paul S. Williams	DAFÜR	DAFÜR		✓ 98.0%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 93.7%
3.	Election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 93.5%
4	Eliminate Supermajority Voting Requirements to Amend the Declaration of Trust	DAFÜR	DAFÜR		✓ 94.6%



No.	Traktanden	Board	Ethos	Resultat	
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 99.9%	
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%	
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 99.8%	
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	✓ 100.0%	
Board main features					
5	Re-election of Elisabeth Badinter as a member of the Supervisory Board for 4 years	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.  The director is over 75 years old, which exceeds guidelines.	✓ 84.5%
6	Election of Tidjane Thiam as a member of the Supervisory Board for 4 years	DAFÜR	DAFÜR	✓ 92.8%	
7	To approve the non-executive Chairman new remuneration policy	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 83.5%
8	To approve the non-executives new remuneration policy	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is not justified.	✓ 97.0%
9	To approve the CEO new remuneration policy	DAFÜR	● DAGEGEN	Excessive fixed remuneration.	✓ 78.6%
10	To approve the new remuneration policy of the Management Board's members	DAFÜR	DAFÜR	✓ 92.3%	
11	To approve the remuneration report	DAFÜR	DAFÜR	✓ 94.7%	
12	Ex-post binding "Say on Pay" vote on the remuneration of Maurice Lévy, Supervisory Board's Chairman	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 83.2%
13	Ex-post binding "Say on Pay" vote on the individual remuneration of Arthur Sadoun, Management Board's Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 93.0%
14	Ex-post binding "Say on Pay" vote on the executive remuneration of Anne-Gabrielle Heilbronner, Management Board's member	DAFÜR	DAFÜR	✓ 97.0%	
15	Ex-post binding "Say on Pay" vote on the executive remuneration of Steve King, Management Board's member	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 95.0%

No.	Traktanden	Board	Ethos		Resultat
16	Ex-post binding "Say on Pay" vote on the executive remuneration of Michel-Alain Proch, Management Board's member	DAFÜR	DAFÜR		✓ 97.0%
17	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR		✓ 99.5%
18	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR		✓ 95.8%
19	Global allowance to issue capital related securities without pre-emptive rights by public issuance	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 93.5%
20	Global allowance to issue capital related securities without pre-emptive rights through private placement	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 93.2%
21	"Green shoe" authorisation	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.	✓ 89.6%
22	To depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights (up to 10% of share capital) through private placement	DAFÜR	DAFÜR		✓ 95.5%
23	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 98.1%
24	To approve issues of shares or other capital related securities as a payment for any public exchange offer	DAFÜR	DAFÜR		✓ 97.4%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR		✓ 97.3%
26	To authorise allocation of options (new or existing shares)	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 91.9%
27	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant.	✓ 93.6%
28	To authorise capital increases related to an all-foreign employee share ownership plan	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant.	✓ 93.6%
29	To modify Article 18 of the Company's Articles of Association to remove the obligation to appoint alternate auditors	DAFÜR	DAFÜR		✓ 99.1%

No.	Traktanden	Board	Ethos	Resultat
30	To amend Article 7 of the Company's Articles of Association relating to companies whose securities are admitted to trading on a regulated market or a multilateral trading facility.	DAFÜR	DAFÜR	✓ 99.1%
31	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	✓ 99.9%
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 91.7%
3	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.	✓ 91.6%
4	Declare a final dividend	DAFÜR	DAFÜR	✓ 98.8%
Elections to the Board of Directors				
5	Re-elect Mr. Andrew Bonfield	DAFÜR	DAFÜR	✓ 98.4%
6	Re-elect Mr. Olivier Bohuon	DAFÜR	DAFÜR	✓ 99.7%
7	Re-elect Mr. Jeff Carr	DAFÜR	DAFÜR	✓ 99.3%
8	Re-elect Ms. Margherita Della Valle	DAFÜR	DAFÜR	✓ 99.9%
9	Re-elect Mr. Nicandro Durante	DAFÜR	DAFÜR	✓ 98.5%
10	Re-elect Ms. Mary Harris	DAFÜR	DAFÜR	✓ 98.5%
11	Re-elect Mr. Mehmood Khan	DAFÜR	DAFÜR	✓ 99.7%
12	Re-elect Dr. Pamela Kirby	DAFÜR	DAFÜR	✓ 98.1%
13	Re-elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	✓ 99.7%
14	Re-elect Mr. Christopher A. Sinclair	DAFÜR	DAFÜR	✓ 97.2%
15	Re-elect Ms. Elane Stock	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 99.7%
16	Elect Mr. Alan Stewart	DAFÜR	DAFÜR	✓ 99.7%
17	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	✓ 99.4%
18	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
19	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 98.5%
20	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 91.9%
21	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 98.3%
22	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 97.4%
23	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.2%
24	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 87.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Dr. Bonnie Bassler	DAFÜR	DAFÜR	✓ 86.9%
1b.	Re-elect Dr. Michael S. Brown	DAFÜR	● DAGEGEN	✓ 77.4% The director is over 75 years old, which exceeds guidelines.  The director has been sitting on the board for over 20 years, which exceeds guidelines.
1c.	Re-elect Dr. Leonard S. Schleifer	DAFÜR	● DAGEGEN	✓ 98.7% Executive director. The board is not sufficiently independent.
1d.	Re-elect Dr. George D. Yancopoulos	DAFÜR	● DAGEGEN	✓ 98.2% Executive director. The board is not sufficiently independent.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	✓ 96.1% The auditor's long tenure raises independence concerns.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 87.8% Excessive variable remuneration.

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 90.9%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 90.9%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 99.7%
4	To approve elements related to redeemable shares	DAFÜR	DAFÜR	✓ 91.3%
5	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	● DAGEGEN	Concerns over one or more related party agreements that are not in the interests of shareholders. ✓ 89.8%
	Board main features			
6	Re-election of Catherine Barba as a Director for 4 years	DAFÜR	DAFÜR	✓ 91.0%
7	Re-election of Pierre Fleuriot as a Director for 4 years	DAFÜR	DAFÜR	✓ 86.7%
8	Re-election of Joji Tagawa as a Director for 4 years	DAFÜR	DAFÜR	✓ 84.5%
9	To approve the remuneration report	DAFÜR	DAFÜR	✓ 88.1%
10	Ex-post binding "Say on Pay" vote on the individual remuneration of Jean-Dominique Senard, Chairman	DAFÜR	DAFÜR	✓ 91.0%
11	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Luca de Meo, CEO	DAFÜR	DAFÜR	✓ 89.5%
12	Approval of the modification of a performance criterion of the long-term variable compensation of the CEO granted for the financial year 2020	DAFÜR	DAFÜR	✓ 89.1%
13	To approve the non-executive Chairman new remuneration policy	DAFÜR	DAFÜR	✓ 91.0%
14	To approve the CEO new remuneration policy	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 74.5%
15	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 91.0%
16	To ratify act of the Board regarding the transfer of the location of the Company's registered office.	DAFÜR	DAFÜR	✓ 91.3%
17	To approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company. ✓ 90.7%
18	To authorise a potential reduction in the company's share capital	DAFÜR	● DAGEGEN	The capital reduction is incompatible with the long-term interests of the majority of the company's stakeholders. ✓ 91.1%

No.	Traktanden	Board	Ethos	Resultat
19	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 92.4%
20	Global allowance to issue capital related securities without pre-emptive rights by public issuance	DAFÜR	● DAGEGEN	Discount on the issue price is too high. ✓ 90.2%
21	Global allowance to issue capital related securities without pre-emptive rights through private placement	DAFÜR	● DAGEGEN	Discount on the issue price is too high. ✓ 90.1%
22	To approve issues of shares or other capital related securities as a payment for any public exchange offer	DAFÜR	DAFÜR	✓ 91.5%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 92.0%
24	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 91.1%
25	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 93.1%
26	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 90.4%
27	To amend several articles of the Bylaws	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓ 98.0%
28	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 91.3%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	✓ 99.9%
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 94.0%
3	Declare a final dividend	DAFÜR	DAFÜR	✓ 99.9%
	Elections to the Board of Directors			
4	Re-elect Mr. Stuart Ingall-Tombs	DAFÜR	DAFÜR	✓ 99.7%
5	Re-elect Mr. Sarosh Mistry	DAFÜR	DAFÜR	✓ 99.1%
6	Re-elect Mr. John Pettigrew	DAFÜR	DAFÜR	✓ 99.0%
7	Re-elect Mr. Andrew Ransom	DAFÜR	DAFÜR	✓ 100.0%
8	Re-elect Mr. Richard Solomons	DAFÜR	DAFÜR	✓ 98.3%
9	Re-elect Ms. Julie Southern	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 97.0%
10	Re-elect Ms. Catherine Turner	DAFÜR	● DAGEGEN Chairman of the remuneration committee. We have serious concerns over remuneration.	✓ 96.3%
11	Re-elect Ms. Linda Yueh	DAFÜR	DAFÜR	✓ 97.4%
12	Re-appoint PricewaterhouseCoopers as auditor	DAFÜR	DAFÜR	✓ 99.7%
13	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
14	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 99.5%
15	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 97.9%
16	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 99.7%
17	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 99.1%
18	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.6%
19	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.9%



No.	Traktanden	Board	Ethos	Resultat
1	1) To approve the parent company's financial statements; 2) To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR	✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 99.8%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	✓ 100.0%
5	To approve the non-executive Chairman new remuneration policy	DAFÜR	DAFÜR	✓ 99.8%
6	To approve the non-executives new remuneration policy	DAFÜR	● DAGEGEN	The board fees are excessive. ✓ 98.7%
7	To approve the CEO new remuneration policy	DAFÜR	DAFÜR	✓ 95.0%
8	To approve the remuneration report	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration. ✓ 96.2%
9	Ex-post binding "Say on Pay" vote on the individual remuneration of the chairman, Ian Meankins	DAFÜR	DAFÜR	✓ 99.8%
10	Ex-post binding "Say on Pay" vote on the executive individual remuneration of the chief executive, Patrick Berard until 1 September 2021	DAFÜR	● DAGEGEN	Concerns over the pension allowance which exceeds guidelines. ✓ 82.0%
11	Ex-post binding "Say on Pay" vote on the executive individual remuneration of the chief executive, Guillaume Texier since 1 September 2021	DAFÜR	● DAGEGEN	Concerns over the excessive sign-on bonus granted to the new CEO. ✓ 94.4%
12	To ratify the co-optation of Barbara Dalibard in replacement of Hendrica Verhagen as a Director	DAFÜR	DAFÜR	✓ 99.0%
13	Re-election of Barbara Dalibard as a Director for 4 years	DAFÜR	DAFÜR	✓ 96.7%
14	Re-election of François Auque as a Director for 4 years	DAFÜR	DAFÜR	✓ 98.5%
15	Re-election of Agnès Touraine as a Director for 4 years	DAFÜR	DAFÜR	✓ 92.8%
16	To re-elect KPMG Audit as auditor for 6 years	DAFÜR	DAFÜR	✓ 96.9%

No.	Traktanden	Board	Ethos		Resultat
17	To re-elect Salustro Reydel as alternate auditor for a period of 6 years	DAFÜR	● DAGEGEN	The appointment of an associate or partner of the main auditing firm as substitute auditor is not in line with the legal objective to provide protection to shareholders and to the company.	✓ 99.0%
18	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR		✓ 99.9%
19	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR		✓ 100.0%
20	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 96.9%
21	To authorise capital increases related to an all-foreign-employee share ownership plan	DAFÜR	DAFÜR		✓ 96.9%
22	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 95.5%
23	To authorise the Board to issue restricted shares for employees as matching contribution	DAFÜR	DAFÜR		✓ 96.1%
24	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Marco Alverà	DAFÜR	DAFÜR	✓ 97.5%
1.2	Elect Mr. Jacques Esculier	DAFÜR	DAFÜR	✓ 98.7%
1.3	Elect Ms. Gay Huey Evans	DAFÜR	DAFÜR	✓ 99.9%
1.4	Re-elect Mr. William D. Green	DAFÜR	DAFÜR	✓ 95.1%
1.5	Re-elect Ms. Stephanie C. Hill	DAFÜR	DAFÜR	✓ 99.6%
1.6	Re-elect Ms. Rebecca Jacoby	DAFÜR	DAFÜR	✓ 98.7%
1.7	Elect Mr. Robert P. Kelly	DAFÜR	DAFÜR	✓ 98.6%
1.8	Re-elect Mr. Ian Paul Livingston	DAFÜR	DAFÜR	✓ 98.4%
1.9	Elect Ms. Deborah D. McWhinney	DAFÜR	DAFÜR	✓ 99.9%
1.10	Re-elect Ms. Maria R. Morris	DAFÜR	DAFÜR	✓ 99.1%
1.11	Re-elect Mr. Douglas L. Peterson	DAFÜR	DAFÜR	✓ 98.7%
1.12	Re-elect Mr. Edward B. Rust Jr.	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 94.5%
1.13	Re-elect Mr. Richard E. Thornburgh	DAFÜR	DAFÜR	✓ 96.4%
1.14	Elect Dr. Gregory Washington	DAFÜR	DAFÜR	✓ 99.7%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.4%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.3%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. Kevin L. Beebe	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. <span style="float: right;">✓ 93.1%</span>
1.2	Re-elect Mr. Jack Langer	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. <span style="float: right;">✓ 82.3%</span>
				Non independent lead director, which is not best practice.
1.3	Re-elect Mr. Jeffrey A. Stoops	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. <span style="float: right;">✓ 97.3%</span>
1.4	Elect Mr. Jay L. Johnson	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. <span style="float: right;">✓ 99.2%</span>
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. <span style="float: right;">✓ 97.3%</span>
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. <span style="float: right;">✓ 95.3%</span>
				An important part of the variable remuneration is not subject to challenging long-term performance conditions.

No.	Traktanden	Board	Ethos		Resultat
1	1) To approve the parent company's financial statements; 2) To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR		✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR		✓ 99.9%
4	To approve the remuneration report	DAFÜR	DAFÜR		✓ 97.1%
5	Ex-post binding "Say on Pay" vote on the 2021 remuneration of Denis Kessler, Chairman and CEO until 30 June 2021	DAFÜR	DAFÜR		✓ 58.4%
6	Ex-post binding "Say on Pay" vote on the 2021 remuneration of Denis Kessler, Chairman as of 1 July 2021	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 93.6%
7	Ex-post binding "Say on Pay" vote on the 2021 remuneration of Laurent Rousseau, CEO as of 1 July 2021	DAFÜR	DAFÜR		✓ 97.7%
8	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR		✓ 98.5%
9	To approve Directors' fees	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is not justified.	✓ 94.7%
10	To approve the non-executive Chairman new remuneration policy	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 95.0%
11	To approve the CEO new remuneration policy	DAFÜR	DAFÜR		✓ 93.3%
Board main features					
12	Re-election of Natacha Valla as a Director for 3 years	DAFÜR	DAFÜR		✓ 97.6%
13	Re-election of Fabrice Brégier as a Director for 3 years	DAFÜR	DAFÜR		✓ 96.5%
14	Approval of a transactional agreement concluded by the Company with Covéa Coopérations SA and Covéa S.G.A.M	DAFÜR	DAFÜR		✓ 100.0%
15	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR		✓ 99.8%
16	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 99.9%
17	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR		✓ 95.2%
18	Global allowance to issue capital related securities without pre-emptive rights by public issuance	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 96.7%

No.	Traktanden	Board	Ethos		Resultat
19	Global allowance to issue capital related securities without pre-emptive rights through private placement	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 95.5%
20	To approve issues of shares or other capital related securities as a payment for any public exchange offer	DAFÜR	DAFÜR		✓ 98.7%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR		✓ 98.5%
22	"Green shoe" authorisation	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.	✓ 90.1%
23	To issue warrants without preemption rights ("Warrants Contingent 2022")	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 97.6%
24	To issue warrants without preemption rights ("Warrants AOF 2022")	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 97.6%
25	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR		✓ 99.9%
26	To authorise allocation of options (new or existing shares)	DAFÜR	DAFÜR		✓ 94.0%
27	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 93.5%
28	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 93.1%
29	To limit capital increases with or without pre-emptive rights	DAFÜR	DAFÜR		✓ 96.3%
30	To amend Article 14 of the Company's Articles of Association regarding the age limit for the Chairman of the Board	DAFÜR	● DAGEGEN	The chairman will have been sitting on the board for over 20 years, which exceeds guidelines, if we extend the age limit.	✓ 77.1%
31	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

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No.	Traktanden	Board	Ethos		Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR		✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR		✓ 100.0%
4	To approve Directors' fees	DAFÜR	DAFÜR		✓ 99.5%
	Board main features				
5	Re-election of Delphine Bertrand as a Director for 4 years	DAFÜR	DAFÜR		✓ 81.4%
6	Election of BPI France Investissement as a Director for 4 years	DAFÜR	DAFÜR		✓ 99.4%
7	To approve the remuneration report	DAFÜR	DAFÜR		✓ 97.7%
8	Ex-post binding "Say on Pay" vote on the executive individual remuneration of the Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 85.3%
9	Ex-post binding "Say on Pay" vote on the executive individual remuneration of the Deputy CEO	DAFÜR	● DAGEGEN	The information provided is insufficient.	✓ 86.9%
10	To approve the Chairman and CEO new remuneration policy for the period from January 1, 2022 to June 30, 2022	DAFÜR	● DAGEGEN	Concerns over the pension allowance which exceeds guidelines.	✓ 81.9%
11	To approve the Deputy CEO new remuneration policy for the period from January 1, 2022 to June 30, 2022	DAFÜR	● DAGEGEN	Concerns over the pension allowance which exceeds guidelines.	✓ 95.6%
12	To approve the non-executive Chairman new remuneration policy as of July 1, 2022	DAFÜR	● DAGEGEN	Excessive total remuneration.	✓ 70.7%
13	To approve the CEO new remuneration policy as of July 1, 2022	DAFÜR	DAFÜR		✓ 96.0%
14	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR		✓ 99.7%
15	To approve a treasury share buy-back and disposal programme	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 82.3%
16	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR		✓ 99.8%
17	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 82.8%
18	Global allowance to issue capital related securities without pre-emptive rights by public issuance	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders.	✓ 82.5%

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MIX

No.	Traktanden	Board	Ethos	Resultat
19	Global allowance to issue capital related securities without pre-emptive rights through private placement	DAFÜR	● DAGEGEN	Anti takeover measure that can lead to an exclusion of any potentially non-friendly offer which could be in the interests of shareholders. ✓ 82.8%
20	To limit capital increases with or without pre-emptive rights	DAFÜR	DAFÜR	✓ 99.8%
21	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 98.6%
22	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	● DAGEGEN	The information provided is insufficient. ✓ 95.4%
23	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant. ✓ 99.6%
24	To amend the articles of Association: split Nominal Value	DAFÜR	DAFÜR	✓ 100.0%
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%



No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	✓ 100.0%
2	Declare a final dividend	DAFÜR	DAFÜR	✓ 99.8%
3	Advisory vote on Directors' Remuneration report	DAFÜR	DAFÜR	✓ 97.6%
4	Binding vote on Directors' Remuneration policy	DAFÜR	DAFÜR	✓ 98.9%
Elections to the Board of Directors				
5	Re-elect Mr. Gerald Corbett	DAFÜR	DAFÜR	✓ 98.3%
6	Re-elect Ms. Mary Barnard	DAFÜR	DAFÜR	✓ 98.9%
7	Re-elect Ms. Sue Clayton	DAFÜR	DAFÜR	✓ 98.9%
8	Re-elect Mr. Soumen Das	DAFÜR	DAFÜR	✓ 99.8%
9	Re-elect Ms. Carol Fairweather	DAFÜR	DAFÜR	✓ 98.9%
10	Re-elect Mr. Andy Gulliford	DAFÜR	DAFÜR	✓ 100.0%
11	Re-elect Mr. Martin Moore	DAFÜR	DAFÜR	✓ 98.5%
12	Re-elect Mr. David Sleath OBE	DAFÜR	DAFÜR	✓ 99.8%
13	Elect Mr. Simon Fraser	DAFÜR	DAFÜR	✓ 99.8%
14	Elect Mr. Andy Harrison	DAFÜR	DAFÜR	✓ 99.9%
15	Elect Ms. Linda Yueh	DAFÜR	DAFÜR	✓ 95.1%
16	Re-appoint PricewaterhouseCoopers as auditor	DAFÜR	DAFÜR	✓ 99.6%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 100.0%
18	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 99.3%
19	Amend the Long-Term Incentive Plan 2018 (LTIP)	DAFÜR	DAFÜR	✓ 98.8%
20	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 97.6%
21	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 99.7%
22	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 98.5%
23	Purchase of own shares	DAFÜR	DAFÜR	✓ 99.5%
24	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner. ✓ 86.4%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓
2	Amend Articles of Association: Virtual general meeting and electronic documentation	DAFÜR	● DAGEGEN	The amendment has a negative impact on the rights or interests of all or some of the shareholders. ✓
3	Election of Directors			
3.1	Re-elect Mr. Minoru Usui	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓
3.2	Re-elect Mr. Yasunori Ogawa	DAFÜR	DAFÜR	✓
3.3	Re-elect Mr. Koichi Kubota	DAFÜR	DAFÜR	✓
3.4	Re-elect Mr. Tatsuaki Seki	DAFÜR	DAFÜR	✓
3.5	Re-elect Mr. Hideaki Omiya	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓
3.6	Re-elect Ms. Mari Matsunaga	DAFÜR	DAFÜR	✓
4	Election of directors to the audit and supervisory committee			
4.1	Re-elect Mr. Masayuki Kawana	DAFÜR	DAFÜR	✓
4.2	Re-elect Mr. Yoshio Shirai	DAFÜR	DAFÜR	✓
4.3	Re-elect Mr. Susumu Murakoshi	DAFÜR	DAFÜR	✓
4.4	Re-elect Ms. Michiko Ohtsuka	DAFÜR	DAFÜR	✓
5	Approve bonus payment for directors (excluding the audit and supervisory committee members)	DAFÜR	DAFÜR	✓
6	Approve restricted share plan	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos		Resultat
1	Approve Allocation of Income and Dividend	DAFÜR	DAFÜR		✓
2	Amend articles of incorporation: Electronic documentation	DAFÜR	DAFÜR		✓
2	Elections of directors				
3.1	Re-elect Mr. Ryuichi Isaka	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓
3.2	Re-elect Mr. Katsuhiko Goto	DAFÜR	DAFÜR		✓
3.3	Re-elect Mr. Junro Ito	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.	✓
3.4	Re-elect Mr. Yoshimichi Maruyama	DAFÜR	DAFÜR		✓
3.5	Re-elect Mr. Fumihiko Nagamatsu	DAFÜR	DAFÜR		✓
3.6	Re-elect Mr. Joseph M. DePinto	DAFÜR	DAFÜR		✓
3.7	Re-elect Prof. Kunio Ito	DAFÜR	DAFÜR		✓
3.8	Re-elect Mr. Toshiro Yonemura	DAFÜR	DAFÜR		✓
3.9	Re-elect Mr. Tetsuro Higashi	DAFÜR	DAFÜR		✓
3.10	Elect Mr. Yoshiyuki Izawa	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees.	✓
3.11	Elect Ms. Meyumi Yamada	DAFÜR	DAFÜR		✓
3.12	Elect Ms. Jenifer Rogers	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
3.13	Elect Mr. Paul Yonamine	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓
3.14	Elect Mr. Stephen Hayes Dacus	DAFÜR	DAFÜR		✓
3.15	Elect Ms. Elizabeth Miin Meyerdirk	DAFÜR	DAFÜR		✓
4	Elect 3 Corporate Auditors				
4.1	Elect Mr. Nobutomo Teshima as a Corporate Auditor	DAFÜR	DAFÜR		✓
4.2	Re-elect Mr. Kazuhiro Hara as a Corporate Auditor	DAFÜR	DAFÜR		✓
4.3	Re-elect Ms. Mitsuko Inamasu as a Corporate Auditor	DAFÜR	DAFÜR		✓
5	Partial revision of performance-based and stock-based compensation for Directors	DAFÜR	DAFÜR		✓

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Kerrii B. Anderson	DAFÜR	DAFÜR	✓ 95.9%
1b.	Re-elect Mr. Arthur F. Anton	DAFÜR	DAFÜR	✓ 86.4%
1c.	Re-elect Mr. Jeff M. Fettig	DAFÜR	DAFÜR	✓ 95.0%
1d.	Re-elect Mr. Richard J. Kramer	DAFÜR	DAFÜR	✓ 92.9%
1e.	Re-elect Mr. John G. Morikis	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 94.1%
1f.	Re-elect Ms. Christine A. Poon	DAFÜR	DAFÜR	✓ 99.1%
1g.	Re-elect Mr. Aaron M. Powell	DAFÜR	DAFÜR	✓ 98.8%
1h.	Elect Ms. Marta R. Stewart	DAFÜR	DAFÜR	✓ 98.9%
1i.	Re-elect Mr. Michael H. Thaman	DAFÜR	DAFÜR	✓ 98.4%
1j.	Re-elect Mr. Matthew Thornton III	DAFÜR	DAFÜR	✓ 98.8%
1k.	Re-elect Mr. Steven H. Wunning	DAFÜR	DAFÜR	✓ 96.3%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 92.4%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 96.0%

No.	Traktanden	Board	Ethos	Resultat
NV	Non-Voting Item : Energy transition plan and social and environmental responsibility	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
1	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.3%
2	1) To approve the parent company's financial statements; 2) To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR	✓ 99.3%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 99.1%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	✓ 99.7%
5	To approve the non-executive new remuneration policy of the Chairman	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 94.3%
6	To approve the new remuneration policy of the CEO and the Deputy CEOs	DAFÜR	DAFÜR	✓ 90.1%
7	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 95.9%
8	To approve the remuneration report	DAFÜR	DAFÜR	✓ 91.5%
9	Ex-post binding "Say on Pay" vote on the individual remuneration of Mr. Lorenzo Bini Smaghi, Chairman	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 94.1%
10	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Mr. Frédéric Oudéa, CEO	DAFÜR	DAFÜR	✓ 90.0%
11	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Mr. Philippe Aymerich, Deputy CEO	DAFÜR	DAFÜR	✓ 90.2%
12	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Ms. Diony Lebot, Deputy CEO	DAFÜR	DAFÜR	✓ 90.1%
13	Ex-post binding "Say on Pay" vote on the individual remuneration granted to regulated officers mentioned in the French Financial Code (article L.511-71 Code monétaire et financier)	DAFÜR	DAFÜR	✓ 92.6%
	Board main features			
14	Re-election of Lorenzo Bini Smaghi as a Director for 4 years	DAFÜR	DAFÜR	✓ 98.0%

No.	Traktanden	Board	Ethos	Resultat
15	Re-election of Jérôme Contamine as a Director for 4 years	DAFÜR	DAFÜR	✓ 97.1%
16	Re-election of Diane Côté as a Director for 4 years	DAFÜR	DAFÜR	✓ 97.6%
17	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 98.8%
18	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 96.4%
19	Global allowance to issue capital related securities without pre-emptive rights by public issuance	DAFÜR	● DAGEGEN	The discount is too high on the share issue price. ✓ 95.7%
20	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 97.6%
21	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 98.6%
22	To issue performance shares to corporate officers and regulated officers mentioned in the French Monetary and Financial Code (article L511-71)	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 96.2%
23	To issue performance shares to employees excluding regulated officers mentioned in the French Monetary and Financial Code (article L511-71)	DAFÜR	DAFÜR	✓ 98.5%
24	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	✓ 99.0%
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 99.7%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Elect Ms. Betsy S. Atkins	DAFÜR	DAFÜR	✓ 57.3%
1.b	Elect Mr. Dirk Hoke	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 95.2%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.5%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 85.4%
				An important part of the variable remuneration is based on continued employment only.

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 100.0%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	● DAGEGEN	Concerns over one or more related party agreements that are not in the interests of shareholders.
Board main features				
5	To ratify the co-optation of Geertrui Schoolenberg as a Director, until the present GM	DAFÜR	DAFÜR	✓ 97.3%
6	Re-election of Geertrui Schoolenberg as a Director for 4 years	DAFÜR	DAFÜR	✓ 97.3%
7	To ratify the co-optation of Bpi France as a Director for a year	DAFÜR	DAFÜR	✓ 98.6%
8	Re-election of Gauthier Louette as a Director for 4 years	DAFÜR	● DAGEGEN	Combined chairman and CEO.
9	Re-election of Regine Stachelhaus as a Director for 4 years	DAFÜR	DAFÜR	✓ 99.2%
10	Re-election of Peugeot Invest as a Director for 4 years	DAFÜR	DAFÜR	✓ 84.3%
11	Election of an unknown Director for 4 years of Christopher Delbruck as a Director for 4 years	DAFÜR	DAFÜR	✓ 100.0%
12	To re-elect Ernst & Young Audit as auditor for 6 years	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
13	Ex-post binding "Say on Pay" vote on the individual remuneration of Gauthier Louette, Chairman & CEO	DAFÜR	DAFÜR	✓ 89.8%
14	To approve the Chairman & CEO new remuneration policy	DAFÜR	● DAGEGEN	Excessive fixed remuneration.
15	To approve the remuneration report	DAFÜR	DAFÜR	✓ 98.3%
16	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 99.6%
17	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 100.0%
18	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	✓ 97.7%
19	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.9%



No.	Traktanden	Board	Ethos	Resultat
20	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 90.9%
21	Global allowance to issue capital related securities without pre-emptive rights by public issuance	DAFÜR	● DAGEGEN	The discount is too high on the share issue price. ✓ 92.1%
22	Global allowance to issue capital related securities without pre-emptive rights through private placement	DAFÜR	● DAGEGEN	The discount is too high on the share issue price. ✓ 85.8%
23	To depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights (up to 10% of share capital)	DAFÜR	● DAGEGEN	The discount is too high on the share issue price. ✓ 87.9%
24	"Green shoe" authorisation	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests. ✓ 83.6%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 69.0%
26	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 90.3%
27	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 90.2%
28	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	DAFÜR	✓ 93.4%
29	To amend article 15 related to the deliberations of the Board	DAFÜR	DAFÜR	✓ 97.9%
30	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 99.7%
2	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	✓ 99.8%
3	Election of Directors			
3.1	Re-elect Mr. Tomomi Nakamura	DAFÜR	DAFÜR	✓ 98.5%
3.2	Re-elect Mr. Kazuo Hosoya	DAFÜR	DAFÜR	✓ 98.2%
3.3	Re-elect Mr. Katsuyuki Mizuma	DAFÜR	DAFÜR	✓ 99.2%
3.4	Re-elect Mr. Tetsuo Onuki	DAFÜR	DAFÜR	✓ 99.4%
3.5	Re-elect Mr. Atsushi Osaki	DAFÜR	DAFÜR	✓ 99.4%
3.6	Re-elect Mr. Fumiaki Hayata	DAFÜR	DAFÜR	✓ 99.4%
3.7	Re-elect Mr. Yasuyuki Abe	DAFÜR	DAFÜR	✓ 99.4%
3.8	Re-elect Mr. Natsunosuke Yago	DAFÜR	DAFÜR	✓ 99.4%
3.9	Re-elect Ms. Miwako Doi	DAFÜR	DAFÜR	✓ 99.4%
4	Elect Ms. Ms. Yuri Furusawa as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.7%
5	Re-elect Mr. Hirohisa Ryu as a Substitute Corporate Auditor	DAFÜR	DAFÜR	✓ 99.8%
6	Approve Revision to Restricted Stock Plan	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 98.5%

No.	Traktanden	Board	Ethos	Resultat
1	Dividend Allocation	DAFÜR	DAFÜR	✓ 98.8%
2	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	✓ 99.9%
3	Election of Directors			
3.1	Re-elect Mr. Yoshiaki Nakazato	DAFÜR	DAFÜR	✓ 92.8%
3.2	Re-elect Mr. Akira Nozaki	DAFÜR	DAFÜR	✓ 94.2%
3.3	Re-elect Mr. Toru Higo	DAFÜR	DAFÜR	✓ 96.1%
3.4	Re-elect Mr. Nobuhiro Matsumoto	DAFÜR	DAFÜR	✓ 96.4%
3.5	Re-elect Mr. Takahiro Kanayama	DAFÜR	DAFÜR	✓ 96.4%
3.6	Re-elect Mr. Kazuhisa Nakano	DAFÜR	DAFÜR	✓ 99.6%
3.7	Re-elect Ms. Taeko Ishii	DAFÜR	DAFÜR	✓ 99.4%
3.8	Re-elect Mr. Manabu Kinoshita	DAFÜR	DAFÜR	✓ 94.1%
4	Election of Mr. Tsuyoshi Nozawa as a Corporate Auditor	DAFÜR	DAFÜR	✓ 91.9%
5	Elect Mr. Kazuhiro Mishina as a Substitute Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%
6	Approve bonus payment for directors	DAFÜR	DAFÜR	✓ 98.9%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 99.2%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 97.5%
4	Approve Discharge of Supervisory Board	DAFÜR	DAFÜR	✓ 84.5%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 98.7%
6	Approve Remuneration Report	DAFÜR	DAFÜR	✓ 52.9%
7	Approve Remuneration System for the Management Board members	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan. ✓ 87.6%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Elect Mr. Glenn R. August	DAFÜR	DAFÜR	✓ 97.8%
1b.	Re-elect Mr. Mark S. Bartlett	DAFÜR	DAFÜR	✓ 91.7%
1c.	Re-elect Ms. Mary K. Bush	DAFÜR	DAFÜR	✓ 97.0%
1d.	Re-elect Ms. Dina Dublon	DAFÜR	DAFÜR	✓ 99.0%
1e.	Re-elect Dr. Freeman A. Hrabowski III	DAFÜR	DAFÜR	✓ 96.9%
1f.	Re-elect Mr. Robert F. MacLellan	DAFÜR	DAFÜR	✓ 91.8%
1g.	Elect Ms. Eileen P. Rominger	DAFÜR	DAFÜR	✓ 99.4%
1h.	Elect Mr. Robert W. Sharps	DAFÜR	DAFÜR	✓ 99.8%
1i.	Re-elect Mr. Robert J. Stevens	DAFÜR	DAFÜR	✓ 98.5%
1j.	Re-elect Mr. William J. Stromberg	DAFÜR	DAFÜR	✓ 97.3%
1k.	Re-elect Dr. Richard R. Verma	DAFÜR	DAFÜR	✓ 99.0%
1l.	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	✓ 97.6%
1m.	Re-elect Mr. Alan D. Wilson	DAFÜR	DAFÜR	✓ 98.5%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 93.0%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.6%
				On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.

No.	Traktanden	Board	Ethos	Resultat
1.	Dividend Allocation	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the long-term interests of shareholders. ✓
2.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	✓
3.	Election of Directors			
3.1	Re-elect Mr. Christophe Weber	DAFÜR	DAFÜR	✓
3.2	Re-elect Dr. Masato Iwasaki	DAFÜR	DAFÜR	✓
3.3	Re-elect Dr. Andrew Plump	DAFÜR	DAFÜR	✓
3.4	Re-elect Mr. Constantine Saroukos	DAFÜR	DAFÜR	✓
3.5	Re-elect Mr. Olivier Bohuon	DAFÜR	DAFÜR	✓
3.6	Re-elect Mr. Jean-Luc Butel	DAFÜR	DAFÜR	✓
3.7	Re-elect Mr. Ian Clark	DAFÜR	DAFÜR	✓
3.8	Re-elect Dr. Steven Gillis	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
3.9	Re-elect Mr. Masami Iijima	DAFÜR	● DAGEGEN	Excessive board size and director was opposed in 2021 as he was over 70 years old, which exceeds guidelines for new nominees. ✓
3.10	Elect Mr. John Maraganore	DAFÜR	DAFÜR	✓
3.11	Re-elect Mr. Michel Orsinger	DAFÜR	DAFÜR	✓
4.	Election of directors to the audit and supervisory committee			
4.1	Re-elect Mr. Koji Hatsukawa	DAFÜR	DAFÜR	✓
4.2	Re-elect Ms. Emiko Higashi	DAFÜR	DAFÜR	✓
4.3	Re-elect Mr. Yoshiaki Fujimori	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓
4.4	Elect Ms. Kimberly A. Reed	DAFÜR	DAFÜR	✓
5	Approve annual bonus payment for directors	DAFÜR	DAFÜR	✓

Take-Two Interactive Software

19.05.2022

AGV

No.	Traktanden	Board	Ethos	Resultat
1.	Issue Shares in Connection with Merger	DAFÜR	DAFÜR	✓ 97.5%
2.	Increase Authorised Shares	DAFÜR	DAFÜR	✓ 97.3%
3.	Adjourn Meeting	DAFÜR	DAFÜR	✓ 90.2%

Target

08.06.2022

OGV

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Elect Mr. David P. Abney	DAFÜR	DAFÜR	✓ 99.3%
1b.	Re-elect Mr. Douglas M. Baker Jr.	DAFÜR	DAFÜR	✓ 96.9%
1c.	Re-elect Mr. George S. Barrett	DAFÜR	DAFÜR	✓ 98.4%
1d.	Elect Ms. Gail K. Boudreaux	DAFÜR	DAFÜR	✓ 99.5%
1e.	Re-elect Mr. Brian C. Cornell	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.3%
1f.	Re-elect Mr. Robert L. Edwards	DAFÜR	DAFÜR	✓ 98.1%
1g.	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR	✓ 97.5%
1h.	Re-elect Mr. Donald (Don) R. Knauss	DAFÜR	DAFÜR	✓ 99.0%
1i.	Re-elect Ms. Christine A. Leahy	DAFÜR	DAFÜR	✓ 98.4%
1j.	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	✓ 97.8%
1k.	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	✓ 97.3%
1l.	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR	✓ 97.9%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 91.7%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 92.7%
4.	Shareholder resolution: Proxy access	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up. ✗ 36.0%



No.	Traktanden	Board	Ethos	Resultat
1.1	Approval of the individual and consolidated accounts	DAFÜR	DAFÜR	✓ 99.3%
1.2	Approval of the non-financial information statement	DAFÜR	DAFÜR	✓ 99.4%
1.3	Approval of the management of the Board	DAFÜR	DAFÜR	✓ 98.4%
2	Allocation of results	DAFÜR	DAFÜR	✓ 99.0%
3	Re-elect PwC as auditor for FY 2022	DAFÜR	DAFÜR	✓ 99.2%
	Board of Directors after the AGM			
4.1	Re-elect Mr. José María Abril Pérez as proprietary Director	DAFÜR	DAFÜR	✓ 96.1%
4.2	Re-elect Mr. Ángel Vilà Boix as executive Director	DAFÜR	DAFÜR	✓ 97.1%
4.3	Re-elect Ms. María Luisa García Blanco as independent Director	DAFÜR	DAFÜR	✓ 88.8%
4.4	Re-elect Mr. Francisco Javier de Paz Mancho as other external Director	DAFÜR	DAFÜR	✓ 83.5%
4.5	Elect Ms. María Rotondo Urcola as independent Director	DAFÜR	DAFÜR	✓ 97.8%
5	Setting the number of Directors at 15	DAFÜR	DAFÜR	✓ 99.1%
6	Share capital reduction	DAFÜR	DAFÜR	✓ 99.4%
7.1	Share capital increase	DAFÜR	DAFÜR	✓ 99.0%
7.2	Approval of a dividend distribution	DAFÜR	DAFÜR	✓ 99.6%
8	Approval of a Global Plan to buy Telefónica shares	DAFÜR	DAFÜR	✓ 98.9%
9	Delegation of powers	DAFÜR	DAFÜR	✓ 99.4%
10	Advisory vote on the 2021 Directors' Remuneration Report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 53.3%

## Teleperformance

14.04.2022

MIX

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 99.6%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	✓ 100.0%
5	To approve the remuneration report	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration. ✓ 96.5%
6	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Daniel Julien, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 85.6%
7	Ex-post binding "Say on Pay" vote on the executive individual remuneration of Olivier Rigaudy, Deputy CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 88.0%
8	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 99.9%
9	To approve the CEO new remuneration policy	DAFÜR	DAFÜR	✓ 90.7%
10	To approve the Deputy CEO new remuneration policy	DAFÜR	DAFÜR	✓ 91.8%
	Board main features			
11	Election of Shelly Gupta as a Director for 3 years	DAFÜR	DAFÜR	✓ 99.9%
12	Election of Carole Toniutti as a Director for 3 years	DAFÜR	DAFÜR	✓ 99.9%
13	Re-election of Pauline Ginestié as a Director for 3 years	DAFÜR	DAFÜR	✓ 99.9%
14	Re-election of Wai Ping Leung as a Director for 3 years	DAFÜR	DAFÜR	✓ 99.9%
15	Re-election of Patrick Thomas as a Director for 3 years	DAFÜR	DAFÜR	✓ 96.6%
16	Re-election of Bernard Canetti as a Director for 3 years	DAFÜR	DAFÜR	✓ 83.8%
17	To approve Directors' fees	DAFÜR	DAFÜR	✓ 99.7%
18	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 99.0%
19	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 93.4%

## Teleperformance

14.04.2022

MIX

No.	Traktanden	Board	Ethos		Resultat
20	1) Global allowance to issue capital related securities without pre-emptive rights by public issuance; 2) To approve issues of shares or other capital related securities as a payment for any public exchange offer	DAFÜR	● DAGEGEN	Share capital authorisation that can be used as an anti-takeover protection without shareholder approval.	✓ 93.8%
21	Global allowance to issue capital related securities without pre-emptive rights through private placement	DAFÜR	● DAGEGEN	Share capital authorisation that can be used as an anti-takeover protection without shareholder approval.	✓ 91.1%
22	"Green shoe" authorisation	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.	✓ 86.9%
23	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 97.3%
24	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 92.0%
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 26 February 2022	DAFÜR	DAFÜR	✓ 100.0%
2	Binding vote on Directors' Remuneration policy	DAFÜR	● DAGEGEN	✓ 92.0% The potential variable remuneration exceeds our guidelines.
3	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN	✓ 92.2% Excessive variable remuneration. Concerns over the excessive sign-on bonus granted to the new CFO.
4	Declare a final dividend	DAFÜR	DAFÜR	✓ 100.0%
	Elections to the Board of Directors			
5	Re-elect Mr. John Allan CBE	DAFÜR	DAFÜR	✓ 91.4%
6	Re-elect Ms. Melissa Bethell	DAFÜR	DAFÜR	✓ 100.0%
7	Re-elect Mr. Bertrand Bodson	DAFÜR	● DAGEGEN	✓ 70.7% Concerns over the director's time commitments.
8	Re-elect Mr. Thierry Garnier	DAFÜR	DAFÜR	✓ 99.9%
9	Re-elect Mr. Stewart Gilliland	DAFÜR	DAFÜR	✓ 96.6%
10	Re-elect Dr. Byron Grote	DAFÜR	● DAGEGEN	✓ 92.6% Concerns over the director's time commitments.
11	Re-elect Mr. Ken Murphy	DAFÜR	DAFÜR	✓ 100.0%
12	Re-elect Mr. Imran Nawaz	DAFÜR	DAFÜR	✓ 99.6%
13	Re-elect Ms. Alison Platt	DAFÜR	DAFÜR	✓ 94.9%
14	Re-elect Ms. Lindsey Pownall OBE	DAFÜR	DAFÜR	✓ 100.0%
15	Re-elect Ms. Karen Whitworth	DAFÜR	DAFÜR	✓ 100.0%
16	Re-appoint Deloitte as auditor	DAFÜR	DAFÜR	✓ 99.9%
17	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.9%
18	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 97.2%
19	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 88.6%
20	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 92.8%
21	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 90.2%
22	Purchase of own shares	DAFÜR	● DAGEGEN	✓ 98.2% The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.
23	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	✓ 94.0% 14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Mark A. Blinn	DAFÜR	DAFÜR	✓ 98.2%
1b.	Re-elect Mr. Todd M. Bluedorn	DAFÜR	DAFÜR	✓ 98.7%
1c.	Re-elect Ms. Janet F. Clark	DAFÜR	DAFÜR	✓ 98.7%
1d.	Re-elect Ms. Carrie S. Cox	DAFÜR	DAFÜR	✓ 85.2%
1e.	Re-elect Mr. Martin S. Craighead	DAFÜR	DAFÜR	✓ 98.5%
1f.	Re-elect Ms. Jean M. Hobby	DAFÜR	DAFÜR	✓ 99.2%
1g.	Re-elect Mr. Michael D. Hsu	DAFÜR	DAFÜR	✓ 94.2%
1h.	Elect Mr. Haviv Ilan	DAFÜR	DAFÜR	✓ 98.5%
1i.	Re-elect Mr. Ronald D. Kirk	DAFÜR	DAFÜR	✓ 96.9%
1j.	Re-elect Ms. Pamela H. Patsley	DAFÜR	DAFÜR	✓ 85.2%
1k.	Re-elect Mr. Robert E. Sanchez	DAFÜR	DAFÜR	✓ 97.7%
1l.	Re-elect Mr. Richard K. Templeton	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 93.5%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 76.4%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.3%
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting. ✗ 43.4%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Mr. David Thomson	DAFÜR	DAFÜR	✓ 98.8%
1.2	Re-elect Mr. Steve Hasker	DAFÜR	DAFÜR	✓ 99.5%
1.3	Re-elect Ms. Kirk E. Arnold	DAFÜR	DAFÜR	✓ 99.5%
1.4	Re-elect Mr. David W. Binet	DAFÜR	DAFÜR	✓ 95.3%
1.5	Re-elect Dr. W. Edmund Clark	DAFÜR	● ZURÜCK-BEHALTEN Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.  The director is over 75 years old, which exceeds guidelines.	✓ 92.7%
1.6	Elect Ms. LaVerne Council	DAFÜR	DAFÜR	✓ 99.8%
1.7	Re-elect Mr. Michael E. Daniels	DAFÜR	DAFÜR	✓ 97.6%
1.8	Re-elect Mr. Kirk Koenigsbauer	DAFÜR	DAFÜR	✓ 99.6%
1.9	Re-elect Ms. Deanna W. Oppenheimer	DAFÜR	DAFÜR	✓ 99.5%
1.10	Re-elect Mr. Simon Paris	DAFÜR	● ZURÜCK-BEHALTEN Concerns over the director's time commitments.	✓ 99.6%
1.11	Re-elect Ms. Kim M. Rivera	DAFÜR	● ZURÜCK-BEHALTEN Concerns over the director's time commitments.	✓ 99.7%
1.12	Re-elect Mr. Barry Salzberg	DAFÜR	DAFÜR	✓ 99.4%
1.13	Re-elect Mr. Peter J. Thomson	DAFÜR	DAFÜR	✓ 95.4%
1.14	Elect Ms. Beth Wilson	DAFÜR	DAFÜR	✓ 99.8%
2.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.9%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.  An important part of the variable remuneration is based on continued employment only.	✓ 98.5%

No.	Traktanden	Board	Ethos	Resultat
1	Election of the Chairman of the meeting	DAFÜR	DAFÜR	✓ 100.0%
2.a	Election of Christian Bratterud to check the minutes	DAFÜR	DAFÜR	✓ 100.0%
2.b	Election of Carolin Forsber to check the minutes	DAFÜR	DAFÜR	✓ 100.0%
3	Preparation and approval of the voting register	DAFÜR	DAFÜR	✓ 100.0%
4	Approval of the agenda	DAFÜR	DAFÜR	✓ 100.0%
5	Determination of compliance with the rules of convocation	DAFÜR	DAFÜR	✓ 100.0%
6.a	Presentation of the annual report and the auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.b	Presentation of the consolidated accounts and the Group auditor's report	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.c	Presentation of the statement of the auditor on the compliance of the guidelines for the remuneration to executives	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6.d	Presentation of the board's proposal for distribution of the company's profits and the board of directors' statement thereon	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
7.a	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 99.7%
7.b	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 99.2%
7.c	Resolution on the discharge of the members of the board of directors and the CEO from liability			
7.c.1	Mr. Bengt Baron (chairman of the board)	DAFÜR	DAFÜR	✓ 97.9%
7.c.2	Mr. Mattias Ankarberg	DAFÜR	DAFÜR	✓ 97.9%
7.c.3	Mr. Hans Eckerström	DAFÜR	DAFÜR	✓ 97.9%
7.c.4	Ms. Heléne Mellquist	DAFÜR	DAFÜR	✓ 97.9%
7.c.5	Ms. Therese Reuterswärd	DAFÜR	DAFÜR	✓ 97.9%
7.c.6	Ms. Helene Willberg	DAFÜR	DAFÜR	✓ 97.9%
7.c.7	Magnus Welander (CEO)	DAFÜR	DAFÜR	✓ 98.3%
7.d	Approval of remuneration report	DAFÜR	● DAGEGEN	✓ 97.2%
			The information provided is insufficient.	
8	Establishment of the number of Board members	DAFÜR	DAFÜR	✓ 100.0%
9	Approve directors' fees	DAFÜR	DAFÜR	✓ 99.2%
10.	Elections of directors			
10.1	Re-elect Mr. Hans Eckerström	DAFÜR	DAFÜR	✓ 91.8%
10.2	Re-elect Mr. Mattias Ankarberg	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos		Resultat
10.3	Re-elect Ms. Heléne Mellquist	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 97.7%
10.4	Re-elect Ms. Therese Reuterswärd	DAFÜR	DAFÜR		✓ 100.0%
10.5	Re-elect Ms. Helene Willberg	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 62.7%
10.6	Elect Ms. Sarah McPhee	DAFÜR	DAFÜR		✓ 100.0%
10.7	Elect Mr. Johan Westman	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.	✓ 80.8%
10.8	Election of Mr. Hans Eckerström as the new chairman of the board	DAFÜR	DAFÜR		✓ 81.6%
11	Approve auditors' fees	DAFÜR	DAFÜR		✓ 100.0%
12.	Election of auditor	DAFÜR	DAFÜR		✓ 99.6%
13	Approve executive remuneration policy	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration.	✓ 97.1%



No.	Traktanden	Board	Ethos	Resultat
1.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	✓
2.	Election of Directors			
2.1	Re-elect Mr. Michiaki Hirose	DAFÜR	DAFÜR	✓
2.2	Re-elect Mr. Takashi Uchida	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓
2.3	Re-elect Mr. Isao Nakajima	DAFÜR	DAFÜR	✓
2.4	Re-elect Mr. Hitoshi Saito	DAFÜR	DAFÜR	✓
2.5	Re-elect Mr. Kazunori Takami	DAFÜR	DAFÜR	✓
2.6	Re-elect Ms. Junko Edahiro	DAFÜR	DAFÜR	✓
2.7	Re-elect Ms. Mami Indo	DAFÜR	DAFÜR	✓
2.8	Re-elect Mr. Hiromichi Ono	DAFÜR	DAFÜR	✓
2.9	Elect Mr. Hiroyuki Sekiguchi	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
1	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Election of the chairperson of the Meeting	DAFÜR	DAFÜR	✓ 100.0%
3	Election of (a) person(s) to verify the minutes of the Meeting	DAFÜR	DAFÜR	✓ 100.0%
4	Approval of the notice and the agenda	DAFÜR	DAFÜR	✓ 100.0%
5	Report by the management on the status of the Company and the Group	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
6	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	✓ 98.6%
7	Consideration of report on remunerations of senior executives	DAFÜR	DAFÜR	✓ 89.1%
8	Report on corporate governance	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
9	Determination of remuneration for the Board of Directors	DAFÜR	DAFÜR	✓ 67.6%
10	Determination of remuneration for the Nomination Committee	DAFÜR	DAFÜR	✓ 94.8%
11	Election of the shareholder elected members of the Board of Directors	DAFÜR	DAFÜR	✓ 76.1%
12	Election of members of the Nomination Committee	DAFÜR	● DAGEGEN	While Norwegian law allows for individual elections of directors, the company maintains grouped elections. ✓ 98.6%
13	Approval of the auditor's remuneration	DAFÜR	● DAGEGEN	On a 2-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 95.3%
14	Authorization for the acquisition and disposal of treasury shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme. ✓ 97.3%
15	Authorization to increase the share capital in connection with mergers and acquisitions	DAFÜR	DAFÜR	✓ 99.9%
16	Articles of association change, share split 1:2	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Ms. Kirk E. Arnold	DAFÜR	DAFÜR	✓ 97.4%
1b.	Re-elect Ms. Ann C. Berzin	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 93.3%
1c.	Re-elect Ms. April Miller Boise	DAFÜR	DAFÜR	✓ 99.1%
1d.	Re-elect Mr. John Bruton	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 94.4%
1e.	Re-elect Dr. Jared L. Cohon	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 93.7%
1f.	Re-elect Mr. Gary D. Forsee	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice. ✓ 91.9%
1g.	Re-elect Ms. Linda P. Hudson	DAFÜR	DAFÜR	✓ 98.0%
1h.	Re-elect Mr. Myles P. Lee	DAFÜR	DAFÜR	✓ 99.0%
1i.	Elect Mr. David S. Regnery	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 90.8%
1j.	Re-elect Mr. John P. Surma	DAFÜR	DAFÜR	✓ 91.9%
1k.	Re-elect Mr. Tony L. White	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 87.7%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 91.8%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 91.3%
4.	Renew the Directors' existing authority to issue shares	DAFÜR	DAFÜR	✓ 97.4%
5.	Renew Directors' Authority to Issue Shares for Cash	DAFÜR	DAFÜR	✓ 98.0%
6.	Determine the price range at which the Company can reissue shares	DAFÜR	DAFÜR	✓ 98.7%

No.	Traktanden	Board	Ethos	Resultat
Ordinary Agenda				
O.1	Approval of the 2021 financial statements	DAFÜR	DAFÜR	✓ 98.9%
O.2	Allocation of 2021 net result and distribution of dividend	DAFÜR	DAFÜR	✓ 99.7%
O.3	Elimination of so-called "negative reserves" for components not subject to change by means of their definitive coverage	DAFÜR	DAFÜR	✓ 99.9%
O.4	Authorization to purchase treasury shares aimed at shareholders' remuneration	DAFÜR	DAFÜR	✓ 99.3%
O.5	Appointment of the Board of Statutory Auditors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	81.4%
O.5.1	Slate of nominees submitted by Allianz Finance II Luxembourg Sàrl	KEINE EMPFEHLUNG	● DAFÜR	No concerns regarding the slate of nominees appointment as statutory auditors. -
O.5.2	Slate of nominees submitted by a group of institutional investors	KEINE EMPFEHLUNG	● NICHT ABSTIMMEN	The slate of nominees appointment as statutory auditors are supported under ITEM O.5.1. -
O.6	Determination of the remuneration of Statutory Auditors	KEINE EMPFEHLUNG	● DAFÜR	We have no concerns regarding the fees to be paid to the auditor. ✓ 99.9%
O.7	2022 Group Remuneration Policy	DAFÜR	DAFÜR	✓ 75.2%
O.8	Advisory vote on the 2021 Remuneration Report	DAFÜR	● DAGEGEN	Concerns over the excessive sign-on bonus granted to the new CEO. ✓ 86.0%
O.9	2022 Group Incentive System	DAFÜR	DAFÜR	✓ 78.9%
O.10	Amendment to Group incentive systems based on financial instruments	DAFÜR	DAFÜR	✓ 99.9%
Extraordinary Agenda				
E.1	Amendments to Art. 6 of the Bylaws ("Share capital and shares")	DAFÜR	DAFÜR	✓ 99.9%
E.2	Amendments to Arts. 20, 29 and 30 of the Bylaws (corporate bodies)	DAFÜR	DAFÜR	✓ 99.9%
E.3	Cancellation of treasury shares with no reduction of share capital	DAFÜR	DAFÜR	✓ 99.2%
A	Deliberations on possible legal action against Directors if presented by shareholders	KEINE EMPFEHLUNG	● DAGEGEN	Shareholders voting by proxy cannot approve in advance any unannounced proposal. -

No.	Traktanden	Board	Ethos	Resultat
1	Annual Report and Accounts for the year ended 31 December 2021	DAFÜR	DAFÜR	✓ 100.0%
2	Advisory vote on Directors' Remuneration report	DAFÜR	● DAGEGEN Excessive total remuneration.	✓ 92.5%
	Elections to the Board of Directors			
3	Re-elect Mr. Nils Andersen	DAFÜR	DAFÜR	✓ 92.2%
4	Re-elect Dr. Judith Hartmann	DAFÜR	DAFÜR	✓ 99.2%
5	Re-elect Mr. Alan Jope	DAFÜR	DAFÜR	✓ 96.4%
6	Re-elect Ms. Andrea Jung	DAFÜR	DAFÜR	✓ 95.0%
7	Re-elect Ms. Susan Kilsby	DAFÜR	DAFÜR	✓ 99.2%
8	Re-elect Mr. Strive T. Masiyiwa	DAFÜR	DAFÜR	✓ 98.9%
9	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR	✓ 99.0%
10	Re-elect Mr. Graeme Pitkethly	DAFÜR	DAFÜR	✓ 96.3%
11	Re-elect Mr. Feike Sijbesma	DAFÜR	DAFÜR	✓ 98.9%
12	Elect Mr. Adrian Hennah	DAFÜR	DAFÜR	✓ 98.8%
13	Elect Ms. Ruby Lu	DAFÜR	DAFÜR	✓ 99.3%
14	Re-appoint KPMG as auditor	DAFÜR	DAFÜR	✓ 99.0%
15	Auditor's remuneration	DAFÜR	DAFÜR	✓ 99.4%
16	Political donations and political expenditure	DAFÜR	DAFÜR	✓ 98.0%
17	Directors' authority to allot shares	DAFÜR	DAFÜR	✓ 94.4%
18	Disapplication of pre-emption rights on the issue of shares for cash	DAFÜR	DAFÜR	✓ 98.3%
19	Disapplication of pre-emption rights on the issue of shares for cash for an acquisition or capital investment	DAFÜR	DAFÜR	✓ 97.0%
20	Purchase of own shares	DAFÜR	DAFÜR	✓ 98.9%
21	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN 14-days is insufficient for shareholders to vote in an informed manner.	✓ 92.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a)	Re-elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	✓ 97.5%
1b)	Re-elect Mr. Rodney C. Adkins	DAFÜR	DAFÜR	✓ 93.6%
1c)	Re-elect Ms. Eva C. Boratto	DAFÜR	DAFÜR	✓ 97.1%
1d)	Re-elect Mr. Michael J. Burns	DAFÜR	DAFÜR	✓ 96.0%
1e)	Re-elect Mr. Wayne M. Hewett	DAFÜR	DAFÜR	✓ 97.0%
1f)	Re-elect Ms. Angela Hwang	DAFÜR	DAFÜR	✓ 96.9%
1g)	Re-elect Ms. Kate E. Johnson	DAFÜR	DAFÜR	✓ 97.1%
1h)	Re-elect Mr. William R. Johnson	DAFÜR	DAFÜR	✓ 95.6%
1i)	Re-elect Ms. Ann M. Livermore	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 94.4%
1j)	Re-elect Mr. Franck J. Moison	DAFÜR	DAFÜR	✓ 97.3%
1k)	Re-elect Ms. Christiana Smith Shi	DAFÜR	DAFÜR	✓ 96.8%
1l)	Re-elect Mr. Russell Stokes	DAFÜR	DAFÜR	✓ 97.1%
1m)	Re-elect Mr. Kevin M. Warsh	DAFÜR	DAFÜR	✓ 96.9%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 91.8%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.3%
4.	Shareholder resolution: Disclose lobbying activities	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 29.2%
5.	Shareholder resolution: Report on the Alignment of Lobbying Activities with the Paris Climate Agreement	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 32.7%
6.	Shareholder resolution: Reduce the Voting Power of Class A Stock from 10 Votes Per Share to One Vote Per Share	DAGEGEN	● DAFÜR	The proposal to give each share an equal vote is in line with the principle of fair and equal treatment of all shareholders. ✗ 32.5%
7.	Shareholder resolution: Adoption of Independently Verified Science-Based Greenhouse Gas Emissions Reduction Targets	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 27.5%
8.	Shareholder resolution: Report on Balancing Climate Measures and Financial Returns	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 9.7%
9.	Shareholder resolution: Annual Report on Diversity and Inclusion	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 36.2%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Timothy P. Flynn	DAFÜR	DAFÜR	✓ 96.3%
1b.	Elect Mr. Paul R. Garcia	DAFÜR	DAFÜR	✓ 99.8%
1c.	Re-elect Mr. Stephen J. Hemsley	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 97.2%
1d.	Re-elect Ms. Michele J. Hooper	DAFÜR	DAFÜR	✓ 95.9%
1e.	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR	✓ 97.5%
1f.	Re-elect Dr. Valerie C. Montgomery Rice	DAFÜR	DAFÜR	✓ 99.5%
1g.	Re-elect Dr. John H. Noseworthy	DAFÜR	DAFÜR	✓ 95.3%
1h.	Re-elect Mr. Andrew Witty	DAFÜR	DAFÜR	✓ 99.4%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 93.9%
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.8%
4.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 42.6%
5.	Shareholder resolution: Disclose political contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations. ✗ 36.7%

No.	Traktanden	Board	Ethos		Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR		✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR		✓ 100.0%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR		✓ 99.9%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR		✓ 100.0%
Board main features					
5	Re-election of Bruno Bézard as a Director for 4 years	DAFÜR	DAFÜR		✓ 98.1%
6	Re-election of Bpifrance Participations SA as a Director for 4 years	DAFÜR	DAFÜR		✓ 96.6%
7	Re-election of Gilles Michel as a Director for 4 years	DAFÜR	DAFÜR		✓ 96.4%
8	To approve the remuneration report	DAFÜR	DAFÜR		✓ 95.5%
9	Ex-post binding "Say on Pay" vote on the individual remuneration of Jacques Aschenbroich, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 92.0%
10	Ex-post binding "Say on Pay" vote on the individual remuneration of Christophe Périllat, Deputy CEO since 26/05/2021	DAFÜR	● DAGEGEN	Excessive variable remuneration.	✓ 92.6%
11	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR		✓ 99.3%
12	To approve the remuneration policy of Jacques Aschenbroich, Chairman and CEO until 26/01/2022, then Non-executive Chairman	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.	✓ 93.9%
13	To approve the remuneration policy of Christophe Périllat, Deputy CEO until 26/01/2022, then CEO	DAFÜR	● DAGEGEN	Potential excessive awards.	✓ 92.2%
14	To re-elect Ernst & Young as auditor for 6 years	DAFÜR	DAFÜR		✓ 98.6%
15	To re-elect Mazars as auditor for 6 years	DAFÜR	DAFÜR		✓ 98.9%
16	To ratify the change of Headquarters	DAFÜR	DAFÜR		✓ 100.0%
17	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR		✓ 99.8%
18	To modify Article 20 of the Bylaws related to alternate auditors	DAFÜR	DAFÜR		✓ 99.4%



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No.	Traktanden	Board	Ethos	Resultat
19	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 99.8%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 99.8%
3	To approve specific luxury or non-deductible expenses	DAFÜR	DAFÜR	✓ 99.4%
4	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 96.9%
5	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	✓ 99.0%
Board main features				
6	Re-election of Antoine Frérot as a Director for 4 years	DAFÜR	DAFÜR	✓ 96.4%
7	Election of Estelle Brachlianoff as a Director for 4 years	DAFÜR	DAFÜR	✓ 97.7%
8	Election of Agata Mazurek-Bak as director representing employee shareholders for a period of 4 years.	DAFÜR	DAFÜR	✓ 98.8%
9	Ex-post binding "Say on Pay" vote on the Chairman and CEO individual remuneration	DAFÜR	DAFÜR	✓ 94.9%
10	To approve the remuneration report	DAFÜR	● DAGEGEN	Some important elements of best practice are missing from the structure of the executive remuneration. ✓ 92.9%
11	To approve the chairman and CEO new remuneration policy for the period from January 1 to June 22, 2022 (excluding exceptional bonus)	DAFÜR	DAFÜR	✓ 96.2%
12	To approve the proposed exceptional share bonus as part of the chairman and CEO's new remuneration policy for the period from January 1 to June 30, 2022	ZURÜCK-GEZOGEN	● DAGEGEN	The proposal was withdrawn as Mr. Frérot has waived the exceptional share-based bonus. Ethos initially recommended to OPPOSE for the following reason:  Concerns over the special bonus that is not conditional upon any performance conditions. –
13	To approve the non-executive Chairman new remuneration policy for the period from July 1 to December 31, 2022.	DAFÜR	● DAGEGEN	Concerns over the termination payment that is higher than those prescribed by best practice. ✓ 71.2%
14	To approve the CEO new remuneration policy for the period from July 1 to December 31, 2022.	DAFÜR	DAFÜR	✓ 93.1%

No.	Traktanden	Board	Ethos	Resultat
15	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 99.4%
16	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 97.5%
17	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR	✓ 97.4%
18	Global allowance to issue capital related securities without pre-emptive rights by public issuance	DAFÜR	DAFÜR	✓ 96.2%
19	Global allowance to issue capital related securities without pre-emptive rights through private placement	DAFÜR	DAFÜR	✓ 91.9%
20	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR	✓ 97.8%
21	"Green shoe" authorisation	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests. ✓ 88.9%
22	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	✓ 99.7%
23	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.3%
24	To authorise capital increases related to an foreign-employee share ownership plan	DAFÜR	DAFÜR	✓ 99.3%
25	To authorise the Board to issue restricted shares for employees and/or executive directors	DAFÜR	DAFÜR	✓ 92.9%
26	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	✓ 98.6%
27	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	✓ 99.9%

No.	Traktanden	Board	Ethos	Resultat
1	To approve the parent company's financial statements	DAFÜR	DAFÜR	✓ 100.0%
2	To approve the consolidated financial statements	DAFÜR	DAFÜR	✓ 100.0%
3	To approve the allocation of income and the dividend payment	DAFÜR	DAFÜR	✓ 100.0%
4	Statement of related-party agreements reported in the Statutory Auditor's Special Report on Regulated Agreements and Commitments with Related Parties	DAFÜR	DAFÜR	✓ 100.0%
Board main features				
5	Election of Patrice Lucas as a Director for 4 years	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 97.9%
6	Election of Didier Debrosse as a Director for 4 years	DAFÜR	DAFÜR	✓ 100.0%
7	Competitive election of Beatriz Peinado Vallejo as an employee shareholder representative Director for 4 years	DAFÜR	DAFÜR	✓ 77.5%
8	Competitive election of Matthieu Cantin as an employee shareholder representative Director for 4 years	DAGEGEN	DAGEGEN	✗ 26.6%
9	To approve the remuneration report	DAFÜR	DAFÜR	✓ 96.7%
10	Ex-post binding "Say on Pay" vote on Michel Giannuzzi, Chairman and CEO, individual remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 77.2%
11	To approve the Chairman and CEO new remuneration policy (to be applied to Michel Giannuzzi from 1 January to 11 May 2022)	DAFÜR	DAFÜR	✓ 98.1%
12	To approve the Deputy CEO new remuneration policy (to be applied to Patrice Lucas from 1 February to 11 May 2022)	DAFÜR	DAFÜR	✓ 98.1%
13	To approve the CEO new remuneration policy (to be applied to Patrice Lucas as from 12 May 2022)	DAFÜR	DAFÜR	✓ 97.8%
14	To approve the non-executive Chairman new remuneration policy (to be applied to Michel Giannuzzi as from 12 May 2022)	DAFÜR	● DAGEGEN	Excessive total remuneration. ✓ 98.7%
15	To approve the non-executives new remuneration policy	DAFÜR	DAFÜR	✓ 98.0%
16	To approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	✓ 99.4%
17	To authorise a potential reduction in the company's share capital	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos		Resultat
18	To authorise capital increases by transfer of reserves	DAFÜR	DAFÜR		✓ 99.6%
19	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	DAFÜR	DAFÜR		✓ 97.9%
20	Global allowance to issue capital related securities without pre-emptive rights by public issuance (Guaranteed 5-day priority delay)	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 90.7%
21	Global allowance to issue capital related securities without pre-emptive rights by public issuance (Possible but not guaranteed 5-day priority delay)	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 91.7%
22	Global allowance to issue capital related securities without pre-emptive rights through private placement	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 89.7%
23	To depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights (up to 10% of share capital)	DAFÜR	● DAGEGEN	The discount is too high on the share issue price.	✓ 90.0%
24	"Green shoe" authorisation	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests.	✓ 90.6%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR		✓ 79.3%
26	To authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.5%
27	To authorise capital increases related to an all-foreign-employee share ownership plan	DAFÜR	DAFÜR		✓ 99.4%
28	To amend Article 15.3 of the Bylaws on director mandate duration	DAFÜR	DAFÜR		✓ 100.0%
29	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR		✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Ms. Shellye L. Archambeau	DAFÜR	DAFÜR	✓ 96.7%
1.2	Re-elect Ms. Roxanne S. Austin	DAFÜR	DAFÜR	✓ 97.3%
1.3	Re-elect Mr. Mark T. Bertolini	DAFÜR	DAFÜR	✓ 98.1%
1.4	Re-elect Ms. Melanie L. Healey	DAFÜR	DAFÜR	✓ 96.5%
1.5	Elect Mr. Laxman Narasimhan	DAFÜR	DAFÜR	✓ 98.7%
1.6	Re-elect Mr. Clarence Otis Jr.	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. ✓ 92.7%
1.7	Re-elect Mr. Daniel H. Schulman	DAFÜR	DAFÜR	✓ 96.5%
1.8	Re-elect Mr. Rodney E. Slater	DAFÜR	DAFÜR	✓ 95.8%
1.9	Elect Ms. Carol B. Tomé	DAFÜR	DAFÜR	✓ 98.8%
1.10	Re-elect Mr. Hans Vestberg	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 91.8%
1.11	Re-elect Mr. Gregory G. Weaver	DAFÜR	DAFÜR	✓ 98.3%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 90.3%  An important part of the variable remuneration is not subject to challenging long-term performance conditions.
3.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.1%
4.	Shareholder resolution: Report on charitable contributions	DAGEGEN	DAGEGEN	✗ 5.7%
5.	Shareholder resolution: Clawback Policy Amendment	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 37.0%
6.	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy. ✗ 44.1%
7.	Shareholder resolution: Report on Operations in Communist China	DAGEGEN	DAGEGEN	✗ 4.5%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Dr. Sangeeta N. Bhatia	DAFÜR	DAFÜR	✓ 99.3%
1.2	Re-elect Mr. Lloyd A. Carney	DAFÜR	DAFÜR	✓ 86.7%
1.3	Re-elect Dr. Alan Garber	DAFÜR	DAFÜR	✓ 98.0%
1.4	Re-elect Mr. Terrence C. Kearney	DAFÜR	DAFÜR	✓ 89.6%
1.5	Re-elect Dr. med. Reshma Kewalramani	DAFÜR	DAFÜR	✓ 99.5%
1.6	Re-elect Mr. Yuchun Lee	DAFÜR	DAFÜR	✓ 97.8%
1.7	Re-elect Dr. Jeffrey M. Leiden	DAFÜR	DAFÜR	✓ 96.8%
1.8	Re-elect Ms. Margaret G. McGlynn	DAFÜR	DAFÜR	✓ 97.8%
1.9	Re-elect Ms. Diana McKenzie	DAFÜR	DAFÜR	✓ 99.3%
1.10	Re-elect Mr. Bruce I. Sachs	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 94.6%
1.11	Elect Mr. Suketu Upadhyay	DAFÜR	DAFÜR	✓ 99.7%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	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. ✓ 77.4%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 92.6%
4.	To approve an amendment to the 2013 Stock and Option Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines. The non-executive directors receive options. ✓ 88.3%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1.1	Re-elect Dr. Udit Batra	DAFÜR	DAFÜR	✓ 99.0%
1.2	Re-elect Ms. Linda Baddour	DAFÜR	DAFÜR	✓ 98.4%
1.3	Re-elect Mr. Edward Conard	DAFÜR	● DAGEGEN	✓ 94.0%
			The director has been sitting on the board for over 20 years, which exceeds guidelines.	
1.4	Re-elect Dr. Pearl S. Huang	DAFÜR	DAFÜR	✓ 96.4%
1.5	Elect Mr. Wei Jiang	DAFÜR	DAFÜR	✓ 99.6%
1.6	Re-elect Mr. Christopher A. Kuebler	DAFÜR	● DAGEGEN	✓ 91.2%
			Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	
1.7	Re-elect Dr. Flemming Ornskov	DAFÜR	● DAGEGEN	✓ 87.7%
			Concerns over the director's time commitments.	
1.8	Re-elect Mr. Thomas P. Salice	DAFÜR	● DAGEGEN	✓ 90.5%
			The director has been sitting on the board for over 20 years, which exceeds guidelines.	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	✓ 94.0%
			The auditor's long tenure raises independence concerns.	
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 87.5%
			An important part of the variable remuneration is based on continued employment only.	
			Concerns over the excessive sign-on bonuses granted to the new executive officers.	



No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Martin I. Cole	DAFÜR	DAFÜR	✓ 98.8%
1b.	Re-elect Mr. Richard A. Goodman	DAFÜR	DAFÜR	✓ 98.5%
1c.	Re-elect Ms. Betsy D. Holden	DAFÜR	DAFÜR	✓ 96.6%
1d.	Re-elect Mr. Jeffrey A. Joerres	DAFÜR	DAFÜR	✓ 94.5%
1e.	Elect Mr. Devin B. McGranahan	DAFÜR	DAFÜR	✓ 99.6%
1f.	Re-elect Mr. Michael A. Miles	DAFÜR	DAFÜR	✓ 92.4%
1g.	Re-elect Mr. Timothy P. Murphy	DAFÜR	DAFÜR	✓ 99.6%
1h.	Re-elect Ms. Joyce A. Phillips	DAFÜR	DAFÜR	✓ 96.1%
1i.	Re-elect Mr. Jan Siegmund	DAFÜR	DAFÜR	✓ 99.5%
1j.	Re-elect Ms. Angela A. Sun	DAFÜR	DAFÜR	✓ 99.7%
1k.	Re-elect Mr. Solomon D. Trujillo	DAFÜR	DAFÜR	✓ 99.6%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>✓ 88.1%</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p> <p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>
3.	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.5%
4.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	<p>✗ 8.7%</p> <p>The proposed threshold would enhance the right of shareholders to call a special meeting.</p>

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Samuel R. Allen	DAFÜR	● DAGEGEN Non independent lead director, which is not best practice.	✓ 95.9%
1b.	Re-elect Dr. Marc R. Bitzer	DAFÜR	● DAGEGEN Combined chairman and CEO.	✓ 95.9%
1c.	Re-elect Mr. Greg Creed	DAFÜR	DAFÜR	✓ 97.5%
1d.	Re-elect Mr. Gary T. DiCamillo	DAFÜR	● DAGEGEN The director has been sitting on the board for over 20 years, which exceeds guidelines.	✓ 97.0%
1e.	Re-elect Ms. Diane M. Dietz	DAFÜR	DAFÜR	✓ 99.1%
1f.	Re-elect Ms. Gerri T. Elliott	DAFÜR	DAFÜR	✓ 98.5%
1g.	Re-elect Ms. Jennifer A. LaClair	DAFÜR	DAFÜR	✓ 98.9%
1h.	Re-elect Mr. John D. Liu	DAFÜR	DAFÜR	✓ 98.3%
1i.	Re-elect Mr. James M. Loree	DAFÜR	DAFÜR	✓ 98.9%
1j.	Re-elect Mr. Harish Manwani	DAFÜR	● DAGEGEN Concerns over the director's time commitments.	✓ 97.4%
1k.	Re-elect Ms. Patricia K. Poppe	DAFÜR	DAFÜR	✓ 98.8%
1l.	Re-elect Mr. Larry O. Spencer	DAFÜR	DAFÜR	✓ 98.5%
1m.	Re-elect Mr. Michael D. White	DAFÜR	DAFÜR	✓ 94.8%
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.	✓ 94.2%
3.	Election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 96.2%

No.	Traktanden	Board	Ethos	Resultat
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	Approve the Dividend	DAFÜR	DAFÜR	✓ 100.0%
3	Approve Discharge of Management Board	DAFÜR	DAFÜR	✓ 99.4%
4	Approve Discharge of Supervisory Board	DAFÜR	● DAGEGEN	Serious shortcomings in corporate governance constitute a major risk for the company and its shareholders. ✓ 99.2%
5	Appoint the Auditors	DAFÜR	DAFÜR	✓ 99.2%
	Board main features			
6.1	Approve increase of the number of shareholder representatives on the Supervisory Board	DAFÜR	DAFÜR	✓ 99.9%
6.2	Elections to the Supervisory Board: Peter Steiner	DAFÜR	DAFÜR	✓ 82.9%
6.3	Elections to the Supervisory Board: Marc Grynberg	DAFÜR	DAFÜR	✓ 98.7%
6.4	Elections to the Supervisory Board: Dr. Thomas Birtel	DAFÜR	DAFÜR	✓ 98.7%
7	Approve Remuneration Report	DAFÜR	● DAGEGEN	Concerns over the severance payments which are considered excessive. ✓ 81.5%
8	Authorise Share Repurchase	DAFÜR	● DAGEGEN	The repurchase price is too high. ✓ 92.0%
9	Authorise Sale or Cancellation of Repurchased Shares	DAFÜR	DAFÜR	✓ 92.4%

No.	Traktanden	Board	Ethos	Resultat	
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2a.	Report of the executive board for the financial year 2021	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2b.	Report of the supervisory board for the financial year 2021	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
2c.	Approve remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.  Excessive variable remuneration.	✓ 94.4%
3a.	Adoption of the financial statements	DAFÜR	DAFÜR		✓ 99.9%
3b.	Explanation of the policy on reserves and dividends	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
3c.	Approve allocation of income	DAFÜR	DAFÜR		✓ 99.6%
4a.	Discharge of executive board	DAFÜR	DAFÜR		✓ 98.9%
4b.	Discharge of supervisory board	DAFÜR	DAFÜR		✓ 98.9%
	Composition of the supervisory board				
5.	Election of Heleen Kersten	DAFÜR	DAFÜR		✓ 99.5%
6.	Approve remuneration of the supervisory board	DAFÜR	DAFÜR		✓ 98.9%
7a.	Authorisation to issue shares	DAFÜR	DAFÜR		✓ 98.9%
7b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR		✓ 97.9%
8.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.	✓ 99.1%
9.	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR		✓ 100.0%
10.	Election of auditor	DAFÜR	DAFÜR		✓ 99.9%
11.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		
12.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG		

No.	Traktanden	Board	Ethos	Resultat
1	To change Articles provisions in line with legal requirements.	DAFÜR	DAFÜR	✓ 99.5%
2	To amend Articles on duration of member of the board representing employees.	DAFÜR	DAFÜR	✓ 99.5%
3	1) To approve the parent company's financial statements.; 2) To approve specific luxury or non-deductible expenses.	DAFÜR	DAFÜR	✓ 99.9%
4	To approve the consolidated financial statements.	DAFÜR	DAFÜR	✓ 99.9%
5	To approve the allocation of income and the dividend payment.	DAFÜR	DAFÜR	✓ 100.0%
6	To transfer an amount from one shareholder equity account to another.	DAFÜR	● DAGEGEN	The proposed re-allocation is not supported. ✓ 97.4%
7	Approval of a second amendment of a related-party agreements concluded between the company and Deutscher Sparkassen Verlag GmbH (DSV).	DAFÜR	DAFÜR	✓ 99.8%
Board main features				
8	Re-election of Mette Kamsvåg as a Director for 3 years.	DAFÜR	DAFÜR	✓ 97.4%
9	Re-election of Caroline Parot as a Director for 3 years.	DAFÜR	DAFÜR	✓ 97.0%
10	Re-election of Georges Pauget as a Director for 3 years.	DAFÜR	DAFÜR	✓ 97.5%
11	Re-election of Luc Rémont as a Director for 3 years.	DAFÜR	DAFÜR	✓ 91.5%
12	Re-election of Michael Stollarz as a Director for 3 years.	DAFÜR	DAFÜR	✓ 97.6%
13	Re-election of Susan M. Tolson as a Director for 3 years	DAFÜR	DAFÜR	✓ 97.4%
14	Re-election of Johannes Dijsselhof as non-voting Director for 1 year	DAFÜR	DAFÜR	✓ 67.7%
15	To re-elect Deloitte & Associés as auditor for 6 years.	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 77.3%
16	Non-renewal of Cabinet BEAS as alternate auditor.	DAFÜR	DAFÜR	✓ 99.8%
17	To ratify the relocation of the Corporate Headquarters.	DAFÜR	DAFÜR	✓ 100.0%
18	To approve the remuneration report.	DAFÜR	DAFÜR	✓ 94.6%
19	Ex-post binding "Say on Pay" vote on the remuneration of Bernard Bourigeaud, Chairman of the Board.	DAFÜR	DAFÜR	✓ 99.6%

No.	Traktanden	Board	Ethos	Resultat
20	Ex-post binding "Say on Pay" vote on the individual remuneration of Gilles Grapinet, CEO and former chairman of the board.	DAFÜR	DAFÜR	✓ 88.1%
21	Ex-post binding "Say on Pay" vote on the individual remuneration of Marc-Henri Desportes, Deputy CEO.	DAFÜR	DAFÜR	✓ 88.1%
22	To approve the Chairman's new remuneration policy.	DAFÜR	DAFÜR	✓ 99.6%
23	To approve the CEO's new remuneration policy.	DAFÜR	DAFÜR	✓ 92.1%
24	To approve the Deputy CEO's new remuneration policy.	DAFÜR	DAFÜR	✓ 92.1%
25	To approve the members of the board's new remuneration policy.	DAFÜR	DAFÜR	✓ 99.5%
26	To approve a treasury share buy-back and disposal programme.	DAFÜR	DAFÜR	✓ 98.0%
27	To authorise a potential reduction in the company's share capital.	DAFÜR	● DAGEGEN	The company proposes to cancel shares despite its significant capital need. ✓ 95.6%
28	To authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights.	DAFÜR	DAFÜR	✓ 95.9%
29	Global allowance to issue capital related securities without pre-emptive rights by public issuance.	DAFÜR	● DAGEGEN	Discount of 10% of the share price is not in line with French market practice. ✓ 93.8%
30	Global allowance to issue capital related securities without pre-emptive rights through private placement.	DAFÜR	● DAGEGEN	Discount of 10% of the share price is not in line with French market practice. ✓ 91.7%
31	"Green shoe" authorization.	DAFÜR	● DAGEGEN	Additional potential dilution which is not in shareholders' interests. ✓ 90.4%
32	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company.	DAFÜR	DAFÜR	✓ 96.6%
33	To authorise capital increases by transfer of reserves.	DAFÜR	DAFÜR	✓ 99.1%
34	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	DAFÜR	✓ 95.8%
35	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant. ✓ 96.4%
36	To authorise capital increases related to an all-employee share ownership plan.	DAFÜR	● DAGEGEN	The purchase price of shares for employee savings-related plans should not be in principle lower than 80% of the market price at the date of grant. ✓ 96.4%

No.	Traktanden	Board	Ethos	Resultat
37	To authorise allocation of options (new or existing shares).	DAFÜR	DAFÜR	✓ 89.9%
38	To authorise the Board to issue restricted shares for employees and/or executive directors.	DAFÜR	DAFÜR	✓ 92.4%
39	Delegation of powers for the completion of formalities.	DAFÜR	DAFÜR	✓ 100.0%

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. W. Robert Berkley	DAFÜR	DAFÜR	✓ 98.7%
1b.	Re-elect Mr. Ronald E. Blaylock	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p> <p>✓ 80.4%</p>
1c.	Re-elect Ms. Mary C. Farrell	DAFÜR	● DAGEGEN	<p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p> <p>✓ 81.1%</p>
1d.	Re-elect Mr. Mark L. Shapiro	DAFÜR	● DAGEGEN	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p> <p>✓ 86.3%</p>
2.	Approve the increase in authorised common stock	DAFÜR	● DAGEGEN	<p>The increase in the authorised capital is excessive.</p> <p>✓ 81.9%</p>
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p> <p>✓ 96.2%</p>
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p> <p>✓ 95.5%</p>



No.	Traktanden	Board	Ethos	Resultat
1.	Amend Articles of Association: Electronic documentation	DAFÜR	DAFÜR	✓
2.	Election of Directors			
2.1	Re-elect Mr. Yutaka Nagao	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓
2.2	Elect Mr. Toshizo Kurisu	DAFÜR	DAFÜR	✓
2.3	Elect Mr. Yasuharu Kosuge	DAFÜR	DAFÜR	✓
2.4	Re-elect Mr. Kenichi Shibasaki	DAFÜR	DAFÜR	✓
2.5	Re-elect Ms. Mariko Tokuno	DAFÜR	DAFÜR	✓
2.6	Re-elect Mr. Yoichi Kobayashi	DAFÜR	DAFÜR	✓
2.7	Re-elect Mr. Shiro Sugata	DAFÜR	DAFÜR	✓
2.8	Re-elect Mr. Noriyuki Kuga	DAFÜR	DAFÜR	✓
2.9	Elect Mr. Charles Yin	DAFÜR	DAFÜR	✓
3.	Election of Mr. Tsutomu Sasaki as a Corporate Auditor	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
1.	Elections of directors			
1a.	Re-elect Mr. Paget L. Alves	DAFÜR	DAFÜR	✓ 99.2%
1b.	Re-elect Mr. Keith Barr	DAFÜR	DAFÜR	✓ 97.1%
1c.	Re-elect Mr. Christopher M. Connor	DAFÜR	DAFÜR	✓ 93.4%
1d.	Re-elect Mr. Brian C. Cornell	DAFÜR	DAFÜR	✓ 93.8%
1e.	Re-elect Ms. Tanya Domier	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.5%
1f.	Re-elect Mr. David Gibbs	DAFÜR	DAFÜR	✓ 99.7%
1g.	Re-elect Dr. Mirian M. Graddick-Weir	DAFÜR	DAFÜR	✓ 96.7%
1h.	Re-elect Ms. Lauren R. Hobart	DAFÜR	DAFÜR	✓ 99.5%
1i.	Re-elect Mr. Thomas C. Nelson	DAFÜR	DAFÜR	✓ 96.2%
1j.	Re-elect Mr. P. Justin Skala	DAFÜR	DAFÜR	✓ 99.2%
1k.	Re-elect Ms. Elane B. Stock	DAFÜR	DAFÜR	✓ 99.5%
1l.	Re-elect Ms. Annie Young-Scrivner	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.5%
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.4%
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 51.9%

## Disclaimer

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