

01.07.2023
30.06.2024

Ethos Funds General meetings of companies outside Switzerland

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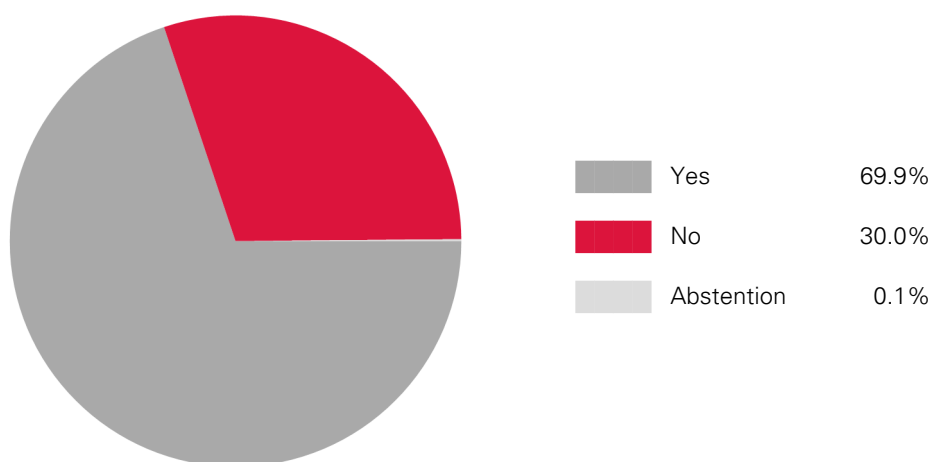
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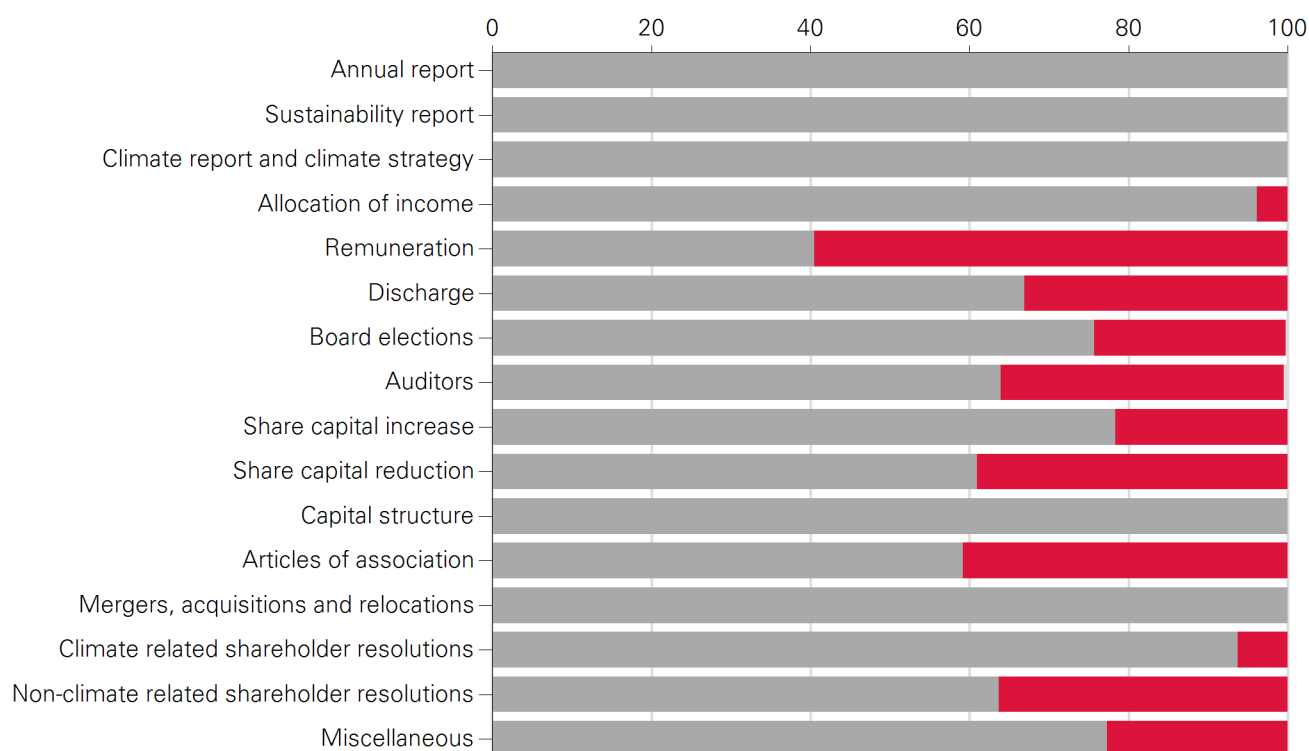
1 Overview of the proxy analyses

Type of General Meeting	Number of meetings	Number of Proposals			
		Total	Yes	No	Abstention
Annual general meetings	145	2246	1565	677	4
Extraordinary general meetings	12	36	17	19	0
Annual and extraordinary general meetings	25	632	454	178	0
Total	182	2914	2036	874	4

1.1 Ethos voting positions



1.2 Ethos voting positions per category of proposal



	■ Proposals approved		■ Proposals refused		■ Abstain		Number of proposals
Annual report	94	100.0%	0	0.0%	0	0.0%	94
Sustainability report	4	100.0%	0	0.0%	0	0.0%	4
Climate report and climate strategy	2	100.0%	0	0.0%	0	0.0%	2
Allocation of income	74	96.1%	3	3.9%	0	0.0%	77
Remuneration	170	40.5%	250	59.5%	0	0.0%	420
Discharge	91	66.9%	45	33.1%	0	0.0%	136
Board elections	983	75.7%	313	24.1%	3	0.2%	1299
Auditors	122	63.9%	68	35.6%	1	0.5%	191
Share capital increase	195	78.3%	54	21.7%	0	0.0%	249
Share capital reduction	64	61.0%	41	39.0%	0	0.0%	105
Capital structure	3	100.0%	0	0.0%	0	0.0%	3
Articles of association	29	59.2%	20	40.8%	0	0.0%	49
Mergers, acquisitions and relocations	2	100.0%	0	0.0%	0	0.0%	2
Climate related shareholder resolutions	15	93.8%	1	6.3%	0	0.0%	16
Non-climate related shareholder resolutions	86	63.7%	49	36.3%	0	0.0%	135
Miscellaneous	102	77.3%	30	22.7%	0	0.0%	132

2 Overview of the voting recommendations

Type of General Meeting (Type)

AGM	Annual general meetings
EGM	Extraordinary general meetings
MIX	Annual and extraordinary general meetings

Votings

✓	For
◐	Partly for
✗	Oppose
✕	Abstain

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	Allocation of income	Remuneration	Discharge	Board elections	Auditors	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Climate related shareholder resolutions	Non-climate related shareholder resolutions	Miscellaneous
Abbvie	03.05.2024	AGM					✗		◐	✓				✓			✓	
Accenture	31.01.2024	AGM					◐		◐	✗	✓							
Adobe	17.04.2024	AGM					✗		◐	✗								✓
Advanced Micro Devices	08.05.2024	AGM					✗		◐	✗								✓
Advantest	28.06.2024	AGM					◐		✓									✓
Adyen	16.05.2024	AGM	✓				✓	✓	✓	✓	✓	✓	✗					
Alfen	19.09.2023	EGM							✓									
	09.04.2024	AGM	✓				✓	✓	✓	✓	✓	✓		◐				
Alstom	11.07.2023	MIX	✓			✓	◐		◐		◐	◐						✓
	20.06.2024	MIX	✓			✗	◐		◐	✓	◐	◐		◐				✓
Amazon.com	22.05.2024	AGM					✗		◐	✗						✓	◐	
American Express Company	06.05.2024	AGM					✗		◐	✓						✓	◐	
Amgen	31.05.2024	AGM					✗		◐	✗								
ams-Osram	20.10.2023	EGM							✓		✗							
	14.06.2024	AGM					✗	✓	✓	✓	✓		✓	✓				✓
Aon	21.06.2024	AGM					✗		◐	◐	◐							
Apple	28.02.2024	AGM					✗		◐	✓								◐
Applied Materials	07.03.2024	AGM					✗		◐	✗								✓
Aquafil	23.04.2024	MIX	✓			✓	✓							✗			✗	◐
Arcadis	13.12.2023	EGM							✓									
	08.05.2024	AGM	✓			✓	✓	✓	✓	✓	✓	✓						✓

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Ashtead Group	06.09.2023	AGM	✓			✓	✗		🟡	✓	✓	✓						✗
ASML	24.04.2024	AGM	✓			✓	✗	✓	✓		✓	✓						
AT&T	16.05.2024	AGM					✗		✓	✗							🟡	
Australia & New Zealand Banking	21.12.2023	AGM					✗		✓									
Automatic Data Processing	08.11.2023	AGM					✗		🟡	✗								
Autozone	20.12.2023	AGM					✗		🟡	✗								
Banco Santander	22.03.2024	AGM	✓	✓	✓	✓	🟡	✓	🟡	✓	✓	✗						✓
BBVA	15.03.2024	AGM	✓	✓	✓	✓	✗	✓	🟡			✓						✓
Becton Dickinson	23.01.2024	AGM					✗		🟡	✗								
Befesa	20.06.2024	AGM	✓			✓	🟡	✓	✓	✓								
bioMérieux	23.05.2024	MIX	✓			✓	🟡	✓	🟡	✓	✓	🟡						✓
BMW	15.05.2024	AGM				✓	✗	🟡	✓	✓								
BNP Paribas	14.05.2024	MIX	✓			✓	🟡		🟡	✓	✓	✗						✓
Booking Holdings	04.06.2024	AGM					✗		✓	✗							✓	
Brenntag	23.05.2024	AGM				✓	✓	✓		✓		✓						
Bristol-Myers Squibb	07.05.2024	AGM					✗		🟡	✓				✗			🟡	
BT Group	13.07.2023	AGM	✓			✓	✗		🟡	✓	✓	✓						🟡
Burberry	12.07.2023	AGM	✓			✓	✗		🟡	✓	✓	✗						🟡
Canon	28.03.2024	AGM				✓	✓		🟡									✓
Capital One Financial	02.05.2024	AGM					✗		🟡	✗	✓					✓	🟡	
Chipotle Mexican Grill	06.06.2024	AGM					✗		🟡	✗			✓	✗			✓	
Chugai Pharmaceutical	28.03.2024	AGM				✓	✗		🟡					✓				✓
Cigna	24.04.2024	AGM					✗		🟡	✗							🟡	
Cisco Systems	06.12.2023	AGM					✗		🟡	✗							✓	
CME Group	09.05.2024	AGM					✗		🟡	✗								
Cognizant Technology Solutions	04.06.2024	AGM					✗		🟡	✗				✗			✓	
Colgate-Palmolive	10.05.2024	AGM					✗		🟡	✗							✓	
Compass Group	08.02.2024	AGM	✓			✓	✗		🟡	✓	✓	✓						🟡
Corticeira Amorim	04.12.2023	EGM	✓			✓												
	22.04.2024	AGM	✓	✓		✓	✓	✓	✗	✓	✓	✓						🟡

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CSL	11.10.2023	AGM					✗		✓	✓								
CVS Health	16.05.2024	AGM					✗		⦿	✓							⦿	
Dell Technologies	27.06.2024	AGM					✗		⦿	✗							⦿	
Deutsche Börse	14.05.2024	AGM				✓	⦿	✓	✓	✓	✗	✓						
Diageo	28.09.2023	AGM	✓			✓	⦿		✓	✓	✓	✗		✓				⦿
Edenred	07.05.2024	MIX	✓			✓	⦿		✓	✓	✓	⦿						✓
Eli Lilly	06.05.2024	AGM					✗		⦿	✗				✓			✓	
Elis	23.05.2024	MIX	✓			✓	⦿		✓	✓	⦿	✓						✓
ENGIE	30.04.2024	MIX	✓			✓	✓		✓	✓	⦿	⦿						✓
Extra Space Storage	18.07.2023	EGM													✓			✗
Fastenal	25.04.2024	AGM					✓		✓	✗				✗			✗	
FedEx Corporation	21.09.2023	AGM					✗		⦿	✗						✓	✓	
Ferguson	28.11.2023	AGM	✓				✗		✓	✓	✓	✓		✓				
Ford Motors	09.05.2024	AGM					⦿		⦿	✗						✓	⦿	
Fortinet	14.06.2024	AGM					✗		⦿	✗								
Fresenius Medical Care	14.07.2023	EGM							⦿	✓								✓
GEA Group	30.04.2024	AGM			✓	✓	✓	✓	✓	✓				✓				
General Motors	04.06.2024	AGM					✗		⦿	✓							⦿	
Gilead Sciences	08.05.2024	AGM					✗		⦿	✗				✗			⦿	
Goodman Group	14.11.2023	AGM					✗		⦿	✓								
GSK	08.05.2024	AGM	✓				✗		✓	✓	✓	✓						⦿
Hera	30.04.2024	MIX	✓			✓	⦿		✗			✓		✓				
Hermes International	30.04.2024	MIX	✓			✓	⦿	✓	⦿	✓		⦿						✓
Hitachi Ltd	21.06.2024	AGM							⦿									
Honda Motor	19.06.2024	AGM							⦿									
Hong Kong Exchange & Clearing	24.04.2024	AGM	✓						✓	✓	✓	✓						
HP	22.04.2024	AGM					✗		✓	✗				✗			✗	
IBM	30.04.2024	AGM					✗		⦿	✗						✓	⦿	
Idexx Laboratories	06.05.2024	AGM					✗		✓	✗							✗	
Illinois Tool Works	03.05.2024	AGM					✗		⦿	✗							✓	
Inditex	11.07.2023	AGM	✓	✓		✓	⦿	✓	⦿		✓							✓

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Ingersoll-Rand	13.06.2024	AGM					✗		🟡	✗								
Intel	07.05.2024	AGM					✗		🟡	✗							🟡	
Intesa Sanpaolo	24.04.2024	MIX	✓			✓	🟡					✓						
Intuit	18.01.2024	AGM					✗		🟡	✗						✓		
Investor AB	07.05.2024	AGM	✓			✓	🟡	✗	🟡	✓		✓						🟡
Jerónimo Martins, SGPS, S.A.	18.04.2024	AGM	✓			✓		✓						✓				
Keurig Dr Pepper	10.06.2024	AGM					✗		🟡	✓							✓	
Kingspan Group	20.07.2023	EGM												✓				
	26.04.2024	AGM	✓			✗	✗		🟡	✓	✓	✗						✗
KION Group	29.05.2024	AGM				✓	✗	🟡		✓				✓				✓
Koninklijke Ahold Delhaize	05.07.2023	EGM																✓
	10.04.2024	AGM	✓			✓	✗	✓	🟡	✓	✓	✓						
Kroger	27.06.2024	AGM					✗		🟡	✗							🟡	
Lam Research	07.11.2023	AGM					✗		🟡	✗								
Lenzing	18.04.2024	AGM					✗	🟡	🟡	✗		🟡		🟡				
Liberty Global	13.07.2023	EGM									✗	✗		✗				✗
Link REIT	19.07.2023	AGM							✓			✓						
Lloyds Banking Group	16.05.2024	AGM	✓			✓	✗		✓	✓	✓	🟡						✗
L'Oréal	23.04.2024	MIX	✓			✓	🟡		🟡	✓	✓	🟡						✓
Lowe's Companies	31.05.2024	AGM					✗		🟡	✗								
Lululemon Athletica	06.06.2024	AGM					✗		🟡	✓							✓	
Mastercard	18.06.2024	AGM					✗		🟡	✗							🟡	
Medtronic	19.10.2023	AGM					✗		🟡	✗	✓	✗						
Mercedes-Benz Group	08.05.2024	AGM				✓	✗	🟡	✓	✓								
Merck	28.05.2024	AGM					✗		🟡	✗							✗	
Mersen	16.05.2024	MIX	✓			✓	✓		🟡	✓	🟡	🟡						✓
Mettler Toledo International (MT)	09.05.2024	AGM					✗		🟡	✓								
Microchip Technology	22.08.2023	AGM					🟡		🟡	✗							✓	
Micron Technology	18.01.2024	AGM					✗		🟡	✗							✓	
Microsoft	07.12.2023	AGM					✗		🟡	✗						✓	🟡	
MIPS	07.05.2024	AGM	✓			✓	✓	✗	✓	🟡	✓	🟡						✓

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	Allocation of income	Remuneration	Discharge	Board elections	Auditors	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Climate related shareholder resolutions	Non-climate related shareholder resolutions	Miscellaneous
Munters Group	21.03.2024	AGM	✓			✓	✓	✗	○	✗	✓							✓
National Australia Bank	15.12.2023	AGM					○		○							✓	✓	
National Grid	10.07.2023	AGM	✓			✓	✗		✓	✓	✓	✗						✗
Newmont Corporation	11.10.2023	EGM									✗				✓			✗
	24.04.2024	AGM					✗		○	✓								
Nexans	16.05.2024	MIX	✓			✓	○		○	✓	✓	○		✓				✓
Nike	12.09.2023	AGM					✗		○	✗							✓	
Novo Nordisk	21.03.2024	AGM	✓			✓	○		○	✗	✓	✓		✓				
NTT Corp.	20.06.2024	AGM				✓			○								✗	
Nvidia	26.06.2024	AGM					✗		○	✗							○	✗
Oracle	15.11.2023	AGM					✗		○	✗							✓	
Palo Alto Networks	12.12.2023	AGM					✗		○	✓								
Paychex	12.10.2023	AGM					✗		○	✓								
Pearson	26.04.2024	AGM	✓			✓	✗		○	✓	✓	✗						✗
Pernod Ricard	10.11.2023	AGM	✓			✓	✓		✓	✓	○	○						✓
Pfizer	25.04.2024	AGM					✗		○	✗							○	
Progressive Corp	10.05.2024	AGM					✗		○	✗							✗	
Prysmian	18.04.2024	AGM	✓			✓	○		✓	✓		✓						
Publicis Groupe	29.05.2024	MIX	✓			✓	○		○	✓	○	✓		○				✓
Qualcomm	05.03.2024	AGM					✗		○	✗				○				
Raiffeisen Bank International	21.11.2023	EGM				✓			✗					✗				
	04.04.2024	AGM				✓	✓	✓	✗	✓	✗	○						
Reckitt Benckiser	02.05.2024	AGM	✓			✓	✗		✓	✓	✓	✗						○
Recordati	22.04.2024	AGM	✓			✓	○					✓						
RELX	25.04.2024	AGM	✓			✓	✗		✓	✓	✓	✓						✗
Renault	16.05.2024	MIX	✓			✓	○			✓	○	○						○
Rexel	30.04.2024	MIX	✓			✓	○		○	○	✓	✓						✓
Rockwell Automation	06.02.2024	AGM					✗		✓	✗								
Salesforce.com	27.06.2024	AGM					✗		○	✗				✗			○	
Sanofi	30.04.2024	MIX	✓			✓	✗		✓	✓	✓	✗						✓
SAP	15.05.2024	AGM				✓	✗	✓	○	✓				✓				

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Schneider Electric	23.05.2024	MIX	✓			✓	⊗		✓	✓	✓	✓						✓
Scor	17.05.2024	MIX	✓			✓	⊗		✓	⊗	⊗	⊗						✓
Siemens	08.02.2024	AGM				✓	✗	✓		✓	✓							
Simon Property Group	08.05.2024	AGM					✗		⊗	✗								
Singapore Telecommunications	28.07.2023	AGM	✓			✓	⊗		⊗	✓	✗	✓						✓
Softbank Corp	20.06.2024	AGM							⊗				✓					✓
Sopra Steria	21.05.2024	MIX	✓			✓	⊗	✓	⊗	✓	⊗	✓		⊗				✓
SPIE	03.05.2024	MIX	✓			✓	⊗			✓	⊗	⊗						✓
Starbucks	13.03.2024	AGM					✗		⊗	✗							⊗	
STMicroelectronics	22.05.2024	AGM	✓			✓	✗	✓	✓	✓	✓	✗		✓				
Stora Enso	20.03.2024	AGM	✓			✗	✓	✓	⊗	✓	✓	✓						
T Rowe Price Group	07.05.2024	AGM					✗		⊗	✗								
Takeda Pharmaceutical	26.06.2024	AGM				✓	✗		✓									
Tesco	14.06.2024	AGM	✓			✓	✗		✓	✓	✓	✗						⊗
Thule Group	26.04.2024	AGM	✓			✓	✓	✗	⊗	✓	✓							✓
Tokio Marine Holdings	24.06.2024	AGM				✓	✗		⊗									✓
Tokyo Electron	18.06.2024	AGM					✗		⊗									✓
Tomra Systems	25.04.2024	AGM	✓				✓		✓	✗	✓	✓						⊗
Toyota Motor	18.06.2024	AGM							⊗							✓		✓
Trane Technologies	06.06.2024	AGM					✗		⊗	✗	⊗							✓
Transurban Group	19.10.2023	AGM					⊗		✓									
Travelers Companies	15.05.2024	AGM					✗		⊗	✗						✓	✓	
UniCredit	27.10.2023	EGM										✗		✓				
	12.04.2024	MIX	✓			✓	⊗		✓		✓	✗						✓
Unilever	01.05.2024	AGM	✓		✓	✗		⊗	✓	✓	✓		✓					⊗
United Overseas Bank	18.04.2024	AGM	✓			✓	✗		⊗	✓	⊗	✓						
United Parcel Service	02.05.2024	AGM					✗		⊗	✗						✗	✓	
V.F.	25.07.2023	AGM					✗		⊗	✗								
Veolia Environnement	25.04.2024	MIX	✓			✓	⊗		⊗	✓	✓	✓		✓				✓
Verallia	26.04.2024	MIX	✓			✓	⊗		✓	✓	⊗	⊗						✓
Verizon Communications	09.05.2024	AGM					✗		⊗	✗							⊗	

Company	Date	Type	Annual report	Sustainability report	Climate report and climate strategy	Allocation of income	Remuneration	Discharge	Board elections	Auditors	Share capital increase	Share capital reduction	Capital structure	Articles of association	Mergers, acquisitions and relocations	Climate related shareholder resolutions	Non-climate related shareholder resolutions	Miscellaneous
Visa	23.01.2024	AGM					✗		🟡	✔️				✔️			✔️	✗
Vodafone	25.07.2023	AGM	✔️			✔️	✗		✔️	✔️	✔️	✔️						🟡
Wesfarmers	26.10.2023	AGM					✔️		🟡									
Wienerberger	07.05.2024	AGM				✔️	🟡	✔️		✔️	✔️	🟡						
Wolters Kluwer	08.05.2024	AGM	✔️			✔️	🟡	✔️	✔️		✔️	✗		✔️				
Woolworths	26.10.2023	AGM					✔️		✔️									
Yum! Brands	16.05.2024	AGM					✗		🟡	✗							🟡	

3 Voting results

3.1 Average approval rate by GM topic

Type of Proposal	Number of Proposals*	Available results*	Average approval rate*
Annual report	94	87	99.7%
Sustainability report	4	3	99.9%
Climate report and climate strategy	2	2	98.0%
Allocation of income	77	71	99.7%
Remuneration	420	404	93.0%
Discharge	136	93	98.2%
Board elections	1252	1204	95.9%
Auditors	190	179	97.2%
Share capital increase	249	243	96.2%
Share capital reduction	105	101	98.9%
Capital structure	3	3	99.7%
Articles of association	49	46	91.1%
Mergers, acquisitions and relocations	2	2	94.0%
Climate related shareholder resolutions	16	15	16.6%
Non-climate related shareholder resolutions	135	132	17.7%
Miscellaneous	131	103	98.4%
All topics	2865	2688	91.7%

* Excluding proposals based on the plurality voting system.

3.2 Rejected board resolutions

Company	GM date	Item	Item title	Ethos	Result
National Australia Bank	15.12.2023	1.f	Elect an external nominee Mr. Stephen Mayne	OPPOSE	1.3%
BNP Paribas	14.05.2024	C	Elect Mr. Frédéric Mayrand	FOR	2.2%
BNP Paribas	14.05.2024	B	Elect Mr. Thierry Schwob	FOR	2.2%
BNP Paribas	14.05.2024	A	Elect Ms. Isabelle Coron	FOR	2.2%
Aquafil	23.04.2024	E.1.a	Amendments to the articles of association: virtual general meetings (extraordinary agenda)	OPPOSE	4.5%
Alfen	09.04.2024	9b.	Amendment of articles of association: introduction of the option to hold a virtual only shareholders' meeting	OPPOSE	19.2%
Palo Alto Networks	12.12.2023	3	Advisory vote on executive remuneration	OPPOSE	37.9%
Salesforce.com	27.06.2024	5.	Advisory vote on executive remuneration	OPPOSE	45.6%
ams-Osram	14.06.2024	5	Advisory vote on the remuneration report	OPPOSE	48.6%
Eli Lilly	06.05.2024	5	Eliminate Supermajority Vote Requirement	FOR	77.7%
Eli Lilly	06.05.2024	4	Declassify the board of directors	FOR	77.8%

3.3 Withdrawn board resolutions

Company	GM date	Item	Item title	Ethos
Alfen	09.04.2024	7.	Elect Mr. Boudewijn Tans as member of the executive board	WITHDRAWN
National Australia Bank	15.12.2023	5.b	Shareholder resolution: Transition plan assessments	FOR
Pfizer	25.04.2024	7	Shareholder resolution: Amend Director Resignation Processes	WITHDRAWN
Publicis Groupe	29.05.2024	43	Re-elect Ms. Sophie Dulac	FOR
Publicis Groupe	29.05.2024	44	Re-elect Mr. Thomas H. Glocer	FOR
Publicis Groupe	29.05.2024	45	Re-elect Ms. Marie-Josée Kravis	OPPOSE
Publicis Groupe	29.05.2024	46	Re-elect Mr. André Kudelski	FOR
Starbucks	13.03.2024	1.l	Elect Dissident Nominee Ms. Maria Echaveste	FOR
Starbucks	13.03.2024	1.m	Elect Dissident Nominee Mr. Joshua Gotbaum	WITHHOLD
Starbucks	13.03.2024	1.n	Elect Dissident Nominee Ms. Wilma B. Liebman	FOR
Visa	23.01.2024	5	To approve the adjournment proposal	OPPOSE

3.4 Most contested board resolutions

Company	GM date	Item	Item title	Ethos	Result
General Motors	04.06.2024	3	Advisory vote on executive remuneration	OPPOSE	57.7%
Travelers Companies	15.05.2024	3	Advisory vote on executive remuneration	OPPOSE	59.6%
Palo Alto Networks	12.12.2023	4	To approve the amendment of the Stock Incentive Plan	OPPOSE	60.8%
HP	22.04.2024	5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	OPPOSE	61.0%
Tomra Systems	25.04.2024	8.	Approve remuneration report (advisory vote)	FOR	63.4%
CME Group	09.05.2024	1k	Re-elect Ms. Phyllis M. Lockett	FOR	64.2%
Tomra Systems	25.04.2024	10.	Election of the board of directors	FOR	64.9%
Edenred	07.05.2024	6	Approve the remuneration policy of Mr. Bertrand Dumazy, chair/CEO	OPPOSE	65.7%
Simon Property Group	08.05.2024	1a	Re-elect Ms. Glyn F. Aeppel	FOR	66.0%
KION Group	29.05.2024	6	Approve Remuneration Report	OPPOSE	67.0%

3.5 Shareholder resolutions

Company	GM date	Item	Item title	Ethos	Result
Aquafil	23.04.2024	E.1.b	Unannounced shareholder proposal: amendments to the articles of association for virtual general meetings (extraordinary agenda)	OPPOSE	100.0%
Idexx Laboratories	06.05.2024	4	Shareholder resolution: Introduce simple majority voting	OPPOSE	90.6%
Nvidia	26.06.2024	4	Shareholder resolution: Introduce simple majority voting	OPPOSE	88.9%
Abbvie	03.05.2024	6	Shareholder resolution: Introduce simple majority voting	FOR	48.9%
Cigna	24.04.2024	4	Shareholder resolution: Call Special Shareholder Meetings	FOR	48.8%
Verizon Communications	09.05.2024	7	Shareholder resolution: Independent chair	FOR	43.2%
IBM	30.04.2024	6	Shareholder resolution: Allow shareholders to act by written consent	FOR	43.0%
Fastenal	25.04.2024	5	Shareholder resolution: Introduce simple majority voting	OPPOSE	41.1%
Bristol-Myers Squibb	07.05.2024	6	Shareholder resolution: Executive Retention of Significant Stock	OPPOSE	38.5%
Ford Motors	09.05.2024	5	Shareholder resolution: Give Each Share An Equal Vote	FOR	38.3%
IBM	30.04.2024	4	Shareholder resolution: Public Report on Lobbying Activities	FOR	37.7%
Apple	28.02.2024	7	Shareholder resolution: Report on Use of AI	FOR	37.5%

United Parcel Service	02.05.2024	4	Shareholder resolution: Equal Voting Rights for Each Shareholder	FOR	36.2%
Gilead Sciences	08.05.2024	7	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	OPPOSE	35.8%
Advanced Micro Devices	08.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	FOR	35.7%
Pfizer	25.04.2024	5	Shareholder resolution: Independent chair	FOR	34.9%
Merck	28.05.2024	4	Shareholder resolution: Allow shareholders to act by written consent	OPPOSE	34.7%
Verizon Communications	09.05.2024	5	Shareholder resolution: Transparency on Lobbying	FOR	34.6%
Illinois Tool Works	03.05.2024	5	Shareholder resolution: Termination Pay	FOR	34.3%
Colgate-Palmolive	10.05.2024	4	Shareholder resolution: Independent chair	FOR	33.8%
Microsoft	07.12.2023	11	Shareholder resolution: Report on risks of operating in countries with significant human rights concerns	FOR	33.6%
Verizon Communications	09.05.2024	6	Shareholder resolution: Amend clawback policy	FOR	32.8%
Amazon.com	22.05.2024	12	Shareholder resolution: Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	FOR	31.8%
IBM	30.04.2024	7	Shareholder resolution: Public Report on Climate Lobbying	FOR	31.8%
Bristol-Myers Squibb	07.05.2024	5	Shareholder resolution: Independent Chair	FOR	31.7%
Oracle	15.11.2023	6	Shareholder resolution: Gender and Racial Pay Equity Report	FOR	31.4%
Amazon.com	22.05.2024	17	Shareholder resolution: Commission a Third Party Audit on Working Conditions	FOR	31.2%
American Express Company	06.05.2024	5	Shareholder resolution: Termination Pay	FOR	31.2%
Apple	28.02.2024	6	Shareholder resolution: Racial and Gender Pay Gaps	FOR	31.1%
IBM	30.04.2024	8	Shareholder resolution: Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	FOR	30.8%
Booking Holdings	04.06.2024	4	Shareholder resolution: Amend Clawback Policy	FOR	30.7%
FedEx Corporation	21.09.2023	6	Shareholder resolution: Publish a report on just transition	FOR	29.7%
Amazon.com	22.05.2024	7	Shareholder resolution: Transparency on Lobbying	FOR	29.7%
Nike	12.09.2023	5	Shareholder resolution: Gender and Racial Pay Equity Report	FOR	29.6%
Chipotle Mexican Grill	06.06.2024	6	Shareholder resolution: Commission a Third Party Audit on Working Conditions	FOR	29.6%
Amazon.com	22.05.2024	8	Shareholder resolution: Gender and Racial Pay Equity Report	FOR	29.4%
Amazon.com	22.05.2024	11	Shareholder resolution: Report on Efforts to Reduce Plastic Use	FOR	28.6%
Abbvie	03.05.2024	7	Shareholder resolution: Disclose lobbying activities	FOR	26.8%

FedEx Corporation	21.09.2023	5	Shareholder resolution: Amend clawback policy	FOR	26.3%
Mastercard	18.06.2024	4	Shareholder resolution: Transparency on Lobbying	FOR	25.5%
Eli Lilly	06.05.2024	6	Shareholder resolution: Report on Lobbying Payments and Policy	FOR	25.5%
Cisco Systems	06.12.2023	6.	Shareholder resolution: Report on tax transparency set forth in the Global Reporting Initiative's tax standard	FOR	25.2%
Abbvie	03.05.2024	8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	FOR	24.7%
American Express Company	06.05.2024	6	Shareholder resolution: Report Climate Lobbying Alignment	FOR	24.4%
Eli Lilly	06.05.2024	7	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	FOR	23.8%
CVS Health	16.05.2024	5	Shareholder resolution: Third Party Worker Rights Assessment and Report	FOR	23.4%
Amazon.com	22.05.2024	10	Shareholder resolution: Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	FOR	23.4%
Oracle	15.11.2023	7	Shareholder resolution: Independent chairman	FOR	22.6%
United Parcel Service	02.05.2024	6	Shareholder resolution: Report on Diversity, Equity and Inclusion	FOR	22.3%
Salesforce.com	27.06.2024	6.	Shareholder resolution: Independent chair	OPPOSE	21.6%
Microsoft	07.12.2023	10	Shareholder resolution: Publish a tax transparency report	FOR	21.3%
Microsoft	07.12.2023	13	Shareholder resolution: Report on risks related to artificial intelligence generated misinformation and disinformation	FOR	21.2%
Applied Materials	07.03.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	FOR	21.1%
Adobe	17.04.2024	5	Shareholder resolution: Directors to be Elected by Majority Vote	FOR	20.4%
AT&T	16.05.2024	4	Shareholder resolution: Independent chair	OPPOSE	19.2%
Amazon.com	22.05.2024	14	Shareholder resolution: Third Party Study and Report on Risks Associated with Use of Rekognition	FOR	19.1%
CVS Health	16.05.2024	6	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	FOR	18.5%
Chipotle Mexican Grill	06.06.2024	8	Shareholder resolution: Report on Adoption of Automation	FOR	18.4%
Kroger	27.06.2024	7.	Shareholder resolution: Report on Just Transition	FOR	17.7%
Verizon Communications	09.05.2024	10	Shareholder resolution: Political expenditures misalignment	FOR	17.4%
Amazon.com	22.05.2024	6	Shareholder resolution: Report on Customer Due Diligence	FOR	16.8%
Microchip Technology	22.08.2023	7	Shareholder resolution: report on due diligence efforts to trace end-user misuse of company product	FOR	16.7%

Kroger	27.06.2024	6.	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	FOR	16.6%
Applied Materials	07.03.2024	4	Shareholder resolution: Disclose lobbying contributions	FOR	16.5%
Chipotle Mexican Grill	06.06.2024	9	Shareholder resolution: Report on Harassment and Discrimination Statistics	FOR	16.5%
Travelers Companies	15.05.2024	6	Shareholder resolution: Report on Human Rights Risks in Underwriting	FOR	15.4%
Travelers Companies	15.05.2024	4	Shareholder resolution: Report on Methane Emissions	FOR	15.4%
Travelers Companies	15.05.2024	5	Shareholder resolution: Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	FOR	15.3%
Amazon.com	22.05.2024	13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	FOR	15.2%
Microsoft	07.12.2023	8	Shareholder resolution: Report on risks of weapons development	FOR	15.2%
Booking Holdings	04.06.2024	5	Shareholder resolution: Report on Reproductive Rights and Data	FOR	14.8%
Verizon Communications	09.05.2024	9	Shareholder resolution: Lead-sheathed cable report	FOR	14.6%
Pfizer	25.04.2024	6	Shareholder resolution: Political Contributions Congruency Report	FOR	14.2%
Mastercard	18.06.2024	5	Shareholder resolution: Amend Director Election Resignation Bylaw	FOR	14.0%
Adobe	17.04.2024	6	Shareholder resolution: Report on Hiring of Persons with Arrest or Incarceration Records	FOR	13.9%
General Motors	04.06.2024	7	Shareholder resolution: Report on Sustainability Risk in the Company's Supply Chain	FOR	13.6%
Intuit	18.01.2024	6	Shareholder resolution: Report on climate risk in retirement plan options	FOR	13.2%
General Motors	04.06.2024	4	Shareholder resolution: Report on the Use of Child Labour in Connection with Electric Vehicles	OPPOSE	12.6%
General Motors	04.06.2024	6	Shareholder resolution: Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	FOR	12.5%
Nike	12.09.2023	6	Shareholder resolution: Supply Chain Management Report	FOR	12.0%
Yum! Brands	16.05.2024	4	Shareholder resolution: Policy on the Use of Medically Important Antimicrobials in Food-Producing Animals	FOR	11.8%
Kroger	27.06.2024	4.	Shareholder resolution: Report on Public Health Costs from Sale of Tobacco Products	FOR	11.4%
FedEx Corporation	21.09.2023	7	Shareholder resolution: Paid sick leave disclosure	FOR	10.5%
Capital One Financial	02.05.2024	7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	FOR	10.2%
Capital One Financial	02.05.2024	5	Shareholder resolution: Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	FOR	10.1%

Eli Lilly	06.05.2024	9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	FOR	10.0%
Chipotle Mexican Grill	06.06.2024	7	Shareholder resolution: Adopt Policy to Not Interfere with Freedom of Association Rights	FOR	9.9%
Travelers Companies	15.05.2024	7	Shareholder resolution: CEO Pay Ratio and Executive Compensation	FOR	9.8%
Amazon.com	22.05.2024	16	Shareholder resolution: Establish a Board Committee on Artificial Intelligence	FOR	9.7%
AT&T	16.05.2024	5	Shareholder resolution: Improve Clawback Policy	FOR	9.7%
Toyota Motor	18.06.2024	4	Shareholder resolution: Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	FOR	9.3%
Keurig Dr Pepper	10.06.2024	4	Shareholder resolution: Report on Efforts to Reduce Plastic Use	FOR	8.9%
Eli Lilly	06.05.2024	8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	FOR	8.9%
Microsoft	07.12.2023	9	Shareholder resolution: Report on climate risk in retirement plan options	FOR	8.9%
HP	22.04.2024	6	Shareholder resolution: Termination Pay	OPPOSE	8.4%
United Parcel Service	02.05.2024	5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	OPPOSE	7.9%
FedEx Corporation	21.09.2023	8	Shareholder resolution: Report climate risk from retirement plan options	FOR	7.5%
Lululemon Athletica	06.06.2024	4	Shareholder resolution: Report on Risks from Company's Use of Animal-Derived Materials	FOR	7.5%
Micron Technology	18.01.2024	5	Shareholder resolution: Termination Pay	FOR	7.5%
Intel	07.05.2024	6	Shareholder resolution: Termination Pay	FOR	7.3%
Visa	23.01.2024	6	Shareholder resolution: Termination Pay	FOR	7.1%
Amazon.com	22.05.2024	4	Shareholder resolution: Establish a Public Policy Committee	FOR	6.6%
Ford Motors	09.05.2024	7	Shareholder resolution: Report on Sustainable Sourcing Policies	FOR	6.6%
Verizon Communications	09.05.2024	4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	FOR	6.4%
CVS Health	16.05.2024	7	Shareholder resolution: Termination Pay	FOR	6.0%
Kroger	27.06.2024	5.	Shareholder resolution: Listing of Charitable Contributions of \$10,000 or More	OPPOSE	6.0%
Gilead Sciences	08.05.2024	5	Shareholder resolution: Employee representation on board of directors	FOR	5.9%
IBM	30.04.2024	5	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	OPPOSE	5.6%
Ford Motors	09.05.2024	6	Shareholder resolution: Report on Reliance on Child Labour in Supply Chain	OPPOSE	5.6%
NTT Corp.	20.06.2024	3	Shareholder resolution: Elect Mr. Tomoki Maeda to the Board of Directors	OPPOSE	5.4%

Microsoft	07.12.2023	12	Shareholder resolution: Disclose third-party political contributions	OPPOSE	5.4%
Starbucks	13.03.2024	4	Shareholder resolution: Report on plant-based milk pricing	OPPOSE	5.3%
National Australia Bank	15.12.2023	5.a	Shareholder resolution: amendment to the Constitution regarding shareholder rights	FOR	5.3%
Salesforce.com	27.06.2024	7.	Shareholder resolution: Termination Pay	FOR	5.1%
Verizon Communications	09.05.2024	8	Shareholder resolution: Civil liberties in digital services	OPPOSE	4.6%
Pfizer	25.04.2024	8	Shareholder resolution: Publish a Report on Corporate Contributions	OPPOSE	3.8%
Dell Technologies	27.06.2024	5.	Shareholder resolution: Report on Effectiveness of Diversity, Equity and Inclusion Efforts	FOR	2.9%
CVS Health	16.05.2024	8	Shareholder resolution: Adopt Policy to Require Director Allocation of Hours Disclosure	OPPOSE	2.5%
AT&T	16.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	OPPOSE	2.4%
Merck	28.05.2024	6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	OPPOSE	2.0%
Apple	28.02.2024	5	Shareholder resolution: Report on Ensuring Respect for Civil Liberties	OPPOSE	1.8%
Microsoft	07.12.2023	7	Shareholder resolution: Report on government take down requests	OPPOSE	1.8%
Gilead Sciences	08.05.2024	6	Shareholder resolution: Report on Risks of Supporting Abortion	OPPOSE	1.8%
Apple	28.02.2024	8	Shareholder resolution: Congruency Report on Privacy and Human Rights	OPPOSE	1.6%
Starbucks	13.03.2024	6	Shareholder resolution: Report on human rights policies	OPPOSE	1.6%
Cigna	24.04.2024	5	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	OPPOSE	1.6%
Cognizant Technology Solutions	04.06.2024	5	Shareholder resolution: Fair treatment of shareholder nominees	FOR	1.5%
Merck	28.05.2024	5	Shareholder resolution: Government Censorship Transparency Report	OPPOSE	1.4%
Progressive Corp	10.05.2024	5	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	OPPOSE	1.4%
Apple	28.02.2024	4	Shareholder resolution: EEO Policy Risk Report	OPPOSE	1.3%
Intel	07.05.2024	4	Shareholder resolution: Establish a Corporate Financial Sustainability Board Committee	OPPOSE	1.2%
Starbucks	13.03.2024	5	Shareholder resolution: Report on Direct and Systemic Discrimination	OPPOSE	1.2%
Mastercard	18.06.2024	8	Shareholder resolution: Report on gender-based compensation and benefit gaps	OPPOSE	1.2%
Mastercard	18.06.2024	6	Shareholder resolution: Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	OPPOSE	1.1%

Amazon.com	22.05.2024	15	Shareholder resolution: Disclosure of Director Donations	OPPOSE	1.0%
Microsoft	07.12.2023	5	Shareholder resolution: Report on gender-based compensation and benefits inequities	OPPOSE	1.0%
Capital One Financial	02.05.2024	6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	OPPOSE	0.9%
Intel	07.05.2024	5	Shareholder resolution: Report of Opposing State Abortion Regulation	OPPOSE	0.8%
Microsoft	07.12.2023	6	Shareholder resolution: Report on risks of omitting viewpoint and ideological diversity from EEO policy	OPPOSE	0.8%
Salesforce.com	27.06.2024	8.	Shareholder resolution: Report on Viewpoint Discrimination	OPPOSE	0.8%
American Express Company	06.05.2024	7	Shareholder resolution: Report on Company's Policy on Merchant Category Codes	OPPOSE	0.8%
Mastercard	18.06.2024	7	Shareholder resolution: Report on Congruency of Political Spending with its Human Rights Statements	OPPOSE	0.8%
Yum! Brands	16.05.2024	5	Shareholder resolution: Consideration of Proposed Capital Transactions Involving the Brands	OPPOSE	0.8%
Amazon.com	22.05.2024	9	Shareholder resolution: Report on Viewpoint Restriction	OPPOSE	0.8%
General Motors	04.06.2024	5	Shareholder resolution: Eliminate EV Targets from Incentive Compensation Programs	OPPOSE	0.8%
Amazon.com	22.05.2024	5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	OPPOSE	0.6%
Dell Technologies	27.06.2024	4.	Shareholder resolution: Report on Charitable Contributions	OPPOSE	0.2%

4 Detailed voting recommendations

Abbvie

03.05.2024

AGM

Item	Agenda	Board	Ethos		Result
1a	Elections of Class III directors				
1a	Re-elect Ms. Roxanne S. Austin	FOR	FOR		✓ 93.9%
1b	Re-elect Mr. Richard A. Gonzalez	FOR	● OPPOSE	Combined chair and CEO.	✓ 92.5%
1c	Elect Ms. Susan E. Quaggin	FOR	FOR		✓ 99.3%
1d	Re-elect Ms. Rebecca B. Roberts	FOR	FOR		✓ 96.2%
1e	Re-elect Mr. Glenn F. Tilton	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 92.0%
2	Re-election of the auditor	FOR	FOR		✓ 98.1%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.8%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 97.7%
5	Eliminate Supermajority Vote Requirement	FOR	FOR		✓ 98.0%
6	Shareholder resolution: Introduce simple majority voting	OPPOSE	● FOR	The introduction of simple majority voting for shareholder resolutions is in the interests of shareholders.	✗ 48.9%
7	Shareholder resolution: Disclose lobbying activities	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 26.8%
8	Shareholder resolution: Impact of Extended Patent Exclusivities on Product Access Report	OPPOSE	● FOR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 24.7%

Item	Agenda	Board	Ethos		Result
	Elections to the board of directors				
1a.	Re-elect Mr. Jaime Ardila	FOR	● OPPOSE	Non independent director sitting on the audit committee, which is not line with Irish market practice.	✓ 99.2%
1b.	Elect Dr. Martin Bruder Müller	FOR	FOR		✓ 98.7%
1c.	Elect Mr. Alan Jope	FOR	FOR		✓ 99.8%
1d.	Re-elect Ms. Nancy McKinstry	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 78.3%
1e.	Re-elect Ms. Beth E. Mooney	FOR	FOR		✓ 98.7%
1f.	Re-elect Mr. Gilles Pélisson	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 97.0%
1g.	Re-elect Prof. Paula A. Price	FOR	● OPPOSE	Non independent director sitting on the audit committee, which is not line with Irish market practice.	✓ 95.3%
1h.	Re-elect Dr. Venkata Murthy Renduchintala	FOR	FOR		✓ 99.8%
1i.	Re-elect Mr. Arun Sarin	FOR	● OPPOSE	Non-independent chair of the nomination committee, the independence of this committee is insufficient, which is not line with Irish market practice.	✓ 98.2%
1j.	Re-elect Ms. Julie Sweet	FOR	● OPPOSE	Combined chair and CEO.	✓ 93.8%
1k.	Re-elect Ms. Tracey T. Travis	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 91.8%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 90.9%
3	Approve the Amended and Restated Accenture plc 2010 Share Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 95.7%
4	Approve the Amended and Restated Accenture plc 2010 Employee Share Purchase Plan	FOR	FOR		✓ 98.9%
5	Re-appoint KPMG as auditors (non-binding) and auditor's remuneration (binding)	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.2%
6	Authority to allot shares	FOR	FOR		✓ 97.4%
7	Disapplication of pre-emption rights	FOR	FOR		✓ 93.4%
8	Determine the price range at which the Company can re-allot shares	FOR	FOR		✓ 99.4%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Elect Mr. Cristiano Amon	FOR	FOR		✓ 99.0%
1.b	Re-elect Dr. Amy L. Banse	FOR	FOR		✓ 90.9%
1.c	Re-elect Mr. Brett Biggs	FOR	FOR		✓ 99.4%
1.d	Re-elect Ms. Melanie Boulden	FOR	FOR		✓ 97.7%
1.e	Re-elect Mr. Frank A. Calderoni	FOR	FOR		✓ 94.7%
1.f	Re-elect Ms. Laura B. Desmond	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.4%
1.g	Re-elect Mr. Shantanu Narayen	FOR	● OPPOSE	Combined chair and CEO.	✓ 92.5%
1.h	Re-elect Mr. Spencer Neumann	FOR	FOR		✓ 99.1%
1.i	Re-elect Ms. Kathleen Oberg	FOR	FOR		✓ 96.6%
1.j	Re-elect Mr. Dheeraj Pandey	FOR	FOR		✓ 99.4%
1.k	Re-elect Mr. David A. Ricks	FOR	FOR		✓ 97.4%
1.l	Re-elect Mr. Daniel L. Rosensweig	FOR	FOR		✓ 95.5%
2	To approve the amendment of the 2019 Equity Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds Ethos' guidelines.	✓ 95.7%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.9%
4	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 84.9%
5	Shareholder resolution: Directors to be Elected by Majority Vote	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance.	✗ 20.4%
6	Shareholder resolution: Report on Hiring of Persons with Arrest or Incarceration Records	OPPOSE	● FOR	This resolution supports ex-prisoners to achieve reinsertion in society and the economy.	✗ 13.9%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Ms. Nora M. Denzel	FOR	FOR		✓ 98.1%
1b	Re-elect Mr. Mark Durcan	FOR	FOR		✓ 96.0%
1c	Re-elect Mr. Michael P. Gregoire	FOR	FOR		✓ 96.9%
1d	Re-elect Mr. Joseph A. Householder	FOR	FOR		✓ 97.7%
1e	Re-elect Mr. John W. Marren	FOR	FOR		✓ 99.7%
1f	Re-elect Mr. Jon A. Olson	FOR	FOR		✓ 98.7%
1g	Re-elect Dr. Lisa T. Su	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.7%
1h	Re-elect Mr. Abhijit Y. Talwalkar	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 88.6%
1i	Re-elect Ms. Elizabeth W. Vanderslice	FOR	FOR		✓ 97.0%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.8%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 81.9%
4	Shareholder resolution: Call Special Shareholder Meetings	OPPOSE	● FOR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 35.7%

Item	Agenda	Board	Ethos		Result
1	Election of Directors with an Audit & Supervisory Committee				
1.1	Re-elect Mr. Douglas Lefever	FOR	FOR		✓ 98.9%
1.2	Re-elect Mr. Koichi Tsukui	FOR	FOR		✓ 98.8%
1.3	Re-elect Mr. Yoshiaki Yoshida	FOR	FOR		✓ 96.9%
1.4	Re-elect Mr. Toshimitsu Urabe	FOR	FOR		✓ 98.9%
1.5	Re-elect Mr. Nicholas Benes	FOR	FOR		✓ 98.9%
1.6	Re-elect Mr. Naoto Nishida	FOR	FOR		✓ 98.9%
	Election of directors to the audit and supervisory committee				
2.	Re-elect Ms. Sayaka Sumida	FOR	FOR		✓ 99.0%
3	Elect Mr. Naoto Nishida as a substitute audit and supervisory committee member	FOR	FOR		✓ 99.1%
4	Approve maximum remuneration for the board of directors (excluding members of the audit and supervisory committee)	FOR	FOR		✓ 99.8%
5	Approve the revised restricted share plan	FOR	● OPPOSE	An important part of the variable remuneration is based on continued employment only.	✓ 98.2%
6	Approve the performance share based plan	FOR	FOR		✓ 99.4%
7	Issuance of share-based remuneration to outside directors (excluding audit and supervisory committee members)	FOR	● OPPOSE	Excessive total remuneration.	✓ 92.8%
8	Issuance of share-based remuneration to the audit and supervisory committee members	FOR	FOR		✓ 77.8%

Item	Agenda	Board	Ethos	Result
1.	Opening of the meeting	NON-VOTING	NON-VOTING	
2a (i).	Report of the executive board on the past financial year	NON-VOTING	NON-VOTING	
2a (ii).	Report of the supervisory board on the past financial year	NON-VOTING	NON-VOTING	
2a (iii).	Report on corporate governance	NON-VOTING	NON-VOTING	
2a (iv).	Report of the external auditor	NON-VOTING	NON-VOTING	
2b.	Approve remuneration report (advisory vote)	FOR	FOR	✓ 95.3%
2c.	Adoption of the financial statements	FOR	FOR	✓ 99.8%
2d.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING	
3.	Discharge of executive board	FOR	FOR	✓ 97.6%
4.	Discharge of supervisory board	FOR	FOR	✓ 97.6%
	Composition of the supervisory board			
5.	Elect Ms. Adine Grate Axén	FOR	FOR	✓ 98.2%
6.	Re-elect Mr. Piero Overmars	FOR	FOR	✓ 96.0%
7.	Re-elect Ms. Caoimhe Keogan	FOR	FOR	✓ 94.7%
8.	Authorisation to issue shares	FOR	FOR	✓ 99.6%
9.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR	✓ 99.8%
10.	Authorisation to repurchase own shares	FOR	● OPPOSE	✓ 99.8% The share repurchase replaces the dividend in cash.
11.	Election of auditor	FOR	FOR	✓ 99.2%
12.	Any other business and closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
	Composition of the supervisory board			
2.	Elect Ms. Maria Anhalt	FOR	FOR	✓ 100.0%
3.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1.	Opening of the meeting	NON-VOTING	NON-VOTING	
2a.	Report of the executive - and supervisory board of the past financial year	NON-VOTING	NON-VOTING	
2b.	Approve remuneration report (advisory vote)	FOR	FOR	✓ 87.8%
2c.	Adoption of the financial statements	FOR	FOR	✓ 99.3%
3.	Corporate governance update	NON-VOTING	NON-VOTING	
4a.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING	
4b.	Explanation of reservation of profits of the past financial year	NON-VOTING	NON-VOTING	
5a.	Discharge of executive board	FOR	FOR	✓ 87.1%
5b.	Discharge of supervisory board	FOR	FOR	✓ 87.1%
6.	Approve remuneration policy (binding vote)	FOR	FOR	✓ 78.9%
7.	Elect Mr. Boudevijn Tans as member of the executive board	WITH-DRAWN	WITH-DRAWN	-
	Composition of the supervisory board			
8.	Re-elect Mr. Willem Ackermans	FOR	FOR	✓ 97.5%
9a.	Amendment of articles of association: application of the large company regime	FOR	FOR	✓ 100.0%
9b.	Amendment of articles of association: introduction of the option to hold a virtual only shareholders' meeting	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification. ✗ 19.2%
10a.	Authorisation to issue shares	FOR	FOR	✓ 97.5%
10b.	Authorisation to repurchase own shares	FOR	FOR	✓ 100.0%
11.	Election of auditor	FOR	FOR	✓ 100.0%
12.	Closing of the meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.5%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
Elections to the board of directors					
5	Re-elect Ms. Sylvie Kandé de Beaupuy	FOR	FOR		✓ 100.0%
6	Re-elect Mr. Henri Poupart-Lafarge	FOR	● OPPOSE	Combined chairman and CEO.	✓ 84.2%
7	Re-elect Ms. Sylvie Rucar	FOR	FOR		✓ 97.8%
8	Elect Mr. Jay Walder	FOR	FOR		✓ 98.8%
9	Elect Bpifrance Investissement	FOR	FOR		✓ 99.5%
10	Approve the remuneration policy of the Chairman and CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 96.8%
11	Approve the remuneration policy of directors	FOR	FOR		✓ 99.4%
12	Approve the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 97.7%
13	Approve the 2022 remuneration of Mr. Poupart-Lafarge, Chairman and CEO	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 94.5%
14	Approve a treasury share buy-back and disposal programme	FOR	● OPPOSE	The repurchase price is too high.	✓ 98.7%
15	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 98.1%
16	Authorise capital increases by transfer of reserves	FOR	FOR		✓ 99.9%
17	Authorise the Board to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 96.8%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	FOR		✓ 90.8%
19	Delegation to issue shares and capital securities as consideration as consideration for an exchange of shares	FOR	FOR		✓ 99.2%
20	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	FOR		✓ 88.2%
21	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR		✓ 97.9%

Item	Agenda	Board	Ethos		Result
22	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR		✓ 97.9%
23	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	● OPPOSE	Capital may be issued at a lower price than the one specified by Article R22-10-32 of the French Commercial Code	✓ 88.2%
24	"Green shoe" authorisation share issuances with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 86.1%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 98.4%
26	Authorisation to increase the company's share capital by allowing subsidiaries to issue shares without pre-emptive rights	FOR	FOR		✓ 88.4%
27	Approve distribution of performance shares	FOR	FOR		✓ 91.9%
28	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.5%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.5%
3	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed dividend is inconsistent with the company's financial situation.	✓ 99.5%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 99.6%
	Elections to the board of directors				
5	Re-elect Caisse de dépôt et placement du Québec	FOR	FOR		✓ 91.4%
6	Ratify the co-optation of Mr. Philippe Petitcolin	FOR	FOR		✓ 99.5%
7	Elect Mr. Philippe Petitcolin	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.4%
8	Re-elect Mr. Jay Walder	FOR	FOR		✓ 98.8%
9	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	FOR	FOR		✓ 98.8%
10	Ratify Mazars as auditor in charge of the sustainability reporting	FOR	FOR		✓ 98.8%
11	Approve the adjustment to the 2023/24 remuneration policy of Mr. Henri Poupart-Lafarge, chair/CEO until 20 June 2024	FOR	FOR		✓ 98.8%
12	Approve the adjustment to the 2023/24 remuneration policy of directors	FOR	● OPPOSE	Ethos considers that the remuneration of directors should not rely on performance.	✓ 98.7%
13	Approve the 2024/25 remuneration policy of Mr. Henri Poupart-Lafarge, CEO from 20 June 2024	FOR	● OPPOSE	Excessive variable remuneration.	✓ 98.1%
14	Approve the 2024/25 remuneration policy of Mr. Philippe Petitcolin, chair	FOR	FOR		✓ 98.9%
15	Approve the 2024/25 remuneration policy of directors	FOR	FOR		✓ 97.7%
16	Approve the remuneration report	FOR	● OPPOSE	The payment of the annual bonus is not in line with the company's financial results.	✓ 98.8%
17	Approve the 2023/24 remuneration of Mr. Henri Poupart-Lafarge, chair/CEO	FOR	● OPPOSE	The payment of the annual bonus is not in line with the company's financial results.	✓ 98.4%
18	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The potential maximum repurchase price is too high.	✓ 97.4%
19	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 95.2%

Item	Agenda	Board	Ethos		Result
20	Authorisation to increase the share capital through transfer of reserves	FOR	FOR		✓ 99.4%
21	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 96.3%
22	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	The maximum discount exceeds market practice.	✓ 94.5%
23	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	The maximum discount exceeds market practice.	✓ 93.9%
24	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	● OPPOSE	The maximum discount exceeds market practice.	✓ 93.9%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR		✓ 96.5%
26	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR		✓ 96.5%
27	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase with and without pre-emptive rights.	✓ 90.8%
28	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 97.7%
29	Authorisation to increase the company's share capital by allowing subsidiaries to issue shares without pre-emptive rights	FOR	● OPPOSE	The maximum discount exceeds market practice.	✓ 94.1%
30	Approve distribution of performance shares	FOR	FOR		✓ 91.9%
31	Amend articles of association: Increase of the threshold for mandatory shareholding declaration	FOR	FOR		✓ 98.6%
32	Amend articles of association: Age limit of the chair	FOR	● OPPOSE	The amendment would allow to increase the age limit of the chair to 80 years old, which exceeds Ethos' guidelines.	✓ 94.2%
33	Delegation of powers for the completion of formalities	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Jeffrey P. Bezos	FOR	FOR		✓ 94.8%
1.b	Re-elect Mr. Andrew R. Jassy	FOR	FOR		✓ 98.6%
1.c	Re-elect Mr. Keith B. Alexander	FOR	FOR		✓ 98.9%
1.d	Re-elect Ms. Edith W. Cooper	FOR	FOR		✓ 94.0%
1.e	Re-elect Ms. Jamie S. Gorelick	FOR	FOR		✓ 95.9%
1.f	Re-elect Mr. Daniel P. Huttenlocher	FOR	FOR		✓ 97.4%
1.g	Elect Mr. Andrew Y. Ng	FOR	FOR		✓ 99.4%
1.h	Re-elect Ms. Indra K. Nooyi	FOR	FOR		✓ 98.5%
1.i	Re-elect Mr. Jonathan J. Rubinstein	FOR	● OPPOSE	Non independent lead director, which is not best practice. Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 88.9%
1.j	Elect Mr. Brad D. Smith	FOR	FOR		✓ 99.5%
1.k	Re-elect Ms. Patricia Q. Stonesifer	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.1%
1.l	Re-elect Mr. Wendell P. Weeks	FOR	FOR		✓ 98.6%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.2%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 77.7%
4	Shareholder resolution: Establish a Public Policy Committee	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance.	✗ 6.6%
5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	OPPOSE	OPPOSE		✗ 0.6%
6	Shareholder resolution: Report on Customer Due Diligence	OPPOSE	● FOR	Enhanced disclosure on human rights.	✗ 16.8%
7	Shareholder resolution: Transparency on Lobbying	OPPOSE	● FOR	Enhanced disclosure on lobbying activities.	✗ 29.7%
8	Shareholder resolution: Gender and Racial Pay Equity Report	OPPOSE	● FOR	Enhanced disclosure on gender equality.	✗ 29.4%
9	Shareholder resolution: Report on Viewpoint Restriction	OPPOSE	OPPOSE		✗ 0.8%
10	Shareholder resolution: Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	OPPOSE	● FOR	Enhanced disclosure on how the company addresses the social and economic impacts linked to its climate change strategy.	✗ 23.4%
11	Shareholder resolution: Report on Efforts to Reduce Plastic Use	OPPOSE	● FOR	The report would be useful to evaluate opportunities for dramatically reducing the amount of plastics used in the company's packaging.	✗ 28.6%

Item	Agenda	Board	Ethos		Result
12	Shareholder resolution: Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	OPPOSE	● FOR	Enhanced disclosure on human rights.	✘ 31.8%
13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✘ 15.2%
14	Shareholder resolution: Third Party Study and Report on Risks Associated with Use of Rekognition	OPPOSE	● FOR	Enhanced disclosure on potential human rights violations linked to the company's facial recognition technology.	✘ 19.1%
15	Shareholder resolution: Disclosure of Director Donations	OPPOSE	OPPOSE		✘ 1.0%
16	Shareholder resolution: Establish a Board Committee on Artificial Intelligence	OPPOSE	● FOR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks.	✘ 9.7%
17	Shareholder resolution: Commission a Third Party Audit on Working Conditions	OPPOSE	● FOR	The proposal aims at improving safety in the workplace.	✘ 31.2%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a.	Re-elect Mr. Thomas J. Baltimore Jr.	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 81.8%
1b.	Re-elect Mr. John J. Brennan	FOR	FOR		✓ 98.0%
1c.	Re-elect Dr. Walter J. Clayton III	FOR	FOR		✓ 98.3%
1d.	Re-elect Mr. Theodore J. Leonsis	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.0%
1e.	Re-elect Ms. Deborah P. Majoras	FOR	FOR		✓ 99.3%
1f.	Re-elect Ms. Karen L. Parkhill	FOR	FOR		✓ 99.9%
1g.	Re-elect Mr. Charles E. Phillips Jr.	FOR	FOR		✓ 97.8%
1h.	Re-elect Ms. Lynn A. Pike	FOR	FOR		✓ 99.4%
1i.	Re-elect Mr. Stephen J. Squeri	FOR	● OPPOSE	Combined chairman and CEO.	✓ 96.2%
1j.	Re-elect Dr. Daniel L. Vasella	FOR	FOR		✓ 97.2%
1k.	Re-elect Ms. Lisa W. Wardell	FOR	FOR		✓ 99.8%
1l.	Re-elect Mr. Christopher D. Young	FOR	FOR		✓ 98.4%
2	Re-election of the auditor	FOR	FOR		✓ 98.3%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.1%
4	To approve the amendment of the 2016 Incentive Compensation Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 96.5%
5	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 31.2%
6	Shareholder resolution: Report Climate Lobbying Alignment	OPPOSE	● FOR	Enhanced disclosure on lobbying activities.	✗ 24.4%
7	Shareholder resolution: Report on Company's Policy on Merchant Category Codes	OPPOSE	OPPOSE		✗ 0.8%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1a	Re-elect Dr. Wanda M. Austin	FOR	FOR	✓ 98.9%
1b	Re-elect Mr. Robert A. Bradway	FOR	● OPPOSE	Combined chair and CEO. ✓ 93.8%
1c	Re-elect Dr. Michael V. Drake	FOR	FOR	✓ 98.3%
1d	Re-elect Dr. Brian J. Druker	FOR	FOR	✓ 99.2%
1e	Re-elect Mr. Robert A. Eckert	FOR	● OPPOSE	Non independent lead director, which is not best practice. Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 94.7%
1f	Re-elect Mr. Greg C. Garland	FOR	FOR	✓ 96.9%
1g	Re-elect Mr. Charles M. Holley Jr.	FOR	FOR	✓ 96.4%
1h	Re-elect Dr. S. Omar Ishrak	FOR	FOR	✓ 99.1%
1i	Re-elect Prof. Dr. Tyler Jacks	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓ 97.3%
1j	Elect Ms. Mary E. Klotman	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.7%
1k	Re-elect Ms. Ellen J. Kullman	FOR	FOR	✓ 97.9%
1l	Re-elect Ms. Amy E. Miles	FOR	FOR	✓ 97.2%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only. ✓ 93.4%
3	To approve the Second Amended and Restated 2009 Equity Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds Ethos' guidelines. ✓ 94.6%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. ✓ 93.7%

Item	Agenda	Board	Ethos		Result
1	Ordinary capital increase	FOR	● OPPOSE	The information provided to shareholders so that they can assess the terms, conditions and the purpose of the capital increase is insufficient.	✓ 87.5%
2	Elect Mr. Arunjai Mittal to the supervisory board	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
1	Approve annual report, financial statements and accounts	NON-VOTING	NON-VOTING	
2	Discharge members of executive management	FOR	FOR	✓ 99.9%
3	Discharge board members	FOR	FOR	✓ 99.6%
4	Re-elect KPMG as auditors	FOR	FOR	✓ 92.8%
5	Advisory vote on the remuneration report	FOR	● OPPOSE	✗ 48.6%
6	Elections to the board of directors			
6.1	Re-elect Dr. Margarete Haase	FOR	FOR	✓ 92.5%
6.2	Re-elect Ms. Brigitte Ederer	FOR	FOR	✓ 93.5%
7	Approve reverse share split	FOR	FOR	✓ 100.0%
8	Approve issuance of financial instruments	FOR	FOR	✓ 97.6%
9	Create conditional capital for the conversion of convertible bonds	FOR	FOR	✓ 97.6%
10	Amend articles of association: Publications	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Lester B. Knight	FOR	● OPPOSE	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 88.9%
1.2	Re-elect Mr. Gregory C. Case	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 98.6%
1.3	Elect Mr. José Antonio Álvarez Álvarez	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.7%
1.4	Re-elect Mr. Jin-Yong Cai	FOR	FOR		✓ 98.1%
1.5	Re-elect Mr. Jeffrey C. Campbell	FOR	FOR		✓ 97.7%
1.6	Re-elect Mr. Fulvio Conti	FOR	● OPPOSE	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 95.9%
1.7	Re-elect Ms. Cheryl A. Francis	FOR	FOR		✓ 95.4%
1.8	Re-elect Ms. Adriana Karaboutis	FOR	FOR		✓ 99.7%
1.9	Re-elect Mr. Richard C. Notebaert	FOR	● OPPOSE	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 93.1%
1.10	Re-elect Ms. Gloria Santana	FOR	● OPPOSE	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 95.9%
1.11	Re-elect Ms. Sarah E. Smith	FOR	FOR		✓ 99.7%
1.12	Re-elect Mr. Byron O. Spruell	FOR	FOR		✓ 97.9%

Item	Agenda	Board	Ethos		Result
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 68.8%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.9%
4	Re-election of Ernst & Young Chartered Accountants as auditors (Irish Law)	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.5%
5	Authorize the Board to Fix Remuneration of Auditors (Irish Law)	FOR	FOR		✓ 98.8%
6	To approve a general authority to the directors to issue shares	FOR	FOR		✓ 98.3%
7	Authorisation for directors to allot shares without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 95.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Elect Dr. Wanda M. Austin	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 99.5%
1.b	Re-elect Mr. Timothy D. Cook	FOR	FOR		✓ 98.5%
1.c	Re-elect Mr. Alex Gorsky	FOR	FOR		✓ 98.2%
1.d	Re-elect Ms. Andrea Jung	FOR	● OPPOSE	Non-independent chair of the remuneration committee. The independence of this committee is insufficient and we have serious concerns over remuneration.	✓ 94.7%
1.e	Re-elect Dr. Arthur D. Levinson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.8%
1.f	Re-elect Ms. Monica C. Lozano	FOR	FOR		✓ 99.2%
1.g	Re-elect Dr. Ronald D. Sugar	FOR	● OPPOSE	Non-independent chair of the audit committee. The independence of this committee is insufficient.	✓ 96.4%
1.h	Re-elect Ms. Susan L. Wagner	FOR	● OPPOSE	Chair of the nomination committee. The composition of the board is unsatisfactory.	✓ 98.3%
2	Re-election of the auditor	FOR	FOR		✓ 98.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 92.3%
4	Shareholder resolution: EEO Policy Risk Report	OPPOSE	OPPOSE		✗ 1.3%
5	Shareholder resolution: Report on Ensuring Respect for Civil Liberties	OPPOSE	OPPOSE		✗ 1.8%
6	Shareholder resolution: Racial and Gender Pay Gaps	OPPOSE	● FOR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 31.1%
7	Shareholder resolution: Report on Use of AI	OPPOSE	● FOR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks.	✗ 37.5%
8	Shareholder resolution: Congruency Report on Privacy and Human Rights	OPPOSE	OPPOSE		✗ 1.6%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Rani Borkar	FOR	FOR		✓ 98.6%
1.b	Re-elect Ms. Judy Bruner	FOR	FOR		✓ 94.5%
1.c	Re-elect Dr. Xun (Eric) Chen	FOR	FOR		✓ 98.3%
1.d	Re-elect Dr. Aart J. de Geus	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.6%
1.e	Re-elect Mr. Gary E. Dickerson	FOR	FOR		✓ 98.4%
1.f	Re-elect Mr. Thomas J. Iannotti	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.4%
1.g	Re-elect Mr. Alexander A. Karsner	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.8%
1.h	Re-elect Mr. Kevin P. March	FOR	FOR		✓ 99.6%
1.i	Re-elect Ms. Yvonne McGill	FOR	FOR		✓ 98.0%
1.j	Re-elect Mr. Scott A. McGregor	FOR	FOR		✓ 99.6%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 91.2%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.3%
4	Shareholder resolution: Disclose lobbying contributions	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 16.5%
5	Shareholder resolution: Gender and Racial Pay Equity Report	OPPOSE	● FOR	We support corporate policies to prevent discrimination.	✗ 21.1%

Item	Agenda	Board	Ethos		Result
E.1.a	Amendments to the articles of association: virtual general meetings (extraordinary agenda)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✗ 4.5%
E.1.b	Unannounced shareholder proposal: amendments to the articles of association for virtual general meetings (extraordinary agenda)	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 100.0%
1	Financial statements as at 31 December 2023	FOR	FOR		✓ 100.0%
2	Allocation of net loss	FOR	FOR		✓ 100.0%
3.a	Binding vote on the remuneration policy	FOR	FOR		✓ 96.2%
3.b	Advisory vote on the remuneration paid in 2023	FOR	FOR		✓ 99.6%
4.1	Appointment of the members of the board of statutory auditors				
4.1.1	Slate of nominees submitted by Aquafin Holding SpA	NO RECOMMEND.	● DO NOT VOTE	Concerns over the aggregate time commitments of one of the statutory auditors in this slate of nominees.	✓ 95.2%*
4.1.2	Slate of nominees submitted by a group of institutional investors	NO RECOMMEND.	● FOR	No concerns regarding the appointment of the chair of statutory auditors.	✓ 4.8%*
4.2	Appointment of the chairperson of the board of statutory auditors	NO RECOMMEND.	● FOR	No specific concerns have been identified over the reappointment of the chairman.	✓
4.3	Definition of the remuneration of the statutory auditors	FOR	FOR		✓ 99.6%
5	Amendments to the General Meetings' Regulations	FOR	● OPPOSE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 99.6%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos	Result
1a.	Opening of the Meeting	NON-VOTING	NON-VOTING	
1b.	Notifications	NON-VOTING	NON-VOTING	
2.	Composition of the supervisory board			
2a.	Elect Ms. L.M. (Linda) Morant	FOR	FOR	✓ 100.0%
2b.	Elect Mr. Peter de Wit	FOR	FOR	✓ 100.0%
3.	Any other business	NON-VOTING	NON-VOTING	
4.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1a.	Opening of the meeting	NON-VOTING	NON-VOTING	
1b.	Notifications	NON-VOTING	NON-VOTING	
2.	Report of the executive board on the past financial year	NON-VOTING	NON-VOTING	
3.	Report of the supervisory board on the past financial year	NON-VOTING	NON-VOTING	
4a.	Adoption of the financial statements	FOR	FOR	✓ 100.0%
4b.	Approve allocation of income	FOR	FOR	✓ 99.7%
5a.	Discharge of executive board	FOR	FOR	✓ 97.6%
5b.	Discharge of supervisory board	FOR	FOR	✓ 97.6%
6.	Election of auditor	FOR	FOR	✓ 100.0%
7.	Report on corporate governance	NON-VOTING	NON-VOTING	
8a.	Approve remuneration report (advisory vote)	FOR	FOR	✓ 97.7%
8b.	Approve remuneration report of the supervisory board (advisory vote)	FOR	FOR	✓ 99.7%
9a.	Approve remuneration policy (binding vote)	FOR	FOR	✓ 97.8%
9b.	Approve remuneration of the supervisory board	FOR	FOR	✓ 99.7%
10.	Re-elect Ms. Virginie Duperat-Vergne as CFO and member of the executive board	FOR	FOR	✓ 100.0%
11.	Composition of the supervisory board			
11a.	Re-elect Ms. Deanna Goodwin	FOR	FOR	✓ 99.1%
11b.	Announcement concerning vacancies in the supervisory board arising in 2024	NON-VOTING	NON-VOTING	
12a.	Authorisation to issue shares	FOR	FOR	✓ 98.0%
12b.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR	✓ 97.8%
13.	Authorisation to repurchase own shares	FOR	FOR	✓ 99.6%
14.	Any other business	NON-VOTING	NON-VOTING	
15.	Closing of the meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 100.0%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 96.6%
3	Final dividend	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
4	Re-elect Mr. Paul Walker	FOR	FOR		✓ 91.1%
5	Re-elect Mr. Brendan Horgan	FOR	FOR		✓ 100.0%
6	Re-elect Mr. Michael Pratt	FOR	FOR		✓ 99.7%
7	Re-elect Mr. Angus Cockburn	FOR	FOR		✓ 98.0%
8	Re-elect Ms. Lucinda Riches	FOR	● OPPOSE	Chairman of the remuneration committee and the company has failed to adequately amend the remuneration practices following a highly contested vote on the remuneration report.	✓ 95.5%
9	Re-elect Ms. Tanya Fratto	FOR	FOR		✓ 97.7%
10	Re-elect Mr. John Lindsley Ruth	FOR	FOR		✓ 98.0%
11	Re-elect Ms. Jillian Easterbrook	FOR	FOR		✓ 97.3%
12	Re-elect Ms. Renata Ribeiro	FOR	FOR		✓ 98.1%
13	Election of auditor	FOR	FOR		✓ 99.4%
14	Auditor's remuneration	FOR	FOR		✓ 100.0%
15	Authority to allot shares	FOR	FOR		✓ 95.7%
16	Disapplication of pre-emption rights	FOR	FOR		✓ 99.2%
17	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 98.4%
18	Purchase of own shares	FOR	FOR		✓ 97.2%
19	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.5%

Item	Agenda	Board	Ethos		Result
1.	Opening of the meeting	NON-VOTING	NON-VOTING		
2.	Report of the executive - and supervisory board on the past financial year	NON-VOTING	NON-VOTING		
3a.	Approve remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.1%
3b.	Adoption of the financial statements	FOR	FOR		✓ 99.9%
3c.	Report on corporate governance	NON-VOTING	NON-VOTING		
3d.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING		
3e.	Approve allocation of income	FOR	FOR		✓ 100.0%
4a.	Discharge of executive board	FOR	FOR		✓ 96.0%
4b.	Discharge of supervisory board	FOR	FOR		✓ 95.3%
5.	Approve the number of shares to be granted to members of the executive board under the LTI	FOR	● OPPOSE	Potential excessive awards.	✓ 97.5%
6.	Composition of the executive board				
6a.	Notification of the intended reappointment of Mr. Christophe Fouquet as CEO and member of the executive board	NON-VOTING	NON-VOTING		
6b.	Notification of the intended appointment of Mr. Jim Koonmen as Chief Customer Officer and member of the executive board	NON-VOTING	NON-VOTING		
7.	Composition of the supervisory board				
7a.	Discussion of the updated profile of the supervisory board	NON-VOTING	NON-VOTING		
7b.	Re-elect Ms. Antoinette P. (Annet) Aris	FOR	FOR		✓ 97.8%
7c.	Re-elect Mr. Mark Durcan	FOR	FOR		✓ 99.4%
7d.	Re-elect Mr. Warren D.A. East	FOR	FOR		✓ 96.6%
7e.	Announcement concerning vacancies in the supervisory board arising in 2025	NON-VOTING	NON-VOTING		
8a.	Authorisation to issue shares	FOR	FOR		✓ 98.5%
8b.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR		✓ 97.7%
9.	Authorisation to repurchase own shares	FOR	FOR		✓ 99.7%
10.	Reduce share capital via cancellation of shares	FOR	FOR		✓ 99.8%
11.	Any other business	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
12.	Closing of the meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Scott T. Ford	FOR	FOR		✓ 97.6%
1b	Re-elect Mr. Glenn H. Hutchins	FOR	FOR		✓ 93.3%
1c	Re-elect Mr. William E. Kennard	FOR	FOR		✓ 97.4%
1d	Re-elect Mr. Stephen J. Luczo	FOR	FOR		✓ 98.7%
1e	Elect Ms. Marissa A. Mayer	FOR	FOR		✓ 98.6%
1f	Re-elect Mr. Michael B. McCallister	FOR	FOR		✓ 97.6%
1g	Re-elect Ms. Beth E. Mooney	FOR	FOR		✓ 96.7%
1h	Re-elect Mr. Matthew K. Rose	FOR	FOR		✓ 97.7%
1i	Re-elect Mr. John T. Stankey	FOR	FOR		✓ 98.5%
1j	Re-elect Ms. Cynthia B. Taylor	FOR	FOR		✓ 98.5%
1k	Re-elect Mr. Luis A. Ubinas	FOR	FOR		✓ 97.3%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.0%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 90.3%
4	Shareholder resolution: Independent chair	OPPOSE	OPPOSE		✗ 19.2%
5	Shareholder resolution: Improve Clawback Policy	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 9.7%
6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	OPPOSE	OPPOSE		✗ 2.4%

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

Item	Agenda	Board	Ethos	Result	
1.	Elections of directors				
1.a	Re-elect Mr. Peter Bisson	FOR	FOR	✓ 99.1%	
1.b	Elect Ms. Maria Black	FOR	FOR	✓ 99.7%	
1.c	Re-elect Mr. David V. Goeckeler	FOR	FOR	✓ 98.7%	
1.d	Re-elect Ms. Linnie M. Haynesworth	FOR	FOR	✓ 98.9%	
1.e	Re-elect Mr. John P. Jones	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.5%
1.f	Re-elect Ms. Francine S. Katsoudas	FOR	FOR	✓ 98.9%	
1.g	Re-elect Ms. Nazzic S. Keene	FOR	FOR	✓ 99.4%	
1.h	Re-elect Mr. Thomas J. Lynch	FOR	FOR	✓ 98.5%	
1.i	Re-elect Mr. Scott F. Powers	FOR	FOR	✓ 98.6%	
1.j	Re-elect Mr. William J. Ready	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 68.8%
1.k	Re-elect Mr. Carlos A. Rodriguez	FOR	FOR	✓ 96.5%	
1.l	Re-elect Ms. Sandra S. Wijnberg	FOR	FOR	✓ 94.8%	
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 91.3%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.4%	
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Michael A. George	FOR	FOR		✓ 99.3%
1.2	Re-elect Ms. Linda A. Goodspeed	FOR	FOR		✓ 95.3%
1.3	Re-elect Mr. Earl J. Graves Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.1%
1.4	Re-elect Mr. Enderson Guimaraes	FOR	FOR		✓ 95.5%
1.5	Re-elect Mr. Brian Hannasch	FOR	FOR		✓ 97.7%
1.6	Re-elect Mr. D. Bryan Jordan	FOR	FOR		✓ 94.2%
1.7	Re-elect Ms. Gale V. King	FOR	FOR		✓ 97.2%
1.8	Re-elect Mr. George R. Mrkonic Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 87.6%
1.9	Re-elect Mr. William C. Rhodes III	FOR	FOR		✓ 91.0%
1.10	Re-elect Ms. Jill A. Soltau	FOR	FOR		✓ 98.2%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.5%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 78.6%
4	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.9%

Item	Agenda	Board	Ethos		Result
1A	Approval of the individual and consolidated annual accounts	FOR	FOR		✓ 99.7%
1B	Approval of the non-financial information statement	FOR	FOR		✓ 99.7%
1C	Discharge the Board	FOR	FOR		✓ 99.4%
2	Application of results	FOR	FOR		✓ 99.7%
3	Elections to the Board of Directors				
3A	Setting the number of Directors at 15	FOR	FOR		✓ 99.6%
3B	Elect Mr. Carlos Barrabés	FOR	FOR		✓ 99.6%
3C	Elect Mr. Antonio Francesco Weiss	FOR	FOR		✓ 99.6%
3D	Re-elect Mr. Javier Botín-Sanz de Sautuola y O'Shea	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.8%
3E	Re-elect Mr. Germán de la Fuente	FOR	FOR		✓ 99.6%
3F	Re-elect Mr. Henrique De Castro	FOR	FOR		✓ 95.5%
3H	Re-elect Ms. Belén Romana Garcia	FOR	FOR		✓ 99.2%
3G	Re-elect Mr. José Antonio Álvarez Álvarez	FOR	FOR		✓ 97.7%
4	Re-elect PricewaterhouseCoopers as auditors	FOR	FOR		✓ 99.5%
5A	Share capital increase	FOR	FOR		✓ 95.2%
5B	Reduction of share capital through cancellation of own shares in relation to the share buyback programme	FOR	● OPPOSE	The share repurchase is inconsistent with the long-term interests of shareholders.	✓ 99.4%
5C	General authorisation to reduce the share capital through cancellation of own shares	FOR	● OPPOSE	The potential share capital reduction is excessive and inconsistent with the long-term interests of shareholders.	✓ 99.2%
6A	Directors' Remuneration Policy for the 2023-2025 period	FOR	● OPPOSE	The level of remuneration is excessive.	✓ 74.8%
6B	Setting of the maximum amount of annual remuneration to be paid to all directors	FOR	● OPPOSE	The level of remuneration is excessive.	✓ 97.4%
6C	Fix maximum variable compensation ratio (200% of the fixed)	FOR	● OPPOSE	Potential excessive awards.	✓ 98.8%
6D	Application of Deferred Multiyear Objectives Variable Remuneration Plan	FOR	FOR		✓ 95.6%
6E	Application of the Group's buy-out regulations	FOR	● OPPOSE	Potential excessive awards.	✓ 98.8%

Item	Agenda	Board	Ethos		Result
6F	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive discretion of the remuneration committee in determining the performance criteria. Excessive total remuneration. Excessive fixed remuneration.	✓ 90.2%
7	Delegation of powers	FOR	FOR		✓ 99.5%

Item	Agenda	Board	Ethos		Result
1.1	Approval of the annual accounts of BBVA and its consolidated group	FOR	FOR		✓ 99.9%
1.2	Approval of the non-financial information statement	FOR	FOR		✓ 99.9%
1.3	Allocation of results	FOR	FOR		✓ 99.7%
1.4	Discharge the board	FOR	FOR		✓ 99.3%
2	Elections to the board of directors				
2.1	Re-election of Mr. José Miguel Andrés Torrecillas	FOR	● OPPOSE	Non independent director (high fees). The board is not sufficiently independent. Non-independent chair of the nomination committee. The independence of this committee is insufficient.	✓ 98.8%
2.2	Re-election of Mr. Jaime Félix Caruana Lacorte	FOR	● OPPOSE	Non independent director (high fees). The board is not sufficiently independent.	✓ 99.1%
2.3	Re-election of Ms. Belén Garrijo López	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 94.6%
2.4	Re-election of Ms. Ana Peralta Moreno	FOR	FOR		✓ 97.5%
2.5	Re-election of Mr. Jan Paul Marie Francis Verplancke	FOR	FOR		✓ 99.3%
2.6	Election of Mr. Enrique Casanueva Nárdiz	FOR	FOR		✓ 99.6%
2.7	Election of Ms. Cristina de Parias Halcón	FOR	● OPPOSE	Non independent director (mandate within the group). The board is not sufficiently independent.	✓ 99.5%
3	Approve authorisation to reduce the share capital	FOR	FOR		✓ 99.7%
4	Approval of a maximum level of variable remuneration of up to 200% of the fixed component	FOR	● OPPOSE	The level of base salaries could lead to the payment of excessive variable remuneration.	✓ 98.9%
5	Delegation of powers for the completion of formalities	FOR	FOR		✓ 99.8%
6	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive fixed and variable remuneration. Concerns over the pension allowance which exceeds guidelines.	✓ 95.2%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. William M. Brown	FOR	FOR		✓ 97.4%
1.2	Re-elect Ms. Catherine M. Burzik	FOR	FOR		✓ 96.8%
1.3	Re-elect Ms. Carrie L. Byington	FOR	FOR		✓ 99.5%
1.4	Re-elect Mr. R. Andrew Eckert	FOR	FOR		✓ 97.2%
1.5	Re-elect Ms. Claire M. Fraser	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.9%
1.6	Re-elect Mr. Jeffrey W. Henderson	FOR	● OPPOSE	Non-independent chair of the audit committee. The independence of this committee is insufficient.	✓ 91.0%
1.7	Re-elect Mr. Christopher Jones	FOR	FOR		✓ 94.5%
1.8	Re-elect Mr. Thomas E. Polen	FOR	● OPPOSE	Combined chair and CEO.	✓ 93.2%
1.9	Re-elect Mr. Timothy M. Ring	FOR	FOR		✓ 97.9%
1.10	Re-elect Mr. Bertram L. Scott	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.4%
1.11	Elect Ms. Joanne Waldstreicher	FOR	FOR		✓ 99.8%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.2%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.6%

Item	Agenda	Board	Ethos	Result
1.	Presentation of the board of directors' management report	NON-VOTING	NON-VOTING	
2.	Adoption of the financial statements	FOR	FOR	✓ 99.9%
3.	Adoption of the parent company's financial statements	FOR	FOR	✓ 99.9%
4.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
5.	Discharge of members of the board of directors	FOR	FOR	✓ 98.6%
6.	Approve directors' fees	FOR	FOR	✓ 96.3%
	Composition of the board of directors			
7.	Elect Ms. Soledad Luca de Tena	FOR	FOR	✓ 99.9%
8.	Approve remuneration report (advisory vote)	FOR	● OPPOSE	Concerns over the severance payments which are considered excessive. ✓ 85.4%
9.	Election of auditor	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.3%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.2%
3	Discharge board members	FOR	FOR		✓ 90.2%
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
Elections to the board of directors					
5	Re-elect Mr. Harold Boël	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 90.3%
6	Elect Groupe Industriel Marcel Dassault	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The board is not sufficiently independent.	✓ 94.2%
7	Elect Ms. Viviane Monges	FOR	FOR		✓ 95.1%
8	Elect Mr. Benoit Ribadeau-Dumas as advisory board member	FOR	● OPPOSE	The election of advisory board member goes against best practice.	✓ 87.1%
9	Ratify Ernst & Young as statutory auditors	FOR	FOR		✓ 99.2%
10	Ratify Ernst & Young as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.3%
11	Approve the maximum amount to be allocated to directors	FOR	FOR		✓ 99.0%
12	Approve the remuneration policy of corporate officers	FOR	● OPPOSE	Ethos does not approve the remuneration policy of the chair, and therefore cannot approve the remuneration policy of corporate officers under a bundled vote.	✓ 87.3%
13	Approve the remuneration policy of Mr. Alexandre Mérieux, chair	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 86.8%
14	Approve the remuneration policy of Mr. Pierre Boulud, CEO	FOR	FOR		✓ 87.1%
15	Approve the remuneration policy of directors	FOR	FOR		✓ 99.9%
16	Approve the remuneration report	FOR	FOR		✓ 87.5%
17	Approve the 2023 remuneration of Mr. Alexandre Mérieux, chair/CEO until June and chair since then	FOR	● OPPOSE	The annualised remuneration as chair is excessive.	✓ 86.5%
18	Approve the 2023 remuneration of Mr. Pierre Boulud, COO until June and CEO since then	FOR	FOR		✓ 85.4%
19	Approve the amended share purchase plan regulations for beneficiaries located in California, USA	FOR	FOR		✓ 100.0%
20	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.8%

Item	Agenda	Board	Ethos		Result
21	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.0%
22	Approve distribution of performance shares	FOR	● OPPOSE	The authorisation is excessive.	✓ 85.5%
23	Authorisation to issue shares reserved for employees (share ownership plan)	FOR	FOR		✓ 99.3%
24	Removal of pre-emptive rights in relation to the ESOP	FOR	FOR		✓ 99.8%
25	Determination of the overall limit for capital increases with or without pre-emptive rights	FOR	FOR		✓ 99.7%
26	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR		✓ 99.9%
4.1	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (Chair)	FOR	● OPPOSE	Chair of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 97.9%
4.2	Approve Discharge of Supervisory Board member Dr. Martin Kimmich (member since 18 January 2023, Vice Chair since 23 January 2023)	FOR	FOR		✓ 99.0%
4.3	Approve Discharge of Supervisory Board member Stefan Quandt (Vice Chair)	FOR	FOR		✓ 98.9%
4.4	Approve Discharge of Supervisory Board member Stefan Schmid (Vice Chair)	FOR	FOR		✓ 98.9%
4.5	Approve Discharge of Supervisory Board member Dr. Kurt Bock (Vice Chair)	FOR	FOR		✓ 99.3%
4.6	Approve Discharge of Supervisory Board member Christiane Benner	FOR	FOR		✓ 99.2%
4.7	Approve Discharge of Supervisory Board member Dr. Marc Bitzer	FOR	FOR		✓ 99.3%
4.8	Approve Discharge of Supervisory Board member Bernhard Ebner	FOR	FOR		✓ 99.3%
4.9	Approve Discharge of Supervisory Board member Rachel Empey	FOR	FOR		✓ 99.3%
4.10	Approve Discharge of Supervisory Board member Dr. Heinrich Hiesinger	FOR	FOR		✓ 99.3%
4.11	Approve Discharge of Supervisory Board member Johann Horn	FOR	FOR		✓ 99.3%
4.12	Approve Discharge of Supervisory Board member Susanne Klatten	FOR	FOR		✓ 99.0%
4.13	Approve Discharge of Supervisory Board member Jens Köhler	FOR	FOR		✓ 99.3%
4.14	Approve Discharge of Supervisory Board member Gerhard Kurz	FOR	FOR		✓ 99.3%
4.15	Approve Discharge of Supervisory Board member André Mandl	FOR	FOR		✓ 99.3%
4.16	Approve Discharge of Supervisory Board member Dr. Dominique Mohabeer	FOR	FOR		✓ 98.9%
4.17	Approve Discharge of Supervisory Board member Anke Schäferkordt	FOR	FOR		✓ 99.3%

Item	Agenda	Board	Ethos	Result
4.18	Approve Discharge of Supervisory Board member Prof. Dr. Christoph M. Schmidt	FOR	FOR	✓ 99.3%
4.19	Approve Discharge of Supervisory Board member Dr. Vishal Sikka	FOR	FOR	✓ 99.1%
4.20	Approve Discharge of Supervisory Board member Sibylle Wankel	FOR	FOR	✓ 99.3%
5	Appoint the Auditors Board main features	FOR	FOR	✓ 99.9%
6.1	Elections to the Supervisory Board: Susanne Klatten	FOR	FOR	✓ 87.6%
6.2	Elections to the Supervisory Board: Stefan Quandt	FOR	FOR	✓ 79.2%
6.3	Elections to the Supervisory Board: Dr. Vishal Sikka	FOR	FOR	✓ 96.6%
7	Approve Remuneration Report	FOR	● OPPOSE Excessive total remuneration.	✓ 95.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.7%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.7%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 99.8%
5	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The authorisation is not in the long-term interest of shareholders.	✓ 98.6%
6	Ratify Deloitte as statutory auditors	FOR	FOR		✓ 92.2%
7	Elect Ernst & Young as auditors in charge of the consolidated statements and sustainability information	FOR	FOR		✓ 98.6%
Elections to the board of directors					
8	Re-elect Mr. Christian Noyer	FOR	FOR		✓ 98.5%
9	Elect Ms. Marie-Christine Lombard	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.2%
10	Elect Ms. Annemarie Straathof	FOR	FOR		✓ 99.8%
Elections in statutory competition of the employee shareholders' representative					
11	Re-elect Ms. Juliette Brisac	FOR	FOR		✓ 99.1%
A	Elect Ms. Isabelle Coron	OPPOSE	● FOR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative.	✗ 2.2%
B	Elect Mr. Thierry Schwob	OPPOSE	● FOR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative.	✗ 2.2%
C	Elect Mr. Frédéric Mayrand	OPPOSE	● FOR	All the candidates have the necessary qualifications to sit on the board of directors as employee representative.	✗ 2.2%
12	Approve the remuneration policy of directors	FOR	FOR		✓ 99.3%
13	Approve the remuneration policy of Mr. Jean Lemierre, chair	FOR	● OPPOSE	Excessive total remuneration.	✓ 96.8%
14	Approve the remuneration policy of Mr. Jean-Laurent Bonnafé, CEO	FOR	FOR		✓ 91.0%
15	Approve the remuneration policy of COOs	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 88.5%
16	Approve the remuneration report	FOR	FOR		✓ 95.7%
17	Approve the 2023 remuneration of Mr. Jean Lemierre, chair	FOR	● OPPOSE	Excessive total remuneration.	✓ 96.1%
18	Approve the 2023 remuneration of Mr. Jean-Laurent Bonnafé, CEO	FOR	FOR		✓ 91.2%

Item	Agenda	Board	Ethos		Result
19	Approve the 2023 remuneration of Mr. Yann Gérardin, COO	FOR	FOR		✓ 92.9%
20	Approve the 2023 remuneration of Mr. Thierry Laborde, COO	FOR	FOR		✓ 92.9%
21	Approve the maximum amount to be allocated to directors	FOR	FOR		✓ 98.2%
22	Consultative vote on the remuneration 2023 paid to the material key risk takers	FOR	FOR		✓ 99.8%
23	Setting the cap on the variable remuneration of the material key risk takers	FOR	FOR		✓ 99.6%
24	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 94.8%
25	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights	FOR	FOR		✓ 92.3%
26	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 94.8%
27	Determination of the overall limit for capital increases without pre-emptive rights	FOR	FOR		✓ 99.4%
28	Authorisation to increase the share capital through transfer of reserves	FOR	FOR		✓ 99.7%
29	Determination of the overall limit for capital increases with or without pre-emptive rights	FOR	FOR		✓ 94.5%
30	Authorisation to issue shares reserved for employees (share ownership plan)	FOR	FOR		✓ 99.7%
31	Authorisation to increase the share capital through conversion of convertible bonds	FOR	FOR		✓ 96.6%
32	Authorisation to reduce share capital via cancellation of shares	FOR	● OPPOSE	The authorisation is not in the long-term interest of shareholders.	✓ 99.8%
33	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.1	Re-elect Mr. Glenn D. Fogel	FOR	FOR		✓ 99.6%
1.2	Re-elect Dr. Mirian M. Graddick-Weir	FOR	FOR		✓ 96.7%
1.3	Elect Ms. Kelly J. Grier	FOR	FOR		✓ 99.6%
1.4	Re-elect Ms. Wei Hopeman	FOR	FOR		✓ 99.2%
1.5	Re-elect Mr. Robert J. Mylod Jr.	FOR	FOR		✓ 97.9%
1.6	Re-elect Mr. Charles H. Noski	FOR	FOR		✓ 91.8%
1.7	Re-elect Mr. Joseph (Larry) Quinlan	FOR	FOR		✓ 99.6%
1.8	Re-elect Mr. Nicholas J. Read	FOR	FOR		✓ 99.6%
1.9	Re-elect Mr. Thomas E. Rothman	FOR	FOR		✓ 97.8%
1.10	Re-elect Mr. Sumit Singh	FOR	FOR		✓ 98.7%
1.11	Re-elect Ms. Lynn Vojvodich Radakovich	FOR	FOR		✓ 98.3%
1.12	Re-elect Ms. Vanessa A. Wittman	FOR	FOR		✓ 97.9%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 90.3%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 90.9%
4	Shareholder resolution: Amend Clawback Policy	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 30.7%
5	Shareholder resolution: Report on Reproductive Rights and Data	OPPOSE	● FOR	Enhanced disclosure on social issues.	✗ 14.8%

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Item	Agenda	Board	Ethos	Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING	
2	Approve the Dividend	FOR	FOR	✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR	✓ 99.5%
4	Approve Discharge of Supervisory Board	FOR	FOR	✓ 100.0%
5	Appoint the Auditors	FOR	FOR	✓ 100.0%
6	Approve Remuneration Report	FOR	FOR	✓ 93.6%
7	Authorise Share Repurchase	FOR	FOR	✓ 96.8%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Peter J. Arduini	FOR	FOR		✓ 93.1%
1b	Re-elect Prof. Dr. Deepak L. Bhatt	FOR	FOR		✓ 99.3%
1c	Elect Dr. Christopher Boerner	FOR	● OPPOSE	Combined chair and CEO.	✓ 93.6%
1d	Re-elect Dr. Julia A. Haller	FOR	FOR		✓ 99.3%
1e	Re-elect Prof. Dr. Manuel Hidalgo Medina	FOR	FOR		✓ 99.4%
1f	Re-elect Prof. Paula A. Price	FOR	FOR		✓ 97.8%
1g	Re-elect Mr. Derica W. Rice	FOR	FOR		✓ 96.5%
1h	Re-elect Mr. Theodore R. Samuels	FOR	FOR		✓ 95.9%
1i	Re-elect Dr. Karen H. Vousden	FOR	FOR		✓ 97.8%
1j	Re-elect Ms. Phyllis R. Yale	FOR	FOR		✓ 98.7%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.9%
3	Re-election of the auditor	FOR	FOR		✓ 97.2%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	FOR	● OPPOSE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 84.4%
5	Shareholder resolution: Independent Chair	OPPOSE	● FOR	An independent chair can ensure independent oversight of management.	✗ 31.7%
6	Shareholder resolution: Executive Retention of Significant Stock	OPPOSE	OPPOSE		✗ 38.5%

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

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 100.0%
2	Remuneration policy (binding vote)	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 91.0%
3	Remuneration report (advisory vote)	FOR	● OPPOSE	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 95.6%
4	Final dividend	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
5	Re-elect Dr. Gerard Murphy	FOR	FOR		✓ 97.7%
6	Re-elect Mr. Jonathan Akeroyd	FOR	FOR		✓ 100.0%
7	Re-elect Ms. Orna Ni-Chionna	FOR	FOR		✓ 99.1%
8	Re-elect Ms. Fabiola Arredondo	FOR	FOR		✓ 99.1%
9	Re-elect Mr. Sam Fischer	FOR	FOR		✓ 99.1%
10	Re-elect Mr. Ronald Frasch	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 98.9%
11	Re-elect Ms. Danuta Gray	FOR	FOR		✓ 98.9%
12	Re-elect Ms. Debra Lee	FOR	FOR		✓ 98.8%
13	Re-elect Mr. Antoine de Saint-Affrique	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 73.9%
14	Elect Mr. Alan Stewart	FOR	FOR		✓ 99.0%
15	Re-appoint Ernst & Young as auditors	FOR	FOR		✓ 99.3%
16	Auditor's remuneration	FOR	FOR		✓ 99.9%
17	Political donations	FOR	FOR		✓ 98.9%
18	Authority to allot shares	FOR	FOR		✓ 98.1%
19	Disapplication of pre-emption rights	FOR	FOR		✓ 99.4%
20	Purchase of own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.2%
21	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 95.7%

Item	Agenda	Board	Ethos		Result
1	Dividend Allocation	FOR	FOR		✓ 99.9%
	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Fujio Mitarai	FOR	● OPPOSE	<p>Combined chair and CEO, who is 89 years old.</p> <p>Executive director sitting on the advisory nomination and remuneration committee, which is not best practice.</p>	✓ 91.4%
2.2	Re-elect Mr. Toshizo Tanaka	FOR	● OPPOSE	<p>The director is over 75 years old, which exceeds guidelines.</p> <p>Executive director sitting on the advisory nomination and remuneration committee, which is not best practice.</p>	✓ 95.4%
2.3	Re-elect Mr. Toshio Homma	FOR	● OPPOSE	The director is 75 years old, which exceeds guidelines.	✓ 95.6%
2.4	Elect Mr. Kazuto Ogawa	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 96.3%
2.5	Elect Mr. Hiroaki Takeishi	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 96.3%
2.6	Elect Mr. Minoru Asada	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 96.3%
2.7	Re-elect Mr. Yusuke Kawamura	FOR	FOR		✓ 98.7%
2.8	Elect Mr. Masayuki Ikegami	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 98.9%
2.9	Elect Mr. Masaki Suzuki	FOR	FOR		✓ 98.9%
2.10	Elect Ms. Akiko Ito	FOR	FOR		✓ 99.1%
3	Elect Mr. Chikahiro Okyama as a Corporate Auditor	FOR	FOR		✓ 95.9%
4	Approve bonus payment for directors	FOR	FOR		✓ 98.7%
5	Approve the restricted share plan	FOR	FOR		✓ 98.5%

Item	Agenda	Board	Ethos		Result
Elections of directors					
1a	Re-elect Mr. Richard D. Fairbank	FOR	● OPPOSE	Combined chairman and CEO.	✓ 96.7%
1b	Re-elect Mr. Ime Archibong	FOR	FOR		✓ 99.6%
1c	Re-elect Ms. Christine R. Detrick	FOR	FOR		✓ 96.6%
1d	Re-elect Ms. Ann Fritz Hackett	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.	✓ 95.2%
1e	Elect Ms. Suni P. Harford	FOR	FOR		✓ 99.9%
1f	Re-elect Mr. Peter Thomas Killalea	FOR	FOR		✓ 97.2%
1g	Re-elect Mr. Eli Leenaars	FOR	FOR		✓ 99.6%
1h	Re-elect Mr. François Locoh-Donou	FOR	FOR		✓ 96.7%
1i	Re-elect Mr. Peter E. Raskind	FOR	FOR		✓ 96.8%
1j	Re-elect Ms. Eileen Serra	FOR	FOR		✓ 99.4%
1k	Re-elect Mr. Mayo A. Shattuck III	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.2%
1l	Re-elect Mr. Craig Anthony Williams	FOR	FOR		✓ 99.6%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.1%
3	To approve the 2002 Associate Stock Purchase Plan	FOR	FOR		✓ 99.0%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.8%
5	Shareholder resolution: Adopt GHG Emissions Reduction Targets Associated with Lending and Investment Activities	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 10.1%
6	Shareholder resolution: Report on Civil Rights and Non-Discrimination Audit	OPPOSE	OPPOSE		✗ 0.9%
7	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance.	✗ 10.2%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Albert S. Baldocchi	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.8%
1.2	Re-elect Mr. Matthew A. Carey	FOR	FOR		✓ 99.4%
1.3	Re-elect Mr. Greg L. Engles	FOR	FOR		✓ 99.6%
1.4	Re-elect Ms. Patricia D. Fili-Krushel	FOR	FOR		✓ 98.5%
1.5	Elect Ms. Laura Fuentes	FOR	FOR		✓ 99.9%
1.6	Re-elect Mr. Mauricio Gutierrez	FOR	FOR		✓ 99.8%
1.7	Re-elect Ms. Robin Hickenlooper	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.2%
1.8	Re-elect Mr. Scott Maw	FOR	FOR		✓ 98.8%
1.9	Re-elect Mr. Brian Niccol	FOR	● OPPOSE	Combined chairman and CEO.	✓ 96.1%
1.10	Re-elect Ms. Mary Winston	FOR	FOR		✓ 98.8%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 94.8%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.8%
4	Authorisation to increase the number of shares of the company's common stock	FOR	FOR		✓ 99.4%
5	Amend Certificate of Incorporation	FOR	● OPPOSE	The amendment has a negative impact on the rights or interests of all or some of the shareholders.	✓ 99.6%
6	Shareholder resolution: Commission a Third Party Audit on Working Conditions	OPPOSE	● FOR	Enhanced disclosure on safety in the workplace.	✗ 29.6%
7	Shareholder resolution: Adopt Policy to Not Interfere with Freedom of Association Rights	OPPOSE	● FOR	The adoption of a non-interference policy would ensure employees can exercise their right to form or join a trade union.	✗ 9.9%
8	Shareholder resolution: Report on Adoption of Automation	OPPOSE	● FOR	Implementing an ethical AI framework and transparent reporting align with societal values and can mitigate risks.	✗ 18.4%
9	Shareholder resolution: Report on Harassment and Discrimination Statistics	OPPOSE	● FOR	Enhanced disclosure on social issues.	✗ 16.5%

Item	Agenda	Board	Ethos		Result
1	Dividend Allocation	FOR	FOR		✓ 99.8%
2	Amend the articles of association to reduce the term of office for directors of the board	FOR	FOR		✓ 100.0%
3	Election of Directors on a Kansayaku board				
3.1	Re-elect Mr. Osamu Okuda	FOR	● OPPOSE	Combined chair and CEO.	✓ 84.7%
3.2	Elect Mr. Iwaaki Taniguchi	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 96.3%
3.3	Elect Mr. Hitoshi Iikura	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 95.6%
3.4	Re-elect Prof. Dr. Mariko Y. Momoi	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 96.9%
3.5	Re-elect Mr. Fumio Tateishi	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 96.7%
3.6	Re-elect Mr. Hideo Teramoto	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.9%
3.7	Re-elect Dr. rer. pol. Christoph Franz	FOR	FOR		✓ 96.3%
3.8	Re-elect Dr. James H. Sabry	FOR	FOR		✓ 94.8%
3.9	Re-elect Ms. Teresa A. Graham	FOR	FOR		✓ 94.9%
4	Election of 2 Corporate Auditors				
4.1	Elect Mr. Kenichi Masuda as a Corporate Auditor	FOR	FOR		✓ 99.9%
4.2	Elect Ms. Mami Yunoki as a Corporate Auditor	FOR	FOR		✓ 100.0%
5	Approve maximum remuneration for corporate auditors	FOR	● OPPOSE	The proposed 50% increase is excessive.	✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. David M. Cordani	FOR	● OPPOSE	Combined chair and CEO.	✓ 94.5%
1b	Re-elect Mr. William J. DeLaney	FOR	FOR		✓ 98.2%
1c	Re-elect Mr. Eric J. Foss	FOR	FOR		✓ 96.4%
1d	Re-elect Dr. Elder Granger	FOR	FOR		✓ 98.2%
1e	Re-elect Ms. Neesha Hathi	FOR	FOR		✓ 99.8%
1f	Re-elect Mr. George Kurian	FOR	FOR		✓ 98.2%
1g	Re-elect Ms. Kathleen M. Mazarella	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 96.1%
1h	Re-elect Prof. Dr. Mark B. McClellan	FOR	FOR		✓ 98.2%
1i	Elect Dr. Philip O. Ozuah	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.2%
1j	Re-elect Ms. Kimberly A. Ross	FOR	FOR		✓ 98.8%
1k	Re-elect Mr. Eric C. Wiseman	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 98.2%
1l	Re-elect Ms. Donna F. Zarcone	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.4%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 83.4%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.6%
4	Shareholder resolution: Call Special Shareholder Meetings	OPPOSE	● FOR	The proposed threshold would enhance the right of shareholders to call a special meeting.	✗ 48.8%
5	Shareholder resolution: Report on risks created by the Company's diversity, equity and inclusion efforts	OPPOSE	OPPOSE		✗ 1.6%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a	Re-elect Mr. Wesley G. Bush	FOR	FOR		✓ 97.4%
1b	Re-elect Mr. Michael D. Capellas	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.5%
1c	Re-elect Mr. Mark S. Garrett	FOR	FOR		✓ 96.1%
1d	Re-elect Mr. John D. Harris II	FOR	FOR		✓ 97.1%
1e	Re-elect Dr. Kristina M. Johnson	FOR	FOR		✓ 94.5%
1f	Re-elect Ms. Sarah Rae Murphy	FOR	FOR		✓ 99.2%
1g	Re-elect Mr. Charles H. Robbins	FOR	● OPPOSE	Combined chairman and CEO.	✓ 92.0%
1h	Elect Mr. Daniel H. Schulman	FOR	FOR		✓ 99.4%
1i	Re-elect Ms. Marianna Tessel	FOR	FOR		✓ 99.5%
2.	To approve the amendment of the Stock Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 94.5%
3.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 75.0%
4.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.5%*
5.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.1%
6.	Shareholder resolution: Report on tax transparency set forth in the Global Reporting Initiative's tax standard	OPPOSE	● FOR	Enhanced disclosure on the tax practices of the company.	✗ 25.2%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Terrence A. Duffy	FOR	● OPPOSE	Combined chairman and CEO.	✓ 91.7%
1b	Re-elect Ms. Kathryn Benesh	FOR	FOR		✓ 98.8%
1c	Re-elect Mr. Timothy S. Bitsberger	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.5%
1d	Re-elect Mr. Charles P. Carey	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 86.5%
1e	Re-elect Mr. Bryan T. Durkin	FOR	FOR		✓ 95.1%
1f	Re-elect Mr. Harold Ford Jr.	FOR	FOR		✓ 98.8%
1g	Re-elect Mr. Martin J. Gepsman	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 84.6%
1h	Re-elect Mr. Larry G. Gerdes	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 89.2%
1i	Re-elect Mr. Daniel R. Glickman	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 85.5%
1j	Re-elect Mr. Daniel G. Kaye	FOR	FOR		✓ 97.0%
1k	Re-elect Ms. Phyllis M. Lockett	FOR	FOR		✓ 64.2%
1l	Re-elect Prof. Deborah J. Lucas	FOR	FOR		✓ 98.7%
1m	Re-elect Ms. Terry L. Savage	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.5%
1n	Re-elect Ms. Rahael Seifu	FOR	FOR		✓ 96.2%
1o	Re-elect Mr. William R. Shepard	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.5%

Item	Agenda	Board	Ethos		Result
1p	Re-elect Mr. Howard J. Siegel	FOR	● OPPOSE	<p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>	✓ 91.6%
1q	Re-elect Mr. Dennis A. Suskind	FOR	● OPPOSE	<p>Non-independent chairman of the risk committee. The independence of this committee is insufficient.</p> <p>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 83.4%
2	Re-election of the auditor	FOR	● OPPOSE	<p>The auditor's long tenure raises independence concerns.</p>	✓ 92.1%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	<p>Excessive variable remuneration.</p> <p>An important part of the variable remuneration is based on continued employment only.</p>	✓ 87.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Zein Abdalla	FOR	FOR		✓ 85.1%
1b	Re-elect Ms. Vinita Bali	FOR	FOR		✓ 95.6%
1c	Re-elect Mr. Eric Branderiz	FOR	FOR		✓ 99.4%
1d	Re-elect Ms. Archana Deskus	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 98.4%
1e	Re-elect Mr. John M. Dineen	FOR	FOR		✓ 99.6%
1f	Re-elect Mr. Ravi Kumar	FOR	FOR		✓ 99.6%
1g	Re-elect Mr. Leo S. Mackay Jr.	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 88.1%
1h	Re-elect Mr. Michael Patsalos-Fox	FOR	FOR		✓ 96.1%
1i	Re-elect Mr. Stephen Rohleder	FOR	FOR		✓ 95.6%
1j	Re-elect Mr. Abraham (Bram) Schot	FOR	FOR		✓ 95.6%
1k	Re-elect Mr. Joseph M. Velli	FOR	FOR		✓ 98.2%
1l	Re-elect Ms. Sandra S. Wijnberg	FOR	FOR		✓ 96.4%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.2%
3	Adopt amended and restated certificate of incorporation	FOR	● OPPOSE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 85.1%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.2%
5	Shareholder resolution: Fair treatment of shareholder nominees	OPPOSE	● FOR	The proposal aims at improving shareholder rights.	✗ 1.5%

Item	Agenda	Board	Ethos		Result
	Ethos' ongoing engagement with Colgate-Palmolive				
1	Elections of directors				
1a	Re-elect Mr. John P. Bilbrey	FOR	FOR		✓ 89.0%
1b	Re-elect Mr. John T. Cahill	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.2%
1c	Re-elect Mr. Steve Cahillane	FOR	FOR		✓ 98.7%
1d	Re-elect Ms. Lisa M. Edwards	FOR	FOR		✓ 99.6%
1e	Re-elect Prof. Dr. C. Martin Harris	FOR	FOR		✓ 97.9%
1f	Re-elect Ms. Martina Hund-Mejean	FOR	FOR		✓ 99.6%
1g	Re-elect Ms. Kimberly A. Nelson	FOR	FOR		✓ 99.2%
1h	Elect Mr. Brian Newman	FOR	FOR		✓ 99.7%
1i	Re-elect Ms. Lorrie M. Norrington	FOR	FOR		✓ 98.0%
1j	Re-elect Mr. Noel R. Wallace	FOR	● OPPOSE	Combined chair and CEO.	✓ 92.8%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.5%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 86.7%
4	Shareholder resolution: Independent chair	OPPOSE	● FOR	An independent chair can ensure independent oversight of management.	✗ 33.8%

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts	FOR	FOR		✓ 99.9%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.7%
3	Final dividend	FOR	FOR		✓ 99.9%
Elections to the board of directors					
4	Elect Mr. Petros Parras	FOR	FOR		✓ 99.3%
5	Elect Ms. Leanne Wood	FOR	FOR		✓ 99.8%
6	Re-elect Mr. Ian Meakins	FOR	● OPPOSE	Chair of the nomination committee. The composition of the board is unsatisfactory.	✓ 97.7%
7	Re-elect Mr. Dominic Blakemore	FOR	FOR		✓ 98.8%
8	Re-elect Mr. Palmer Brown	FOR	● OPPOSE	Executive director. The number of executives on the board exceeds market practice.	✓ 99.3%
9	Re-elect Mr. Stefan Bomhard	FOR	FOR		✓ 98.0%
10	Re-elect Mr. John Bryant	FOR	● OPPOSE	Chair of the remuneration committee. We have serious concerns over remuneration.	✓ 90.1%
11	Re-elect Ms. Arlene Isaacs-Lowe	FOR	FOR		✓ 98.7%
12	Re-elect Ms. Anne-Francoise Nesmes	FOR	FOR		✓ 98.5%
13	Re-elect Mr. Sundar Raman	FOR	FOR		✓ 89.9%
14	Re-elect Mr. Nelson Silva	FOR	● OPPOSE	Non independent director sitting on the audit and remuneration committees, which is not line with UK market practice.	✓ 98.0%
15	Re-elect Ms. Ireena Vittal	FOR	● OPPOSE	Non independent director sitting on the audit and remuneration committees, which is not line with UK market practice.	✓ 97.9%
16	Re-appoint KPMG as auditors	FOR	FOR		✓ 99.2%
17	Auditor's remuneration	FOR	FOR		✓ 100.0%
18	Political donations	FOR	FOR		✓ 99.0%
19	Authority to allot shares	FOR	FOR		✓ 91.9%
20	Disapplication of pre-emption rights	FOR	FOR		✓ 96.7%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 96.0%
22	Purchase of own shares	FOR	FOR		✓ 99.5%
23	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.6%

Item	Agenda	Board	Ethos	Result
1	Approval of the interim balance sheet of the Company as of 30 September 2023	FOR	FOR	✓ 100.0%
2	Approval of the partial distribution of distributable reserves	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the directors' report and the accounts	FOR	FOR		✓
2	Approval of the consolidated directors' report and the consolidated accounts	FOR	FOR		✓
3	Approval of the corporate governance report	FOR	● OPPOSE	The report is not available in English prior to the AGM. The board composition is not satisfactory.	✓
4	Approval of the non-financial information report	FOR	FOR		✓
5	Allocation of income	FOR	FOR		✓
6	Discharge of the Board	FOR	FOR		✓
7	Acquisition of own shares	FOR	FOR		✓ 100.0%
8	Sale by the Company of its own shares	FOR	FOR		✓
9	Approval of the 2024-2026 remuneration policy	FOR	FOR		✓
10.a	Election of the members of the governing bodies for the 2024-2026 triennium	FOR	● OPPOSE	The overall independence of the board is not sufficient. The number of executives is excessive.	✓
10.b	Election of Ernst & Young as statutory auditor for the 2024-2026 triennium	FOR	FOR		✓
11	Approval of the establishment of an Appointments, Evaluation and Remuneration Committee for the current term of office of the corporate bodies and the respective regulation	FOR	FOR		✓
12	Election of the members of the Appointments, Evaluation and Remuneration Committee and approval of their respective remuneration	FOR	● OPPOSE	The overall independence of the committee is not sufficient.	✓

Item	Agenda	Board	Ethos		Result
1	To receive the financial statements and related reports regarding the year ended 30 June 2023	NON-VOTING	NON-VOTING		
2	Election of the auditor	FOR	FOR		✓ 99.8%
3	Elections of directors				
3.a	Re-elect Ms. Carolyn Hewson	FOR	FOR		✓ 97.6%
4	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 77.0%
5	Grant of Securities to Dr. Paul McKenzie (CEO)	FOR	● OPPOSE	Potential excessive awards.	✓ 75.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Fernando Aguirre	FOR	FOR		✓ 98.2%
1b	Re-elect Mr. Ph.D Jeffrey R. Balser	FOR	FOR		✓ 99.3%
1c	Re-elect Mr. C. David Brown II	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.9%
1d	Re-elect Ms. Alecia A. DeCoudreaux	FOR	FOR		✓ 99.0%
1e	Re-elect Ms. Nancy-Ann M. DeParle	FOR	FOR		✓ 98.4%
1f	Re-elect Mr. Roger N. Farah	FOR	FOR		✓ 97.8%
1g	Re-elect Ms. Anne M. Finucane	FOR	FOR		✓ 96.2%
1h	Elect Mr. Scott J. Kirby	FOR	FOR		✓ 99.3%
1i	Re-elect Ms. Karen S. Lynch	FOR	FOR		✓ 98.9%
1j	Elect Mr. Michael F. Mahoney	FOR	FOR		✓ 99.1%
1k	Re-elect Mr. Jean-Pierre Millon	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.6%
1l	Re-elect Ms. Mary L. Schapiro	FOR	FOR		✓ 99.3%
2	Re-election of the auditor	FOR	FOR		✓ 97.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 85.1%
4	To approve the amendment of the 2017 Incentive Remuneration Plan	FOR	● OPPOSE	The potential variable remuneration exceeds Ethos' guidelines.	✓ 95.7%
5	Shareholder resolution: Third Party Worker Rights Assessment and Report	OPPOSE	● FOR	Enhanced disclosure on human rights.	✗ 23.4%
6	Shareholder resolution: Amend Bylaws to Adopt a Director Election Resignation	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance.	✗ 18.5%
7	Shareholder resolution: Termination Pay	OPPOSE	● FOR	We strongly support the right of shareholders to address pay-related concerns.	✗ 6.0%
8	Shareholder resolution: Adopt Policy to Require Director Allocation of Hours Disclosure	OPPOSE	OPPOSE		✗ 2.5%

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

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR		✓ 96.2%
4	Approve Discharge of Supervisory Board	FOR	FOR		✓ 99.2%
5	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 96.3%
6	Authorise Share Repurchase	FOR	FOR		✓ 95.7%
7	Authorise Share Repurchase by use of Equity Derivatives	FOR	FOR		✓ 95.2%
	Board main features				
8a	Elections to the Supervisory Board: Dr. Andreas Gottschling	FOR	FOR		✓ 99.7%
8b	Elections to the Supervisory Board: Martin Jetter	FOR	FOR		✓ 96.6%
8c	Elections to the Supervisory Board: Shannon Anastasia Johnston	FOR	FOR		✓ 99.7%
8d	Elections to the Supervisory Board: Sigrid Kozmiensky	FOR	FOR		✓ 99.9%
8e	Elections to the Supervisory Board: Barbara Lambert	FOR	FOR		✓ 93.0%
8f	Elections to the Supervisory Board: Charles G. T. Stonehill	FOR	FOR		✓ 99.7%
8g	Elections to the Supervisory Board: Clara-Christina Streit	FOR	FOR		✓ 93.9%
8h	Elections to the Supervisory Board: Chong Lee Tan	FOR	FOR		✓ 99.7%
9	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	FOR	FOR		✓ 99.1%
10	Approve Remuneration Report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 91.8%
11a	Appoint the Auditors	FOR	FOR		✓ 99.9%
11b	Appoint the Auditors for the sustainability reporting 2024	FOR	FOR		✓ 99.9%

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

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.4%
Elections to the board of directors					
4	Re-elect Mr. Dominique D'Hinnin	FOR	FOR		✓ 77.2%
5	Elect Ms. Nathalie Balla	FOR	FOR		✓ 100.0%
6	Approve the remuneration policy of Mr. Bertrand Dumazy, chair/CEO	FOR	● OPPOSE	The potential variable remuneration exceeds Ethos' guidelines.	✓ 65.7%
7	Approve the remuneration policy of directors	FOR	FOR		✓ 99.0%
8	Approve the maximum amount to be allocated to directors	FOR	FOR		✓ 98.5%
9	Approve the remuneration report	FOR	● OPPOSE	The information provided is insufficient.	✓ 91.9%
10	Approve the 2023 remuneration of Mr. Bertrand Dumazy, chair/CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 70.1%
11	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
12	Ratify Deloitte as statutory auditors	FOR	FOR		✓ 98.9%
13	Ratify Deloitte as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.2%
14	Ratify Ernst & Young as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.5%
15	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The potential maximum repurchase price is too high.	✓ 99.7%
16	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.7%
17	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 97.1%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	FOR		✓ 98.7%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	FOR		✓ 95.9%
20	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	FOR		✓ 90.8%

Item	Agenda	Board	Ethos	Result
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR	✓ 98.3%
22	Authorisation to increase the share capital through transfer of reserves	FOR	FOR	✓ 99.9%
23	Authorisation to issue shares reserved for employees (share ownership plan)	FOR	FOR	✓ 99.3%
24	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Dr. Katherine Baicker	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 99.4%
1b	Re-elect Mr. J. Erik Fyrwald	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Non independent director (business connections with the company). The board is not sufficiently independent. The director has been sitting on the board for over 16 years, which exceeds guidelines. Concerns over the director's time commitments.	✓ 91.4%
1c	Re-elect Mr. Jamere Jackson	FOR	FOR		✓ 97.8%
1d	Re-elect Ms. Gabrielle Sulzberger	FOR	FOR		✓ 98.1%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.0%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.8%
4	Declassify the board of directors	FOR	FOR		✗ 77.8%
5	Eliminate Supermajority Vote Requirement	FOR	FOR		✗ 77.7%
6	Shareholder resolution: Report on Lobbying Payments and Policy	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 25.5%
7	Shareholder resolution: Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	OPPOSE	● FOR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 23.8%
8	Shareholder resolution: Report on Impact of Extended Patent Exclusivities on Product Access	OPPOSE	● FOR	The proposal would demonstrate the commitment of the company to expanding patient access to its products.	✗ 8.9%
9	Shareholder resolution: Adopt a Comprehensive Human Rights Policy	OPPOSE	● FOR	The proposed policy would encourage social responsibility.	✗ 10.0%

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Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 98.3%
Elections to the board of directors					
5	Re-elect Ms. Amy Flikerski	FOR	FOR		✓ 99.9%
6	Re-elect Mr. Fabrice Barthélemy	FOR	FOR		✓ 98.3%
7	Ratify the co-optation of BWGI	FOR	FOR		✓ 99.9%
8	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	FOR	FOR		✓ 97.5%
9	Ratify Mazars as auditor in charge of the sustainability reporting	FOR	FOR		✓ 97.5%
10	Approve the remuneration policy of Mr. Thierry Morin, chair	FOR	FOR		✓ 99.9%
11	Approve the remuneration policy of directors	FOR	FOR		✓ 99.6%
12	Approve the remuneration policy of Mr. Xavier Martiré, CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.4%
13	Approve the remuneration policy of corporate officers	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.4%
14	Approve the remuneration report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.7%
15	Approve the 2023 remuneration of Mr. Thierry Morin, chair	FOR	FOR		✓ 99.9%
16	Approve the 2023 remuneration of Mr. Xavier Martiré, CEO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.5%
17	Approve the 2023 remuneration of Mr. Louis Guyot, CFO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.0%
18	Approve the 2023 remuneration of Mr. Matthieu Lechary, Deputy COO	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.0%
19	Authorisation to purchase company shares (share buyback programme)	FOR	FOR		✓ 99.7%
20	Authorisation to increase the share capital through transfer of reserves	FOR	FOR		✓ 99.9%
21	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 97.1%
22	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	The potential discount (10%) is above market practice (5%).	✓ 95.6%

Item	Agenda	Board	Ethos		Result
23	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	The potential discount (10%) is above market practice (5%).	✓ 91.0%
24	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	FOR		✓ 92.2%
25	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 88.5%
26	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 98.2%
27	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR		✓ 99.8%
28	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR		✓ 99.8%
29	Determination of the overall limit for capital increases with or without pre-emptive rights	FOR	FOR		✓ 97.4%
30	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.3%
31	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 96.5%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
5	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The potential maximal repurchase price is too high.	✓ 99.8%
Elections to the board of directors					
6	Re-elect Mr. Fabrice Brégier	FOR	FOR		✓ 98.5%
7	Elect Mr. Michel Giannuzzi	FOR	FOR		✓ 97.9%
8	Ratify Deloitte as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.9%
9	Ratify Ernst & Young as auditor in charge of the sustainability reporting	FOR	FOR		✓ 98.8%
10	Approve the remuneration report	FOR	FOR		✓ 97.8%
11	Approve the 2023 remuneration of Mr. Jean-Pierre Clamadieu, chair	FOR	FOR		✓ 99.9%
12	Approve the 2023 remuneration of Ms. Catherine MacGregor, CEO	FOR	FOR		✓ 94.6%
13	Approve the maximum amount to be allocated to directors	FOR	FOR		✓ 96.5%
14	Approve the remuneration policy of directors	FOR	FOR		✓ 97.1%
15	Approve the remuneration policy of Mr. Jean-Pierre Clamadieu, chair	FOR	FOR		✓ 99.9%
16	Approve the remuneration policy of Ms. Catherine MacGregor, CEO	FOR	FOR		✓ 94.6%
17	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 99.7%
18	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	The maximum potential discount is not clearly specified and might exceed market practice.	✓ 96.4%
19	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	The maximum potential discount is not clearly specified and might exceed market practice.	✓ 95.2%
20	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	FOR		✓ 88.1%
21	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 98.9%

Item	Agenda	Board	Ethos	Result
22	Determination of the overall limit for capital increases with or without pre-emptive rights	FOR	FOR	✓ 99.8%
23	Authorisation to increase the share capital through transfer of reserves	FOR	FOR	✓ 99.8%
24	Authorisation to reduce share capital via cancellation of shares	FOR	FOR	✓ 97.1%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR	✓ 99.5%
26	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR	✓ 99.5%
27	Approve distribution of performance shares to certain employees of group companies	FOR	FOR	✓ 98.9%
28	Approve distribution of performance shares to certain employees of the group	FOR	FOR	✓ 98.2%
29	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Extra Space Storage

18.07.2023

EGM

Item	Agenda	Board	Ethos		Result
1	Issue Shares in Connection with Merger	FOR	FOR		✓ 100.0%
2	To approve the adjournment proposal	FOR	● OPPOSE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓ 91.8%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Scott A Satterlee	FOR	FOR		✓ 96.5%
1b	Re-elect Mr. Michael J Ancius	FOR	FOR		✓ 92.5%
1c	Re-elect Mr. Stephen L. Eastman	FOR	FOR		✓ 96.5%
1d	Re-elect Mr. Daniel L Florness	FOR	FOR		✓ 98.8%
1e	Re-elect Ms. Rita J. Heise	FOR	FOR		✓ 92.4%
1f	Re-elect Mr. Hsenghung Sam Hsu	FOR	FOR		✓ 98.6%
1g	Re-elect Mr. Daniel L. Johnson	FOR	FOR		✓ 98.0%
1h	Re-elect Mr. Nicholas J. Lundquist	FOR	FOR		✓ 98.0%
1i	Re-elect Ms. Sarah N. Nielsen	FOR	FOR		✓ 99.1%
1j	Elect Ms. Irene A. Quarshie	FOR	FOR		✓ 99.8%
1k	Re-elect Ms. Reyne K Wisecup	FOR	FOR		✓ 97.7%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.0%
3	Advisory vote on executive remuneration	FOR	FOR		✓ 92.7%
4	Eliminate supermajority voting requirement in connection with business transactions	FOR	● OPPOSE	The amendment can have a negative impact on the long-term interests of the company's shareholders.	✓ 99.5%
5	Shareholder resolution: Introduce simple majority voting	OPPOSE	OPPOSE		✗ 41.1%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.a	Re-elect Mr. Marvin R. Ellison	FOR	FOR	✓ 95.8%
1.b	Re-elect Mr. Stephen E. Gorman	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 97.7%
1.c	Re-elect Ms. Susan Patricia Griffith	FOR	FOR	✓ 97.4%
1.d	Re-elect Ms. Amy B. Lane	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The board is not sufficiently independent. ✓ 98.1%
1.e	Re-elect Mr. R. Brad Martin	FOR	● OPPOSE	Non-independent chairman of the audit committee. The independence of this committee is insufficient. ✓ 94.7%
1.f	Re-elect Vice Admiral Nancy A. Norton	FOR	FOR	✓ 98.3%
1.g	Re-elect Mr. Frederick P. Perpall	FOR	FOR	✓ 97.4%
1.h	Re-elect Mr. Joshua C. Ramo	FOR	FOR	✓ 95.7%
1.i	Re-elect Prof. Susan C. Schwab	FOR	FOR	✓ 95.2%
1.j	Re-elect Mr. Frederick W. Smith	FOR	FOR	✓ 94.1%
1.k	Re-elect Mr. David P. Steiner	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 92.6%
				Non independent lead director, which is not best practice.
1.l	Re-elect Mr. Rajesh Subramaniam	FOR	● OPPOSE	Executive director (CEO). The board is not sufficiently independent. ✓ 97.3%
1.m	Re-elect Mr. Paul S. Walsh	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 93.2%
				Concerns over the director's time commitments.
				The director has been sitting on the board for over 16 years, which exceeds guidelines.
2	Advisory vote on executive remuneration	FOR	● OPPOSE	The variable remuneration is based on continued employment only. ✓ 89.7%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.3%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. ✓ 94.7%
5	Shareholder resolution: Amend clawback policy	OPPOSE	● FOR	The proposal would improve the coverage of the clawback policy and enhance transparency, which is in line with the interests of the shareholders. ✗ 26.3%

Item	Agenda	Board	Ethos		Result
6	Shareholder resolution: Publish a report on just transition	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✘ 29.7%
7	Shareholder resolution: Paid sick leave disclosure	OPPOSE	● FOR	We support corporate policies that encourage social responsibility.	✘ 10.5%
8	Shareholder resolution: Report climate risk from retirement plan options	OPPOSE	● FOR	Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation.	✘ 7.5%

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

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Ms. Kimberly A. Casiano	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.0%
1b	Re-elect Ms. Alexandra Ford English	FOR	FOR		✓ 95.0%
1c	Re-elect Mr. James D. Farley Jr.	FOR	FOR		✓ 97.8%
1d	Re-elect Mr. Henry Ford III	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 91.7%
1e	Re-elect Mr. William Clay Ford Jr.	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 86.4%
1f	Re-elect Mr. William W. Helman IV	FOR	FOR		✓ 96.1%
1g	Re-elect Mr. Jon M. Huntsman Jr.	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 94.3%
1h	Re-elect Mr. William E. Kennard	FOR	FOR		✓ 82.2%
1i	Re-elect Mr. John C. May	FOR	FOR		✓ 96.5%
1j	Re-elect Ms. Beth E. Mooney	FOR	FOR		✓ 96.5%
1k	Re-elect Ms. Lynn Vojvodich Radakovich	FOR	FOR		✓ 95.9%
1l	Re-elect Mr. John Lawson Thornton	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.9%
1m	Re-elect Mr. John B. Veihmeyer	FOR	FOR		✓ 96.4%
1n	Re-elect Mr. John S. Weinberg	FOR	FOR		✓ 96.4%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 97.8%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.9%
4	To approve the amendment of the 2024 Stock Plan for non-executive directors	FOR	FOR		✓ 96.5%
5	Shareholder resolution: Give Each Share An Equal Vote	OPPOSE	● FOR	The proposal to give each share an equal vote is in line with the principle of fair and equal treatment of all shareholders.	✗ 38.3%

Item	Agenda	Board	Ethos		Result
6	Shareholder resolution: Report on Reliance on Child Labour in Supply Chain	OPPOSE	OPPOSE		✘ 5.6%
7	Shareholder resolution: Report on Sustainable Sourcing Policies	OPPOSE	● FOR	The resolution aims to mitigate risks in Ford's supply chain by enhancing transparency and implementing Sustainable Sourcing Policies to address deforestation and greenhouse gas emissions concerns.	✘ 6.6%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Ken Xie	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.7%
1b	Re-elect Mr. Michael Xie	FOR	FOR		✓ 99.5%
1c	Re-elect Mr. Kenneth A. Goldman	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 96.8%
1d	Re-elect Mr. Ming Hsieh	FOR	FOR		✓ 98.4%
1e	Re-elect Dr. Jean Hu	FOR	FOR		✓ 99.8%
1f	Re-elect Mr. William H. Neukom	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 97.8%
1g	Re-elect Ms. Judith Sim	FOR	FOR		✓ 96.9%
1h	Re-elect Dr. James Stavridis	FOR	FOR		✓ 94.6%
1i	Elect Ms. Mary Agnes Wildrotter	FOR	FOR		✓ 96.3%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 98.5%

Item	Agenda	Board	Ethos		Result
1	Approve the conversion of the Company into the legal form of a stock corporation	FOR	FOR		✓ 99.9%
	Board main features				
2.1	Elections to the Supervisory Board: Shervin J. Korangy	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.1%
2.2	Elections to the Supervisory Board: Dr. Marcus Kuhnert	FOR	FOR		✓ 98.8%
2.3	Elections to the Supervisory Board: Dr. Gregory Sorensen	FOR	FOR		✓ 92.6%
2.4	Elections to the Supervisory Board: Pascale Witz	FOR	FOR		✓ 93.8%
3	Confirm the Appointment of the Auditors	FOR	FOR		✓ 99.7%

Item	Agenda	Board	Ethos	Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING	
2	Approve the Dividend	FOR	FOR	✓ 100.0%
3	Approve Remuneration Report	FOR	FOR	✓ 91.6%
4	Approve Discharge of Management Board	FOR	FOR	✓ 99.4%
5	Approve Discharge of Supervisory Board	FOR	FOR	✓ 98.9%
6	Appoint the Auditors	FOR	FOR	✓ 99.9%
	Board main features			
7.1	Elections to the Supervisory Board: Andreas Renschler	FOR	FOR	✓ 99.5%
7.2	Elections to the Supervisory Board: Prof. Dr. Axel Stepken	FOR	FOR	✓ 99.8%
8.1	Amend Articles: Adjustment of record date (Section 17 (2) 3	FOR	FOR	✓ 100.0%
8.2	Amend Articles: Term of office of Supervisory Board members (Sections 10 (5) and 11 (1)	FOR	FOR	✓ 100.0%
9	Approve the Company's Climate Transition Plan 2040	FOR	FOR	✓ 98.4%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Ms. Mary T. Barra	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.6%
1b.	Re-elect Mr. Wesley G. Bush	FOR	FOR		✓ 96.1%
1c.	Re-elect Ms. Joanne C. Crevoiserat	FOR	FOR		✓ 99.4%
1d.	Re-elect Ms. Linda R. Gooden	FOR	FOR		✓ 99.7%
1e.	Re-elect Mr. Joseph Jimenez	FOR	FOR		✓ 97.0%
1f.	Re-elect Mr. Jonathan (Jon) McNeill	FOR	FOR		✓ 99.4%
1g.	Re-elect Ms. Judith A. Miscik	FOR	FOR		✓ 99.8%
1h.	Re-elect Ms. Patricia F. Russo	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 98.9%
1i.	Re-elect Mr. Thomas M. Schoewe	FOR	FOR		✓ 97.1%
1j.	Re-elect Mr. Mark A. Tatum	FOR	FOR		✓ 99.9%
1k.	Re-elect Dr. Jan E. Tighe	FOR	FOR		✓ 99.8%
1l.	Re-elect Mr. Devin N. Wenig	FOR	FOR		✓ 97.2%
2	Re-election of the auditor	FOR	FOR		✓ 99.1%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 57.7%
4	Shareholder resolution: Report on the Use of Child Labour in Connection with Electric Vehicles	OPPOSE	OPPOSE		✗ 12.6%
5	Shareholder resolution: Eliminate EV Targets from Incentive Compensation Programs	OPPOSE	OPPOSE		✗ 0.8%
6	Shareholder resolution: Report on the Company's Use of Deep-Sea Mined Minerals in its Production and Supply Chains	OPPOSE	● FOR	Enhanced disclosure on environmental issues.	✗ 12.5%
7	Shareholder resolution: Report on Sustainability Risk in the Company's Supply Chain	OPPOSE	● FOR	Enhanced disclosure on environmental issues.	✗ 13.6%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Dr. Jacqueline K. Barton	FOR	FOR		✓ 98.8%
1b	Re-elect Dr. Jefferey A. Bluestone	FOR	FOR		✓ 99.3%
1c	Re-elect Dr. Sandra J. Horning	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 97.8%
1d	Re-elect Ms. Kelly A. Kramer	FOR	FOR		✓ 97.3%
1e	Elect Mr. Ted W. Love	FOR	FOR		✓ 99.5%
1f	Re-elect Mr. Harish Manwani	FOR	FOR		✓ 96.1%
1g	Re-elect Mr. Daniel O'Day	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.7%
1h	Re-elect Mr. Javier J. Rodriguez	FOR	FOR		✓ 99.3%
1i	Re-elect Mr. Anthony Welters	FOR	FOR		✓ 92.5%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.2%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.0%
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	FOR	● OPPOSE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 81.2%
5	Shareholder resolution: Employee representation on board of directors	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance.	✗ 5.9%
6	Shareholder resolution: Report on Risks of Supporting Abortion	OPPOSE	OPPOSE		✗ 1.8%
7	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	OPPOSE	OPPOSE		✗ 35.8%

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

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts	FOR	FOR		✓ 99.9%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration. Concerns over the excessive sign-on bonus granted to the new CFO.	✓ 92.7%
Elections to the board of directors					
3	Elect Ms. Wendy Becker	FOR	FOR		✓ 95.9%
4	Elect Dr Jeannie Lee	FOR	FOR		✓ 99.9%
5	Re-elect Sir Jonathan Symonds, CBE	FOR	FOR		✓ 99.5%
6	Re-elect Dame Emma Walmsley	FOR	FOR		✓ 99.8%
7	Re-elect Ms. Julie Brown	FOR	FOR		✓ 99.7%
8	Re-elect Ms. Elizabeth McKee Anderson	FOR	FOR		✓ 97.6%
9	Re-elect Mr. Charles A. Bancroft	FOR	FOR		✓ 99.5%
10	Re-elect Dr. Hal Barron	FOR	FOR		✓ 99.6%
11	Re-elect Dr. Anne Beal	FOR	FOR		✓ 99.6%
12	Re-elect Dr. Harry C. Dietz	FOR	FOR		✓ 99.8%
13	Re-elect Dr. Jesse Goodman	FOR	FOR		✓ 99.8%
14	Re-elect Dr. Vishal Sikka	FOR	FOR		✓ 94.6%
15	Re-appoint Deloitte as auditors	FOR	FOR		✓ 99.9%
16	Auditor's remuneration	FOR	FOR		✓ 99.9%
17	Political donations	FOR	FOR		✓ 98.8%
18	General authority to allot shares	FOR	FOR		✓ 95.7%
19	Disapplication of pre-emption rights	FOR	FOR		✓ 97.7%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 96.9%
21	Purchase of own shares	FOR	FOR		✓ 99.2%
22	Exemption from statement of the name of the senior statutory auditor in published copies of the auditor's reports (ordinary resolution)	FOR	FOR		✓ 99.7%
23	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.8%

Item	Agenda	Board	Ethos		Result
1	Amendment to the articles of association concerning the powers of the board of directors (extraordinary agenda)	FOR	FOR		✓ 100.0%
2	Financial statements as at 31 December 2023	FOR	FOR		✓ 99.8%
3	Allocation of net results and dividend distribution	FOR	FOR		✓ 99.9%
4	Binding vote on the remuneration policy	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓ 90.6%
5	Advisory vote on the remuneration paid in 2023	FOR	FOR		✓ 92.0%
6	Appointment of a member of the board of directors – shareholder proposal	NO RECOMME ND.	● OPPOSE	Insufficient information is provided concerning the nominees.	✓ 71.1%
7	Appointment of the vice chair of the board of directors – shareholder proposal	NO RECOMME ND.	● OPPOSE	Insufficient information is provided concerning the nominees.	✓ 71.1%
8	Authorization for the purchase and disposal of treasury shares	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Executive management discharge	FOR	FOR		✓ 99.6%
4	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
5	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 92.8%
6	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The authorisation allows for share repurchase during a period of public offer and can potentially be used as an anti-takeover device.	✓ 94.4%
7	Approve the remuneration report	FOR	● OPPOSE	The information provided is insufficient. Excessive fixed remuneration.	✓ 91.8%
8	Approve the 2023 remuneration of Mr. Axel Dumas, CEO	FOR	● OPPOSE	The information provided is insufficient. Excessive fixed remuneration.	✓ 91.7%
9	Approve the 2023 remuneration attributable to Emile Hermès SAS, active partner of the company	FOR	● OPPOSE	The information provided is insufficient. Excessive total remuneration.	✓ 92.0%
10	Approve the 2023 remuneration of Mr. Eric de Seynes, chair	FOR	FOR		✓ 100.0%
11	Approve the remuneration policy of members of the executive management	FOR	FOR		✓ 91.4%
12	Approve the remuneration policy of directors	FOR	FOR		✓ 100.0%
Elections to the board of directors					
13	Re-elect Mr. Matthieu Dumas	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Representative of an important shareholder who is sufficiently represented on the board.	✓ 94.1%
14	Re-elect Mr. Blaise Guerrand	FOR	● OPPOSE	Executive director. The board is not sufficiently independent. Representative of an important shareholder who is sufficiently represented on the board.	✓ 96.0%

Item	Agenda	Board	Ethos		Result
15	Re-elect Ms. Olympia Guerrand	FOR	● OPPOSE	Executive director. The board is not sufficiently independent. Representative of an important shareholder who is sufficiently represented on the board.	✓ 96.0%
16	Re-elect Mr. Alexandre Viros	FOR	FOR		✓ 99.8%
17	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.9%
18	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.8%
19	Approve distribution of performance shares	FOR	● OPPOSE	The information provided is insufficient.	✓ 92.7%
20	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1.	Election of Directors (with 3-committees)				
1.1	Re-elect Mr. Katsumi Ihara	FOR	FOR		✓ 96.8%
1.2	Re-elect Mr. Ravi Venkatesan	FOR	FOR		✓ 99.8%
1.3	Re-elect Mr. Ikuro Sugawara	FOR	FOR		✓ 99.7%
1.4	Elect Ms. Isabelle Deschamps	FOR	FOR		✓ 99.9%
1.5	Re-elect Mr. Joe Harlan	FOR	FOR		✓ 99.8%
1.6	Re-elect Ms. Louise Pentland	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.8%
1.7	Re-elect Mr. Takatoshi Yamamoto	FOR	FOR		✓ 99.6%
1.8	Re-elect Mr. Hiroaki Yoshihara	FOR	FOR		✓ 94.8%
1.9	Re-elect Prof. Helmuth Ludwig	FOR	FOR		✓ 99.7%
1.10	Re-elect Mr. Keiji Kojima	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 95.5%
1.11	Re-elect Mr. Mitsuaki Nishiyama	FOR	FOR		✓ 96.4%
1.12	Re-elect Mr. Toshiaki Higashihara	FOR	● OPPOSE	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 96.9%

Item	Agenda	Board	Ethos		Result
	Ethos' ongoing engagement with Honda Motor				
1.	Election of Directors (with 3-committees)				
1.1	Re-elect Mr. Toshihiro Mibe	FOR	● OPPOSE	Combined chairman and CEO. Chairman of the company which does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 92.3%
1.2	Re-elect Mr. Shinji Aoyama	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 97.6%
1.3	Re-elect Mr. Noriya Kaihara	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 97.6%
1.4	Elect Mr. Eiji Fujimura	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 95.5%
1.5	Re-elect Ms. Asako Suzuki	FOR	● OPPOSE	Non independent director (former executive). The board is not sufficiently independent.	✓ 95.0%
1.6	Elect Mr. Jiro Morisawa	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 95.3%
1.7	Re-elect Mr. Kunihiko Sakai	FOR	FOR		✓ 97.7%
1.8	Re-elect Mr. Fumiya Kokubu	FOR	FOR		✓ 94.8%
1.9	Re-elect Mr. Yoichiro Ogawa	FOR	FOR		✓ 98.8%
1.10	Re-elect Mr. Kazuhiro Higashi	FOR	FOR		✓ 97.3%
1.11	Re-elect Ms. Ryoko Nagata	FOR	FOR		✓ 99.4%
1.12	Elect Ms. Miga Agatsuma	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos	Result
1	To receive the audited consolidated financial statements of the company	FOR	FOR	✓ 99.6%
2	Elections of directors			
a	Re-elect Mr. Nicholas Charles Allen	FOR	FOR	✓ 98.8%
b	Re-elect Ms. Anna Ming Ming Cheung	FOR	FOR	✓ 99.8%
c	Re-elect Mr. Yichen Zhang	FOR	FOR	✓ 95.0%
3	Re-elect the auditor and fix their remuneration	FOR	FOR	✓ 93.9%
4	To authorise the buy back of shares in the company	FOR	FOR	✓ 99.8%
5	To issue and deal with additional shares without pre-emptive rights in the company	FOR	FOR	✓ 91.7%

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

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Elect Ms. Marianne C. Brown	FOR	FOR		✓ 98.6%
1b	Re-elect Mr. Thomas Buberl	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 97.4%
1c	Re-elect Mr. David N. Farr	FOR	FOR		✓ 96.7%
1d	Re-elect Mr. Alex Gorsky	FOR	FOR		✓ 98.6%
1e	Re-elect Prof. Michelle J. Howard	FOR	FOR		✓ 98.8%
1f	Re-elect Dr. Arvind Krishna	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.7%
1g	Re-elect Mr. Andrew N. Liveris	FOR	FOR		✓ 78.9%
1h	Re-elect Mr. Frederick William McNabb III	FOR	FOR		✓ 98.6%
1i	Elect Mr. Michael Miebach	FOR	FOR		✓ 98.3%
1j	Re-elect Dr. Martha E. Pollack	FOR	FOR		✓ 97.6%
1k	Re-elect Mr. Peter R. Voser	FOR	FOR		✓ 96.7%
1l	Re-elect Mr. Frederick H. Waddell	FOR	FOR		✓ 95.7%
1m	Re-elect Mr. Alfred W. Zollar	FOR	FOR		✓ 94.5%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.0%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.2%
4	Shareholder resolution: Public Report on Lobbying Activities	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 37.7%
5	Shareholder resolution: Public Report on Congruency in China Business Operations and ESG Activities	OPPOSE	OPPOSE		✗ 5.6%
6	Shareholder resolution: Allow shareholders to act by written consent	OPPOSE	● FOR	Taking action by written consent in lieu of a meeting is a mechanism shareholders can use to raise important matters without convening an EGM.	✗ 43.0%
7	Shareholder resolution: Public Report on Climate Lobbying	OPPOSE	● FOR	Enhanced disclosure on the alignment between the company's emissions goals and lobbying.	✗ 31.8%
8	Shareholder resolution: Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 30.8%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Elect Ms. Irene Chang Britt	FOR	FOR		✓ 99.8%
1.b	Re-elect Mr. Bruce L. Clafin	FOR	FOR		✓ 93.6%
1.c	Re-elect Dr. Asha S. Collins	FOR	FOR		✓ 97.3%
1.d	Re-elect Mr. Sam Samad	FOR	FOR		✓ 94.6%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.8%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	An important part of the variable remuneration is based on continued employment only.	✓ 93.6%
4	Shareholder resolution: Introduce simple majority voting	NO RECOMME ND.	● OPPOSE	The information provided is insufficient.	✓ 90.6%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Daniel J. Brutto	FOR	FOR		✓ 97.2%
1.b	Re-elect Ms. Susan Crown	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.1%
1.c	Re-elect Mr. Darrell L. Ford	FOR	FOR		✓ 96.0%
1.d	Re-elect Ms. Kelly J. Grier	FOR	FOR		✓ 99.6%
1.e	Re-elect Mr. James W. Griffith	FOR	FOR		✓ 95.2%
1.f	Re-elect Mr. Jay L. Henderson	FOR	FOR		✓ 97.7%
1.g	Elect Mr. Jaime Irick	FOR	FOR		✓ 99.3%
1.h	Re-elect Mr. Richard H. Lenny	FOR	FOR		✓ 94.5%
1.i	Elect Mr. Christopher A. O'Herlihy	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 98.3%
1.j	Re-elect Mr. E. Scott Santi	FOR	● OPPOSE	Non independent director (former executive). The board is not sufficiently independent.	✓ 96.8%
1k	Re-elect Mr. David B. Smith Jr.	FOR	FOR		✓ 96.9%
1.l	Re-elect Ms. Pamela B. Strobel	FOR	● OPPOSE	Non-independent chair of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.5%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 93.2%
3	To approve the 2024 Long-Term Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds Ethos' guidelines.	✓ 94.6%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.5%
5	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 34.3%

Item	Agenda	Board	Ethos		Result
1A	Approval of the holding company's annual accounts	FOR	FOR		✓ 100.0%
1B	Discharge the Board	FOR	FOR		✓ 99.6%
2	Approval of the consolidated annual accounts	FOR	FOR		✓ 100.0%
3	Approval of the non-financial information statement	FOR	FOR		✓ 100.0%
4	Allocation of profit and dividend distribution	FOR	FOR		✓ 99.9%
5	Elections to the Board of Directors				
5A	Setting the number of Directors to 10 members	FOR	FOR		✓ 99.9%
5B	Re-elect Mr. Amancio Ortega Gaona	FOR	● OPPOSE	<p>Representative of an important shareholder who is sufficiently represented on the board.</p> <p>The director is over 75 years old, which exceeds guidelines.</p>	✓ 98.2%
5C	Re-elect Mr. José Luis Durán Schulz	FOR	FOR		✓ 99.3%
6	Approval of the remuneration policy	FOR	● OPPOSE	Excessive total remuneration.	✓ 98.4%
7	Approval of a long-term incentive plan	FOR	FOR		✓ 98.9%
8	Acquisition of own shares	FOR	FOR		✓ 99.3%
9	Advisory vote on the Directors Annual Remuneration Report	FOR	● OPPOSE	<p>Excessive total remuneration.</p> <p>Concerns over the severance payments which are considered excessive.</p>	✓ 97.6%
10	Delegation of powers	FOR	FOR		✓ 100.0%
11	Information on the amendments of the Board of Directors Regulations	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.1	Re-elect Mr. Vicente Reynal	FOR	● OPPOSE	Combined chairman and CEO.	✓ 95.0%
1.2	Re-elect Mr. William P. Donnelly	FOR	FOR		✓ 98.9%
1.3	Re-elect Ms. Kirk E. Arnold	FOR	FOR		✓ 95.2%
1.4	Re-elect Mr. Gary D. Forsee	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 99.8%
1.5	Re-elect Ms. Jennifer Hartsock	FOR	FOR		✓ 99.7%
1.6	Re-elect Mr. John Humphrey	FOR	FOR		✓ 98.8%
1.7	Re-elect Mr. Marc E. Jones	FOR	FOR		✓ 98.9%
1.8	Re-elect Ms. Julie A. Schertell	FOR	FOR		✓ 99.8%
1.9	Re-elect Ms. JoAnna L. Sohovich	FOR	FOR		✓ 100.0%
1.10	Re-elect Mr. Mark P. Stevenson	FOR	FOR		✓ 99.5%
2	Re-election of the auditor	FOR	● OPPOSE	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 98.0%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 94.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Patrick P. Gelsinger	FOR	FOR		✓ 97.7%
1b	Re-elect Mr. James J. Goetz	FOR	FOR		✓ 97.1%
1c	Re-elect Dr. Andrea J. Goldsmith	FOR	FOR		✓ 98.5%
1d	Re-elect Ms. Alyssa H. Henry	FOR	FOR		✓ 97.6%
1e	Re-elect Dr. S. Omar Ishrak	FOR	FOR		✓ 96.2%
1f	Re-elect Dr. Risa Lavizzo-Mourey	FOR	FOR		✓ 90.2%
1g	Re-elect Dr. Tsu-Jae King Liu	FOR	FOR		✓ 96.3%
1h	Re-elect Ms. Barbara G. Novick	FOR	FOR		✓ 96.4%
1i	Re-elect Mr. Gregory D. Smith	FOR	FOR		✓ 98.1%
1j	Elect Mr. Stacy J. Smith	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.2%
1k	Re-elect Mr. Lip-Bu Tan	FOR	FOR		✓ 98.4%
1l	Re-elect Mr. Dion J. Weisler	FOR	FOR		✓ 96.1%
1m	Re-elect Mr. Frank D. Yeary	FOR	FOR		✓ 95.0%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.4%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 88.9%
4	Shareholder resolution: Establish a Corporate Financial Sustainability Board Committee	OPPOSE	OPPOSE		✗ 1.2%
5	Shareholder resolution: Report of Opposing State Abortion Regulation	OPPOSE	OPPOSE		✗ 0.8%
6	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 7.3%

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

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Eve Burton	FOR	FOR		✓ 98.3%
1.b	Re-elect Mr. Scott D. Cook	FOR	FOR		✓ 99.8%
1.c	Re-elect Mr. Richard L. Dalzell	FOR	FOR		✓ 99.7%
1.d	Re-elect Mr. Sasan k. Goodarzi	FOR	FOR		✓ 99.9%
1.e	Re-elect Ms. Deborah Liu	FOR	FOR		✓ 99.4%
1.f	Re-elect Ms. Tekedra Mawakana	FOR	FOR		✓ 98.6%
1.g	Re-elect Ms. Suzanne Nora Johnson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.3%
1.h	Elect Mr. Ryan Roslansky	FOR	FOR		✓ 99.3%
1.i	Re-elect Mr. Thomas Szkutak	FOR	FOR		✓ 98.5%
1.j	Re-elect Mr. Raul Vazquez	FOR	FOR		✓ 99.5%
1.k	Elect Mr. Eric S. Yuan	FOR	FOR		✓ 98.2%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 92.5%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.3%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.4%
5	To approve the Amended and Restated 2005 Equity Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 92.2%
6	Shareholder resolution: Report on climate risk in retirement plan options	OPPOSE	● FOR	Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation.	✗ 13.2%

Item	Agenda	Board	Ethos		Result
1.	Election of the chair of the meeting	FOR	FOR		✓
2.	Preparation and approval of the voting register	FOR	FOR		✓
3.	Approval of the agenda	FOR	FOR		✓
4.	Election of persons to verify the minutes of the meeting	FOR	FOR		✓
5.	Determination whether the meeting has been duly convened	FOR	FOR		✓
6.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	NON-VOTING	NON-VOTING		
7.	Address by the CEO	NON-VOTING	NON-VOTING		
8.	Adoption of the financial statements	FOR	FOR		✓
9.	Approve remuneration report (advisory vote)	FOR	FOR		✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
10a.	Discharge of Gunnar Brock	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10b.	Discharge of Johan Forssell	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10c.	Discharge of Magdalena Gerger	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10d.	Discharge of Tom Johnstone	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10e.	Discharge of Isabelle Kocher	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10f.	Discharge of Sven Nyman	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10g.	Discharge of Grace Reksten Skaugen	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10h.	Discharge of Hans Stråberg	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10i.	Discharge of Jacob Wallenberg	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10j.	Discharge of Marcus Wallenberg	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
10k.	Discharge of Sara Öhrvall	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed.	✓
11.	Approve allocation of income and dividend	FOR	FOR		✓
12a.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR		✓

Item	Agenda	Board	Ethos		Result
12b.	Resolution on the number of auditors to be appointed	FOR	FOR		✓
13a.	Approve directors' fees	FOR	FOR		✓
13b.	Approve auditors' fees	FOR	FOR		✓
14.	Composition of the board of directors				
14a.	Re-elect Mr. Gunnar Brock	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓
14b.	Re-elect Ms. Magdalena Gerger	FOR	FOR		✓
14c.	Re-elect Mr. Tom Johnstone	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. Concerns over the director's time commitments.	✓
14d.	Re-elect Ms. Isabelle Kocher	FOR	● OPPOSE	Concerns over the director's attendance rate, which was below 75% during the year under review.	✓
14e.	Re-elect Mr. Sven Nyman	FOR	FOR		✓
14f.	Re-elect Ms. Grace Reksten Skaugen	FOR	● OPPOSE	Non-independent chair of the audit committee. The independence of this committee is insufficient.	✓
14g.	Re-elect Mr. Hans Stråberg	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
14h.	Re-elect Mr. Jacob Wallenberg	FOR	● OPPOSE	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓
14i.	Re-elect Mr. Marcus Wallenberg	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
14j.	Re-elect Ms. Sara Öhrvall	FOR	FOR		✓
14k.	Elect Ms. Katarina Berg	FOR	FOR		✓
14l.	Elect Mr. Christian Cederholm	FOR	FOR		✓
14m.	Elect Mr. Mats Rahmström	FOR	FOR		✓
15.	Re-elect the chair of the board of directors	FOR	● OPPOSE	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓

Item	Agenda	Board	Ethos		Result
16.	Election of auditor	FOR	FOR		✓
17.	Approve remuneration policy (binding vote)	FOR	● OPPOSE	The information provided on the performance targets is insufficient. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓
18a.	Approve share-related incentive plan for employees within the parent company (Investor AB)	FOR	● OPPOSE	Potential excessive awards. Performance targets are not sufficiently challenging.	✓
18b.	Approve share-related incentive plan for employees within subsidiary Patricia Industries	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓
19a.	Authorisation to repurchase own shares	FOR	FOR		✓
19b.	Authorisation to transfer own shares in connection with the share-related incentive plan 2024	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓
20.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1	Approval of the annual accounts	FOR	FOR	✓ 95.9%
2	Application of results	FOR	FOR	✓ 100.0%
3	Discharge the Board	FOR	FOR	✓ 99.9%
4	Amendment of the articles of association	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Elect Mr. Timothy Cofer	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 98.5%
1.2	Re-elect Mr. Robert Gamgort	FOR	● OPPOSE	Executive chairman. The board is not sufficiently independent.	✓ 95.0%
1.3	Re-elect Mr. Oray Boston Jr.	FOR	FOR		✓ 98.4%
1.4	Elect Mr. Joachim Creus	FOR	● OPPOSE	Representative of an important shareholder who is sufficiently represented on the board.	✓ 95.1%
1.5	Re-elect Mr. Olivier Goudet	FOR	FOR		✓ 94.3%
1.6	Re-elect Ms. Juliette Hickman	FOR	FOR		✓ 99.6%
1.7	Re-elect Mr. Paul S. Michaels	FOR	FOR		✓ 90.1%
1.8	Re-elect Ms. Pamela H. Patsley	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.7%
1.9	Re-elect Ms. Lubomira Rochet	FOR	FOR		✓ 95.1%
1.10	Re-elect Ms. Debra A. Sandler	FOR	FOR		✓ 97.8%
1.11	Re-elect Mr. Robert Singer	FOR	FOR		✓ 99.7%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 84.9%
3	Re-election of the auditor	FOR	FOR		✓ 99.8%
4	Shareholder resolution: Report on Efforts to Reduce Plastic Use	OPPOSE	● FOR	The report would be useful to evaluate opportunities to shift the company's business model from virgin to recycled plastics.	✗ 8.9%

Item	Agenda	Board	Ethos	Result
1	Delisting of the ordinary shares from the Official List of the Financial Conduct Authority and removing from trading on the London Stock Exchange's Main Market	FOR	FOR	✓ 98.4%

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts	FOR	FOR		✓ 99.8%
2	Final dividend	FOR	● OPPOSE	The proposed dividend is inconsistent with the company's financial situation.	✓ 99.7%
Elections to the board of directors					
3 (a)	Re-elect Mr. Jost Massenberg	FOR	● OPPOSE	Chairman of the nomination committee. The composition of the board is unsatisfactory.	✓ 86.7%
3 (b)	Re-elect Mr. Gene Murtagh	FOR	FOR		✓ 95.8%
3 (c)	Re-elect Mr. Geoff Doherty	FOR	FOR		✓ 95.0%
3 (d)	Re-elect Mr. Russell Shiels	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 95.2%
3 (e)	Re-elect Mr. Gilbert McCarthy	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 95.2%
3 (f)	Re-elect Ms. Linda Hickey	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 94.8%
3 (g)	Re-elect Ms. Anne Heraty	FOR	FOR		✓ 96.8%
3 (h)	Re-elect Ms. Éimear Moloney	FOR	FOR		✓ 98.0%
3 (i)	Re-elect Mr. Paul Murtagh	FOR	● OPPOSE	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.	✓ 94.4%
3 (j)	Re-elect Mr. Senan Murphy	FOR	FOR		✓ 98.2%
3 (k)	Elect Ms. Louise Phelan	FOR	FOR		✓ 99.5%
4	Auditor's remuneration	FOR	FOR		✓ 99.5%
5	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 98.6%
6	General authority to allot shares	FOR	FOR		✓ 98.3%
7	Disapplication of pre-emption rights	FOR	FOR		✓ 89.6%
8	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 78.9%
9	Purchase of own shares	FOR	● OPPOSE	The share repurchase replaces part of the dividend in cash.	✓ 99.7%
				The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.	
10	Re-issue of Treasury shares	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
11	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 94.7%

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

Item	Agenda	Board	Ethos	Result
1.	Opening of the Meeting	NON-VOTING	NON-VOTING	
2.	Elect Ms. Jolanda Poots-Bijl as member of the executive board	FOR	FOR	✓ 100.0%
3.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos	Result
1.	Opening of the meeting	NON-VOTING	NON-VOTING	
2.1.	Report of the executive - and supervisory board of the past financial year	NON-VOTING	NON-VOTING	
2.2.	Report on corporate governance	NON-VOTING	NON-VOTING	
2.3.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING	
2.4.	Adoption of the financial statements	FOR	FOR	✓ 99.9%
2.5.	Approve allocation of income	FOR	FOR	✓ 99.9%
3.	Approve remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration. ✓ 94.0%
4.1.	Discharge of executive board	FOR	FOR	✓ 98.3%
4.2.	Discharge of supervisory board	FOR	FOR	✓ 98.0%
5.	Composition of the supervisory board			
5.1.	Re-elect Mr. William Gerard (Bill) McEwan	FOR	FOR	✓ 97.2%
5.2.	Re-elect Ms. Helen Weir	FOR	FOR	✓ 96.4%
5.3.	Re-elect Mr. Frank van Zanten	FOR	FOR	✓ 97.9%
5.4.	Elect Mr. Robert Jan van de Kraats	FOR	FOR	✓ 99.8%
5.5.	Elect Ms. Laura Miller	FOR	● OPPOSE	Concerns over the director's time commitments. ✓ 86.8%
6.	Election of auditor	FOR	FOR	✓ 100.0%
7.1.	Authorisation to issue shares	FOR	FOR	✓ 98.3%
7.2.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR	✓ 96.4%
7.3.	Authorisation to repurchase own shares	FOR	FOR	✓ 98.7%
7.4.	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.4%
8.	Closing of the meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.1	Re-elect Ms. Nora A. Aufreiter	FOR	FOR		✓ 97.9%
1.2	Re-elect Mr. Kevin M. Brown	FOR	FOR		✓ 98.0%
1.3	Re-elect Ms. Elaine L. Chao	FOR	FOR		✓ 97.7%
1.4	Re-elect Ms. Anne Gates	FOR	FOR		✓ 96.2%
1.5	Re-elect Ms. Karen Hoguet	FOR	FOR		✓ 98.9%
1.6	Re-elect Mr. W. Rodney McMullen	FOR	● OPPOSE	Combined chairman and CEO.	✓ 92.3%
1.7	Re-elect Mr. Clyde R. Moore	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.0%
1.8	Re-elect Mr. Ronald L. Sargent	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.1%
1.9	Re-elect Ms. J. Amanda Sourry Knox	FOR	FOR		✓ 98.6%
1.10	Re-elect Mr. Mark S. Sutton	FOR	FOR		✓ 98.4%
1.11	Re-elect Mr. Ashok Vemuri	FOR	FOR		✓ 98.8%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 91.3%
3.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 89.5%
4.	Shareholder resolution: Report on Public Health Costs from Sale of Tobacco Products	OPPOSE	● FOR	Enhanced disclosure on public health costs and associated risks with tobacco products.	✗ 11.4%
5.	Shareholder resolution: Listing of Charitable Contributions of \$10,000 or More	OPPOSE	OPPOSE		✗ 6.0%
6.	Shareholder resolution: Establish a Company Compensation Policy of Paying a Living Wage	OPPOSE	● FOR	We support corporate policies that encourage social responsibility.	✗ 16.6%
7.	Shareholder resolution: Report on Just Transition	OPPOSE	● FOR	We support corporate policies aiming at improving safety in the workplace. Enhanced disclosure on environmental issues.	✗ 17.7%

Item	Agenda	Board	Ethos	Result
1.	Elections of directors			
1.a	Re-elect Mr. Sohail U. Ahmed	FOR	FOR	✓ 99.5%
1.b	Re-elect Mr. Timothy M. Archer	FOR	FOR	✓ 99.4%
1.c	Re-elect Mr. Eric K. Brandt	FOR	FOR	✓ 88.3%
1.d	Re-elect Mr. Michael R. Cannon	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. ✓ 89.4%
1.e	Elect Mr. John M. Dineen	FOR	FOR	✓ 99.8%
1.f	Elect Dr. Ho Kyu Kang	FOR	FOR	✓ 99.8%
1.g	Re-elect Ms. Bethany J. Mayer	FOR	● OPPOSE	Concerns over the director's time commitments. ✓ 90.5%
1.h	Re-elect Ms. Jyoti K. Mehra	FOR	FOR	✓ 99.2%
1.i	Re-elect Mr. Abhijit Y. Talwalkar	FOR	● OPPOSE	Concerns over the director's time commitments. ✓ 83.7%
1.j	Re-elect Dr. Lih-Shyng Rick Tsai	FOR	FOR	✓ 99.2%
1.k	Re-elect Ms. Leslie F. Varon	FOR	FOR	✓ 98.2%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions. ✓ 94.9%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR	✓ 98.6%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. ✓ 95.5%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve Discharge of Management Board	FOR	FOR		✓ 99.6%
3	Approve Discharge of Supervisory Board	FOR	● OPPOSE	We have serious concerns over remuneration that have not been addressed by the company.	✓ 93.1%
4	Approve non-executive director fees	FOR	● OPPOSE	The proposed increase relative to the previous year is excessive.	✓ 99.8%
	Board main features				
5.1	Elections to the Supervisory Board: Melody Harris-Jensbach	FOR	FOR		✓ 85.3%
5.2	Elections to the Supervisory Board: Dr. Cornelius Baur	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 77.4%
6	Approve Remuneration Report	FOR	● OPPOSE	The information provided on the performance targets is insufficient.	✓ 79.1%
7i	Appoint the Auditors for the annual and consolidated financial statements	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 94.1%
7ii	Appoint the Auditors for the sustainability reporting	FOR	● OPPOSE	The fees paid to the audit firm for non-audit services exceed audit fees, during the year under review and on a 3-year basis.	✓ 95.0%
8	Amend Articles: Publications of the Company and communication (Section 3 (1))	FOR	FOR		✓ 100.0%
9	Amend Articles: General Meeting, convocation (Section 14 (5) to (14))	FOR	● OPPOSE	The amendment allows the company to organise a virtual general meeting without any adequate justification.	✓ 99.6%
10a	Authorise Share Repurchase	FOR	● OPPOSE	The amount to be repurchased exceeds 10% of the share capital.	✓ 99.9%
10b	Authorise Sale of Repurchased Shares	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
CM	Court meeting (classes A, B and C)				
CM1	Approve Scheme of Redomiciliation	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓
CM 2	Adjourn Meeting	FOR	● OPPOSE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓
GM	General meeting (classes A and B)				
GM 1	Approve Scheme of Redomiciliation	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 93.9%
GM 2	Approve Capital Reduction by Cancellation and Extinguishment of the Scheme Shares	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 94.1%
GM 3	Issue Shares in Connection with Acquisition	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 94.1%
GM 4	Amend Articles of Association	FOR	● OPPOSE	The redomiciliation weakens shareholders' rights and the company's corporate governance.	✓ 94.1%
GM 5	Adjourn Meeting	FOR	● OPPOSE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓ 92.2%
SM	Shareholders meeting (classes A, B and C)				
SM 1	Eliminate Supermajority Vote Requirement to Amend Bylaws	FOR	● OPPOSE	The principle of fair and equal treatment of all shareholders is not maintained with the multiple-share voting structure.	✓
SM 2	Eliminate Supermajority Vote Requirement for Certain Business Combination	FOR	● OPPOSE	The principle of fair and equal treatment of all shareholders is not maintained with the multiple-share voting structure.	✓
SM 3	Adjourn Meeting	FOR	● OPPOSE	We consider that when a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓

Item	Agenda	Board	Ethos	Result
1	Note the audited consolidated financial statements for the financial year ended 31 March 2023	NON-VOTING	NON-VOTING	
2	Note the appointment of auditor and the fixing of their remuneration	NON-VOTING	NON-VOTING	
	Elections of directors			
3.1	Re-elect Mr. Nicholas Charles Allen	FOR	FOR	✓ 87.7%
3.2	Re-elect Mr. Christopher John Brooke	FOR	FOR	✓ 92.1%
3.3	Re-elect Ms. Poh Lee Tan	FOR	FOR	✓ 96.4%
4	Elect Ms. Melissa Mao Chin Wu	FOR	FOR	✓ 99.4%
5	Authorise Repurchase of Issued Units	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
2	Re-elect Mr. Robin Budenberg CBE	FOR	FOR		✓ 99.5%
3	Re-elect Mr. Charlie Nunn	FOR	FOR		✓ 99.8%
4	Re-elect Mr. William Chalmers	FOR	FOR		✓ 99.4%
5	Re-elect Ms. Sarah Legg	FOR	FOR		✓ 99.8%
6	Re-elect Ms. Amanda Mackenzie OBE	FOR	FOR		✓ 99.8%
7	Re-elect Ms. Harmeen Mehta	FOR	FOR		✓ 99.8%
8	Re-elect Ms. Catherine Turner	FOR	FOR		✓ 99.7%
9	Re-elect Mr. Scott Wheway	FOR	FOR		✓ 99.8%
10	Re-elect Ms. Catherine Woods	FOR	FOR		✓ 99.1%
11	Remuneration report (advisory vote)	FOR	● OPPOSE	Amounts excessive due to introduction of pay allowance to circumvent the banking bonus cap introduced in 2014 in the European Union.	✓ 96.4%
12	Final dividend	FOR	FOR		✓ 100.0%
13	Re-appoint Deloitte as auditors	FOR	FOR		✓ 99.9%
14	Auditor's remuneration	FOR	FOR		✓ 99.9%
15	Variable component of remuneration for Material Risk Takers	FOR	● OPPOSE	Potential excessive awards and risk taking.	✓ 99.6%
16	Political donations	FOR	● OPPOSE	Authorisation to make political donations exceeds Ethos' guidelines.	✓ 97.0%
17	General authority to allot shares	FOR	FOR		✓ 94.3%
18	Authority to allot shares in relation to issue Regulatory Capital Convertible Instruments	FOR	FOR		✓ 97.8%
19	Disapplication of pre-emption rights	FOR	FOR		✓ 99.2%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 97.7%
21	Disapplication of pre-emption rights in relation to issuances of Regulatory Capital Convertible Instruments	FOR	FOR		✓ 97.7%
22	Purchase of ordinary shares	FOR	● OPPOSE	The share repurchase replaces part of the dividend in cash.	✓ 99.1%
23	Purchase of preference shares	FOR	FOR		✓ 99.6%
24	Notice of general meetings	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.6%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
	Elections to the board of directors				
4	Elect Mr. Jacques Ripoll	FOR	FOR		✓ 99.4%
5	Re-elect Ms. Béatrice Guillaume-Grabisch	FOR	FOR		✓ 93.7%
6	Re-elect Ms. Ilham Kadri	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 88.4%
7	Re-elect Mr. Jean-Victor Meyers	FOR	FOR		✓ 96.2%
8	Re-elect Mr. Nicolas Meyers	FOR	FOR		✓ 93.5%
9	Elect Deloitte as auditor in charge of the certification of sustainability reporting	FOR	FOR		✓ 99.4%
10	Elect Ernst & Young as auditor in charge of the certification of sustainability reporting	FOR	FOR		✓ 99.7%
11	Approve the remuneration report	FOR	● OPPOSE	Excessive variable remuneration. Excessive fixed remuneration.	✓ 96.7%
12	Approve the 2023 remuneration of Mr. Jean-Paul Agon, chair	FOR	● OPPOSE	Excessive total remuneration.	✓ 95.4%
13	Approve the 2023 remuneration of Mr. Nicolas Hieronimus, CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 95.7%
14	Approve the remuneration policy of directors	FOR	FOR		✓ 99.9%
15	Approve the remuneration policy of Mr. Jean-Paul Agon, chair	FOR	FOR		✓ 97.9%
16	Approve the remuneration policy of Mr. Nicolas Hieronimus, CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 93.1%
17	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.3%
18	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.5%
19	Approve distribution of performance shares	FOR	● OPPOSE	The part of the plan attributable to the executive management is excessive.	✓ 97.4%
20	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR		✓ 99.8%
21	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR		✓ 99.8%
22	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.1	Re-elect Mr. Ralph (Raul) Alvarez	FOR	FOR	✓ 92.9%*
1.2	Re-elect Mr. David H. Batchelder	FOR	● WITHHOLD The director is over 75 years old, which exceeds guidelines.	✓ 98.2%*
1.3	Re-elect Mr. Scott H. Baxter	FOR	FOR	✓ 98.7%*
1.4	Re-elect Ms. Sandra B. Cochran	FOR	FOR	✓ 99.5%*
1.5	Re-elect Ms. Laurie Z. Douglas	FOR	FOR	✓ 98.5%*
1.6	Re-elect Mr. Richard W. Dreiling	FOR	● WITHHOLD Non independent lead director, which is not best practice.	✓ 95.8%*
1.7	Re-elect Mr. Marvin R. Ellison	FOR	● WITHHOLD Combined chairman and CEO.	✓ 93.4%*
1.8	Elect Mr. Navdeep Gupta	FOR	FOR	✓ 99.5%*
1.9	Re-elect Mr. Brian C. Rogers	FOR	FOR	✓ 95.6%*
1.10	Re-elect Mr. Bertram L. Scott	FOR	FOR	✓ 91.6%*
1.11	Elect Mr. Lawrence Simkins	FOR	FOR	✓ 99.5%*
1.12	Re-elect Ms. Colleen Taylor	FOR	FOR	✓ 99.6%*
1.13	Re-elect Ms. Mary Beth West	FOR	FOR	✓ 99.6%*
2	Advisory vote on executive remuneration	FOR	● OPPOSE Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 91.8%
3	Re-election of the auditor	FOR	● OPPOSE The auditor's long tenure raises independence concerns.	✓ 94.3%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Calvin R. McDonald	FOR	FOR		✓ 99.2%
1b.	Re-elect Ms. Isabel Mahe	FOR	FOR		✓ 97.2%
1c.	Re-elect Ms. Martha Morfitt	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 81.5%
1d.	Re-elect Ms. Emily White	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.	✓ 78.2%
1e.	Elect Mr. Shane Grant	FOR	FOR		✓ 99.7%
1f.	Elect Ms. Teri L. List	FOR	FOR		✓ 99.5%
2	Re-election of the auditor	FOR	FOR		✓ 98.2%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 93.2%
4	Shareholder resolution: Report on Risks from Company's Use of Animal-Derived Materials	OPPOSE	● FOR	We support resolutions aiming to disclose abuses linked to animal cruelty.	✗ 7.5%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Dr. Merit E. Janow	FOR	FOR		✓ 97.3%
1b.	Re-elect Mr. Candido Bracher	FOR	FOR		✓ 99.8%
1c.	Re-elect Mr. Richard K. Davis	FOR	FOR		✓ 97.2%
1d.	Re-elect Mr. Julius M. Genachowski	FOR	FOR		✓ 97.5%
1e.	Re-elect Mr. Choon Phong Goh	FOR	FOR		✓ 93.9%
1f.	Re-elect Mr. Oki Matsumoto	FOR	FOR		✓ 99.6%
1g.	Re-elect Mr. Michael Miebach	FOR	FOR		✓ 99.9%
1h.	Re-elect Prof. Dr. Youngme E. Moon	FOR	FOR		✓ 99.6%
1i.	Re-elect Ms. Rima Qureshi	FOR	FOR		✓ 98.3%
1j.	Re-elect Ms. Gabrielle Sulzberger	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 98.0%
1k.	Re-elect Mr. Harit Talwar	FOR	FOR		✓ 99.6%
1l.	Re-elect Mr. Lance Uggla	FOR	FOR		✓ 99.5%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 95.3%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.3%
4	Shareholder resolution: Transparency on Lobbying	OPPOSE	● FOR	Enhanced disclosure on lobbying activities.	✗ 25.5%
5	Shareholder resolution: Amend Director Election Resignation Bylaw	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance.	✗ 14.0%
6	Shareholder resolution: Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	OPPOSE	OPPOSE		✗ 1.1%
7	Shareholder resolution: Report on Congruency of Political Spending with its Human Rights Statements	OPPOSE	OPPOSE		✗ 0.8%
8	Shareholder resolution: Report on gender-based compensation and benefit gaps	OPPOSE	OPPOSE		✗ 1.2%

Item	Agenda	Board	Ethos		Result
	Elections to the board of directors				
1a	Re-elect Mr. Craig Arnold	FOR	FOR		✓ 97.5%
1b	Re-elect Mr. Scott C. Donnelly	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The audit committee should only include independent directors.	✓ 97.9%
1c	Re-elect Ms. Lidia L. Fonseca	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.0%
1d	Re-elect Dr. Andrea J. Goldsmith	FOR	FOR		✓ 99.7%
1e	Re-elect Mr. Randall J. Hogan	FOR	FOR		✓ 99.3%
1f	Elect Mr. Gregory P. Lewis	FOR	FOR		✓ 99.8%
1g	Re-elect Mr. Kevin E. Lofton	FOR	FOR		✓ 99.7%
1h	Re-elect Mr. Geoffrey S. Martha	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.6%
1i	Re-elect Dr. Elizabeth G. Nabel	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The remuneration committee should only include independent directors.	✓ 96.9%
1j	Re-elect Ms. Denise M. O'Leary	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The audit committee should only include independent directors. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 89.7%
1k	Re-elect Mr. Kendall J. Powell	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The remuneration committee should only include independent directors. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.2%
2	To ratify, in a non-binding vote, the re-appointment of PricewaterhouseCoopers as auditor and auditor's remuneration (binding vote)	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 91.3%
3	Advisory vote on named executive officer compensation (a "Say-on-Pay" vote)	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 93.4%
4	Approving the Company's 2024 Employee Stock Purchase Plan	FOR	FOR		✓ 99.7%
5	Authority to allot shares	FOR	FOR		✓ 98.6%
6	Disapplication of pre-emption rights	FOR	FOR		✓ 93.9%
7	Overseas purchase of own shares	FOR	● OPPOSE	The repurchase price is too high.	✓ 95.5%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 99.9%
3	Approve Discharge of Management Board	FOR	FOR		✓ 99.2%
4	Approve Discharge of Supervisory Board	FOR	● OPPOSE	The company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 98.5%
5	Appoint the Auditors for interim financial reports for financial year 2024 until the AGM 2025	FOR	FOR		✓ 99.7%
	Board main features				
6a	Elections to the Supervisory Board: Dr. Doris Höpke	FOR	FOR		✓ 99.7%
6b	Elections to the Supervisory Board: Dr. Martin Bruder Müller	FOR	FOR		✓ 97.3%
7	Approve Remuneration Report	FOR	● OPPOSE	Excessive total remuneration.	✓ 87.4%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Douglas M. Baker Jr.	FOR	FOR		✓ 97.8%
1b	Re-elect Ms. Mary Ellen Coe	FOR	FOR		✓ 98.8%
1c	Re-elect Ms. Pamela J. Craig	FOR	FOR		✓ 97.7%
1d	Re-elect Mr. Robert M. Davis	FOR	● OPPOSE	Combined chairman and CEO.	✓ 91.7%
1e	Re-elect Mr. Thomas H. Glocer	FOR	● OPPOSE	Non independent lead director, which is not best practice.	✓ 91.9%
1f	Re-elect Dr. Risa Lavizzo-Mourey	FOR	FOR		✓ 98.7%
1g	Re-elect Mr. Stephen L. Mayo	FOR	FOR		✓ 99.5%
1h	Re-elect Mr. Paul B. Rothman	FOR	FOR		✓ 99.3%
1i	Re-elect Ms. Patricia F. Russo	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 84.8%
1j	Re-elect Prof. Dr. Christine E. Seidman	FOR	FOR		✓ 99.4%
1k	Re-elect Mr. Inge G. Thulin	FOR	FOR		✓ 97.1%
1l	Re-elect Ms. Kathy J. Warden	FOR	FOR		✓ 97.1%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.5%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.9%
4	Shareholder resolution: Allow shareholders to act by written consent	OPPOSE	OPPOSE		✗ 34.7%
5	Shareholder resolution: Government Censorship Transparency Report	OPPOSE	OPPOSE		✗ 1.4%
6	Shareholder resolution: Report on Respecting Workforce Civil Liberties	OPPOSE	OPPOSE		✗ 2.0%

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

Item	Agenda	Board	Ethos		Result
21	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	The potential maximum discount exceeds market practice.	✓ 89.0%
22	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights. Excessive potential capital increase with pre-emptive rights.	✓ 80.9%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 95.9%
24	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR		✓ 99.7%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR		✓ 99.6%
26	Determination of the overall limit for capital increases with or without pre-emptive rights	FOR	FOR		✓ 98.6%
27	Approve distribution of performance shares to managers	FOR	FOR		✓ 97.8%
28	Approve distribution of performance shares to executives	FOR	FOR		✓ 97.4%
29	Approve distribution of performance shares to employees with high-potential	FOR	FOR		✓ 97.6%
30	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Roland Diggelmann	FOR	FOR		✓ 97.6%
1.2	Re-elect Ms. Domitille Doat-Le Bigot	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 98.2%
1.3	Re-elect Ms. Elisha W. Finney	FOR	FOR		✓ 97.1%
1.4	Re-elect Mr. Richard David Francis	FOR	FOR		✓ 99.5%
1.5	Re-elect Mr. Michael A. Kelly	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.6%
1.6	Re-elect Mr. Thomas P. Salice	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 89.3%
1.7	Elect Dr. Wolfgang Wienand	FOR	FOR		✓ 97.9%
1.8	Re-elect Ms. Ingrid Zhang	FOR	FOR		✓ 99.0%
2	Re-election of the auditor	FOR	FOR		✓ 98.1%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 83.9%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Matthew W. Chapman	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.5%
1.2	Re-elect Mr. Karlton D. Johnson	FOR	FOR		✓ 99.0%
1.3	Re-elect Mr. Wade F. Meyercord	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 88.8%
1.4	Re-elect Mr. Ganesh Moorthy	FOR	● OPPOSE	Executive director. The board is not sufficiently independent.	✓ 98.7%
1.5	Elect Mr. Robert A. Rango	FOR	FOR		✓ 99.6%
1.6	Re-elect Ms. Karen M. Rapp	FOR	FOR		✓ 83.5%
1.7	Re-elect Mr. Steve Sanghi	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.3%
2	Approval of amended and restated 2001 employee stock purchase plan	FOR	FOR		✓ 92.2%
3	Approval of amended and restated 1994 international employee stock purchase plan	FOR	FOR		✓ 92.6%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
5	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 92.5%
6	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.2%
7	Shareholder resolution: report on due diligence efforts to trace end-user misuse of company product	OPPOSE	● FOR	Enhanced disclosure on reputational risks related to human rights.	✗ 16.7%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Richard M. Beyer	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.9%
1.b	Re-elect Ms. Lynn A. Dugle	FOR	FOR		✓ 98.6%
1.c	Re-elect Mr. Steven J. Gomo	FOR	FOR		✓ 96.4%
1.d	Re-elect Ms. Linnie M. Haynesworth	FOR	FOR		✓ 98.7%
1.e	Re-elect Ms. Mary P. McCarthy	FOR	FOR		✓ 98.9%
1.f	Re-elect Mr. Sanjay Mehrotra	FOR	FOR		✓ 97.8%
1.g	Re-elect Mr. Robert E. Switz	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.3%
1.h	Re-elect Ms. MaryAnn Wright	FOR	FOR		✓ 96.3%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 80.3%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.6%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 91.8%
5	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 7.5%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.1	Re-elect Mr. Reid G. Hoffman	FOR	FOR		✓ 99.3%
1.2	Re-elect Mr. Hugh F. Johnston	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 91.3%
1.3	Re-elect Ms. Teri L. List	FOR	FOR		✓ 98.0%
1.4	Elect Ms. Catherine MacGregor	FOR	FOR		✓ 99.8%
1.5	Elect Mr. Mark A. L. Mason	FOR	FOR		✓ 99.8%
1.6	Re-elect Mr. Satya Nadella	FOR	● OPPOSE	Combined chairman and CEO.	✓ 94.4%
1.7	Re-elect Ms. Sandra E. Peterson	FOR	FOR		✓ 98.1%
1.8	Re-elect Ms. Penny S. Pritzker	FOR	FOR		✓ 99.6%
1.9	Re-elect Mr. Carlos A. Rodriguez	FOR	FOR		✓ 97.3%
1.10	Re-elect Mr. Charles W. Scharf	FOR	FOR		✓ 98.5%
1.11	Re-elect Mr. John W. Stanton	FOR	FOR		✓ 99.5%
1.12	Re-elect Dame Emma N. Walmsley	FOR	FOR		✓ 99.0%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 93.8%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.6%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.3%
5	Shareholder resolution: Report on gender-based compensation and benefits inequities	OPPOSE	OPPOSE		✗ 1.0%
6	Shareholder resolution: Report on risks of omitting viewpoint and ideological diversity from EEO policy	OPPOSE	OPPOSE		✗ 0.8%
7	Shareholder resolution: Report on government take down requests	OPPOSE	OPPOSE		✗ 1.8%
8	Shareholder resolution: Report on risks of weapons development	OPPOSE	● FOR	Enhanced transparency on a controversial sector.	✗ 15.2%
9	Shareholder resolution: Report on climate risk in retirement plan options	OPPOSE	● FOR	Enhanced disclosure on the environmental impact of the employee retirement funds.	✗ 8.9%
10	Shareholder resolution: Publish a tax transparency report	OPPOSE	● FOR	Enhanced disclosure on the tax practices of the company.	✗ 21.3%
11	Shareholder resolution: Report on risks of operating in countries with significant human rights concerns	OPPOSE	● FOR	Enhanced disclosure on human rights practices of the company.	✗ 33.6%
12	Shareholder resolution: Disclose third-party political contributions	OPPOSE	OPPOSE		✗ 5.4%
13	Shareholder resolution: Report on risks related to artificial intelligence generated misinformation and disinformation	OPPOSE	● FOR	Enhanced disclosure on artificial intelligence concerns.	✗ 21.2%

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

Item	Agenda	Board	Ethos		Result
16.1 (a).	Re-elect Mr. Magnus Welander	FOR	FOR		✓
16.1 (b).	Re-elect Mr. Thomas Bräutigam	FOR	FOR		✓
16.1 (c).	Re-elect Ms. Maria Hedengren	FOR	FOR		✓
16.1 (d).	Re-elect Ms. Anna Hällöv	FOR	FOR		✓
16.1 (e).	Re-elect Mr. Jonas Rahmn	FOR	FOR		✓
16.1 (f).	Re-elect Ms. Jenny Rosberg	FOR	FOR		✓
16.2.	Re-elect the chairman of the board of directors	FOR	FOR		✓
17.	Election of auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓
18.	Approve remuneration policy (binding vote)	FOR	FOR		✓
19.	Authorisation to issue shares	FOR	FOR		✓
20.	Authorisation to repurchase own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓
21.	Reduce share capital via cancellation of shares	FOR	FOR		✓
22.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1.	Opening of the meeting	NON-VOTING	NON-VOTING		
2.	Election of the chair of the meeting	FOR	FOR		✓
3.	Preparation and approval of the voting register	FOR	FOR		✓
4.	Approval of the agenda	FOR	FOR		✓
5.	Determination whether the meeting has been duly convened	FOR	FOR		✓
6.	Election of persons to verify the minutes of the meeting	FOR	FOR		✓
7.	Presentation of the (consolidated) annual report and the (consolidated) auditor's report	NON-VOTING	NON-VOTING		
8.	Adoption of the financial statements	FOR	FOR		✓
9.	Approve allocation of income and dividend	FOR	FOR		✓
10.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
10a.	Discharge of Håkan Buskhe	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10b.	Discharge of Helen Fasth Gillstedt	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10c.	Discharge of the CEO	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10d.	Discharge of Simon Henriksson	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10e.	Discharge of Maria Håkansson	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10f.	Discharge of Tor Jansson	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10g.	Discharge of Anders Lindqvist	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10h.	Discharge of Linus Morell	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10i.	Discharge of Magnus Nicolin	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10j.	Discharge of Kristian Sildeby	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10k.	Discharge of Sabine Simeon-Aissaoui	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10l.	Discharge of Robert Wahlgren	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓
10m.	Discharge of Anna Westerberg	FOR	● OPPOSE	Voting results of the 2023 AGM are not disclosed	✓

Item	Agenda	Board	Ethos		Result
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR		✓
12.	Approve directors' fees	FOR	FOR		✓
13.	Composition of the board of directors				
13a.	Re-elect Ms. Helen Fasth Gillstedt	FOR	FOR		✓
13b.	Re-elect Ms. Maria Håkansson	FOR	FOR		✓
13c.	Re-elect Mr. Anders Lindqvist	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
13d.	Re-elect Mr. Magnus Nicolin	FOR	FOR		✓
13e.	Re-elect Mr. Kristian Sildeby	FOR	FOR		✓
13f.	Re-elect Ms. Sabine Simeon-Aissaoui	FOR	FOR		✓
13g.	Elect Ms. Elizabeth Nugent	FOR	FOR		✓
14.	Re-elect the chair of the board of directors	FOR	FOR		✓
15.	Approve auditors' fees	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓
16.	Approve remuneration policy (binding vote)	FOR	FOR		✓
17.	Approve remuneration report (advisory vote)	FOR	FOR		✓
18.	Authorisation to issue shares	FOR	FOR		✓
19.	Authorisation to transfer own shares in connection with company acquisitions	FOR	FOR		✓
20.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Simon McKeon	FOR	FOR		✓ 98.5%
1.b	Re-elect Ms. Ann Sherry	FOR	FOR		✓ 99.6%
1.c	Elect Ms. Christine Fellowes	FOR	FOR		✓ 99.7%
1.d	Elect Ms. Carolyn Kay	FOR	FOR		✓ 99.7%
1.e	Elect Ms. Alison Kitchen	FOR	FOR		✓ 99.7%
1.f	Elect an external nominee Mr. Stephen Mayne	OPPOSE	OPPOSE		✗ 1.3%
2	Advisory vote on the remuneration report	FOR	FOR		✓ 98.3%
3.a	Grant of Deferred Rights to the CEO	FOR	FOR		✓ 98.9%
3.b	Grant of Performance Rights to the CEO	FOR	● OPPOSE	An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 98.0%
4	Receive financial statements and related reports for the financial year ended 30 September 2023	NON-VOTING	NON-VOTING		
5.a	Shareholder resolution: amendment to the Constitution regarding shareholder rights	OPPOSE	● FOR	The proposal aims at improving shareholder rights.	✗ 5.3%
5.b	Shareholder resolution: Transition plan assessments	WITH-DRAWN	● FOR	As ITEM 5.a was rejected by shareholders, ITEM 5.b was not submitted to vote. Ethos initially recommended to vote FOR for the following reason: Enhanced disclosure on climate issues.	–

Item	Agenda	Board	Ethos		Result
1	Report and accounts	FOR	FOR		✓ 99.5%
2	Final dividend	FOR	FOR		✓ 98.7%
	Elections to the board of directors				
3	Re-elect Ms. Paula Rosput Reynolds	FOR	FOR		✓ 95.9%
4	Re-elect Mr. John Pettigrew	FOR	FOR		✓ 99.1%
5	Re-elect Mr. Andrew Agg	FOR	FOR		✓ 99.4%
6	Re-elect Ms. Thérèse Esperdy	FOR	FOR		✓ 97.4%
7	Re-elect Ms. Liz Hewitt	FOR	FOR		✓ 99.4%
8	Re-elect Mr. Ian Livingston	FOR	FOR		✓ 96.6%
9	Re-elect Mr. Iain Mackay	FOR	FOR		✓ 99.2%
10	Re-elect Ms. Anne Robinson	FOR	FOR		✓ 99.2%
11	Re-elect Mr. Earsel Shipp	FOR	FOR		✓ 97.5%
12	Re-elect Mr. Jonathan Silver	FOR	FOR		✓ 88.5%
13	Re-elect Mr. Anthony Wood	FOR	FOR		✓ 98.2%
14	Re-elect Ms. Martha Wyrsh	FOR	FOR		✓ 99.2%
15	Re-appoint Deloitte as auditors	FOR	FOR		✓ 99.9%
16	Auditor's remuneration	FOR	FOR		✓ 99.9%
17	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 93.6%
18	Political donations	FOR	● OPPOSE	Authorisation to make political donations exceeds our guidelines.	✓ 97.8%
19	Authority to allot shares	FOR	FOR		✓ 97.1%
20	Disapplication of pre-emption rights	FOR	FOR		✓ 98.8%
21	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 98.3%
22	Purchase of own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.0%
23	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 92.7%

Newmont Corporation

11.10.2023

EGM

Item	Agenda	Board	Ethos		Result
1	Approval of issuance of Newmont Corporation's shares	FOR	FOR		✓ 88.1%
2	Approval of increase of Newmont Corporation's authorised shares	FOR	● OPPOSE	The proposed increase is excessive.	✓ 77.3%
3	Approve the adjournment of the special meeting to solicit additional proxies	FOR	● OPPOSE	When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	✓ 91.1%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Elect Mr. Philip Aiken	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 99.5%*
1b	Re-elect Mr. Gregory H. Boyce	FOR	FOR		✓ 98.6%*
1c	Re-elect Mr. Bruce R. Brook	FOR	FOR		✓ 98.3%*
1d	Re-elect Ms. Maura J. Clark	FOR	FOR		✓ 99.4%*
1e	Re-elect Dr. Emma FitzGerald	FOR	FOR		✓ 99.6%*
1f	Elect Ms. Sally-Anne Layman	FOR	FOR		✓ 98.9%*
1g	Re-elect Mr. José Manuel Madero	FOR	FOR		✓ 99.6%*
1h	Re-elect Dr. René Médori	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 99.6%*
1i	Re-elect Ms. Jane Nelson	FOR	FOR		✓ 98.7%*
1j	Re-elect Mr. Tom Palmer	FOR	FOR		✓ 98.8%*
1k	Re-elect Mr. Julio M. Quintana	FOR	FOR		✓ 97.5%*
1l	Re-elect Ms. Susan N. Story	FOR	FOR		✓ 99.6%*
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 93.0%
3	Re-election of the auditor	FOR	FOR		✓ 99.2%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

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

Item	Agenda	Board	Ethos	Result
22	Amend articles of association: Alternate statutory auditor	FOR	FOR	✓ 100.0%
23	Non-renewal of an alternate statutory auditor	FOR	FOR	✓ 100.0%
24	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%
25	Additional item not subject to shareholders' vote: Presentation of Nexans climate strategy and actions undertaken	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Cathleen A. Benko	FOR	FOR		✓ 96.3% *
1.b	Re-elect Mr. Alan B. Graf Jr.	FOR	● WITHHOLD	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.4% *
1.c	Re-elect Mr. John W. Rogers Jr.	FOR	FOR		✓ 64.5% *
1.d	Elect Mr. Robert H. Swan	FOR	FOR		✓ 98.1% *
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 88.0%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.1%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 96.2%
5	Shareholder resolution: Gender and Racial Pay Equity Report	OPPOSE	● FOR	Enhanced disclosure on gender equality.	✗ 29.6%
6	Shareholder resolution: Supply Chain Management Report	OPPOSE	● FOR	Enhanced disclosure on human rights.	✗ 12.0%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos	Result
1.	Report on the company's activities	NON-VOTING	NON-VOTING	
2.	Adoption of the financial statements	FOR	FOR	✓ 99.9%
3.	Approve allocation of income and dividend	FOR	FOR	✓ 100.0%
4.	Approve remuneration report (advisory vote)	FOR	FOR	✓ 99.0%
5.1.	Approve directors' fees	FOR	FOR	✓ 99.8%
5.2.	Indemnification of the board of directors and executive management			
5.2 (a).	Indemnification of the board of directors	FOR	FOR	✓ 99.9%
5.2 (b).	Indemnification of the executive management	FOR	FOR	✓ 99.9%
5.2 (c).	Amend articles of association: scheme of indemnification	FOR	FOR	✓ 99.9%
5.3.	Approve remuneration policy (binding vote)	FOR	● OPPOSE	Maximum notice period and severance payments are not in accordance with Ethos' guidelines. ✓ 99.2%
6.	Composition of the board of directors			
6.1.	Re-elect Mr. Helge Lund	FOR	FOR	✓ 97.5% *
6.2.	Re-elect Mr. Henrik Poulsen	FOR	● ABSTAIN	Non-independent chair of the remuneration committee. The independence of this committee is insufficient. Concerns over the director's time commitments. ✓ 96.3% *
6.3 (a).	Re-elect Ms. Laurence Debroux	FOR	FOR	✓ 99.7% *
6.3 (b).	Re-elect Mr. Andreas Fibig	FOR	FOR	✓ 99.9% *
6.3 (c).	Re-elect Ms. Sylvie Grégoire	FOR	FOR	✓ 99.5% *
6.3 (d).	Re-elect Mr. Kasim Kutay	FOR	FOR	✓ 96.8% *
6.3 (e).	Re-elect Ms. Choi Lai (Christina) Law	FOR	FOR	✓ 100.0% *
6.3 (f).	Re-elect Mr. Martin MacKay	FOR	● ABSTAIN	Concerns over the director's time commitments. ✓ 95.3% *
7.	Election of auditor	FOR	● ABSTAIN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services. ✓ 99.3% *
8.1.	Reduce share capital via cancellation of shares	FOR	FOR	✓ 99.9%
8.2.	Authorisation to repurchase own shares	FOR	FOR	✓ 99.9%
8.3.	Authorisation to issue shares	FOR	FOR	✓ 99.8%

Item	Agenda	Board	Ethos	Result
9.	Any other business	NON-VOTING	NON-VOTING	

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1.	Dividend Allocation	FOR	FOR		✓ 99.0%
2.	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Jun Sawada	FOR	FOR		✓ 95.1%
2.2	Re-elect Mr. Akira Shimada	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 84.5%
2.3	Re-elect Mr. Katsuhiko Kawazoe	FOR	FOR		✓ 99.0%
2.4	Re-elect Mr. Takashi Hiroi	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 98.7%
2.5	Elect Ms. Sachiko Oonishi	FOR	FOR		✓ 99.6%
2.6	Re-elect Prof. Ken Sakamura	FOR	FOR		✓ 99.7%
2.7	Re-elect Ms. Yukako Uchinaga	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 99.6%
2.8	Re-elect Mr. Koichiro Watanabe	FOR	FOR		✓ 99.7%
2.9	Re-elect Ms. Noriko Endo	FOR	FOR		✓ 99.6%
2.10	Elect Ms. Natsuko Takei	FOR	FOR		✓ 99.8%
3	Shareholder resolution: Elect Mr. Tomoki Maeda to the Board of Directors	OPPOSE	OPPOSE		✗ 5.4%

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

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1.1	Re-elect Ms. Awo Ablo	FOR	FOR	✓ 88.0%
1.2	Re-elect Mr. Jeffrey S. Berg	FOR	● WITHHOLD	<p>✓ 78.2%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.3	Re-elect Dr. Michael J. Boskin	FOR	● WITHHOLD	<p>✓ 82.8%</p> <p>Non-independent chairman of the audit committee. The independence of this committee is insufficient.</p> <p>Non independent lead director, which is not best practice.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.4	Re-elect Ms. Safra A. Catz	FOR	● WITHHOLD	<p>✓ 84.7%</p> <p>Executive director. The board is not sufficiently independent.</p>
1.5	Re-elect Mr. Bruce R. Chizen	FOR	● WITHHOLD	<p>✓ 77.2%</p> <p>Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.</p> <p>Concerns over the director's time commitments.</p> <p>Chairman of the nomination committee. The composition of the board is unsatisfactory.</p>
1.6	Re-elect Mr. George H. Conrades	FOR	● WITHHOLD	<p>✓ 75.9%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1.7	Re-elect Mr. Lawrence J. Ellison	FOR	● WITHHOLD	<p>✓ 86.9%</p> <p>Executive chairman. The board is not sufficiently independent.</p> <p>Chairman of the board and the composition of the board is very unsatisfactory.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p>
1.8	Re-elect Ms. Rona A. Fairhead	FOR	FOR	✓ 87.5%

Item	Agenda	Board	Ethos		Result
1.9	Re-elect Mr. Jeffrey O. Henley	FOR	● WITHHOLD	Executive director. The board is not sufficiently independent. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 86.6%
1.10	Re-elect Ms. Renée J. James	FOR	● WITHHOLD	Non independent director (business connections with the company). The board is not sufficiently independent. Concerns over the director's time commitments.	✓ 87.2%
1.11	Re-elect Mr. Charles W. Moorman IV	FOR	FOR		✓ 80.3%
1.12	Re-elect Mr. Leon E. Panetta	FOR	● WITHHOLD	The director is over 75 years old, which exceeds guidelines.	✓ 76.9%
1.13	Re-elect Mr. William G. Parrett	FOR	● WITHHOLD	The director is over 75 years old, which exceeds guidelines.	✓ 81.5%
1.14	Re-elect Ms. Naomi O. Seligman	FOR	● WITHHOLD	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 78.3%
1.15	Re-elect Dr. Vishal Sikka	FOR	● WITHHOLD	Non independent director according to the company. The board is not sufficiently independent.	✓ 87.4%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 72.6%
3	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 99.3%
4	To approve the amendment of the Omnibus Incentive Plan	FOR	● OPPOSE	Excessive discretion of the remuneration committee in determining the performance criteria. Potential excessive awards.	✓ 70.8%
5	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 97.6%
6	Shareholder resolution: Gender and Racial Pay Equity Report	OPPOSE	● FOR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 31.4%
7	Shareholder resolution: Independent chairman	OPPOSE	● FOR	The proposal aims at improving the company's corporate governance and the board overall independence.	✗ 22.6%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Nikesh Arora	FOR	● OPPOSE	Combined chairman and CEO.	✓ 93.6%
1.b	Re-elect Ms. Aparna Bawa	FOR	FOR		✓ 84.8%
1.c	Re-elect Mr. Carl M. Eschenbach	FOR	FOR		✓ 98.4%
1.d	Re-elect Ms. Lorraine Twohill	FOR	FOR		✓ 86.8%
2	Re-election of the auditor	FOR	FOR		✓ 98.8%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. The one-off retention award is excessive.	✗ 37.9%
4	To approve the amendment of the Stock Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 60.8%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.a	Re-elect Mr. Martin Mucci	FOR	FOR		✓ 96.0%
1.b	Re-elect Mr. Thomas F. Bonadio	FOR	FOR		✓ 95.5%
1.c	Re-elect Mr. Joseph G. Doody	FOR	FOR		✓ 95.2%
1.d	Re-elect Mr. David Flaschen	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.8%
1.e	Elect Mr. John B. Gibson	FOR	FOR		✓ 98.8%
1.f	Re-elect Mr. B. Thomas Golisano	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.5%
1.g	Re-elect Ms. Pamela A. Joseph	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 93.1%
1.h	Elect Ms. Theresa M. Payton	FOR	FOR		✓ 99.8%
1.i	Re-elect Mr. Kevin A. Price	FOR	FOR		✓ 95.8%
1.j	Re-elect Mr. Joseph M. Tucci	FOR	● OPPOSE	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 91.8%
1.k	Re-elect Mr. Joseph M. Velli	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.1%
1.l	Re-elect Ms. Kara Wilson	FOR	FOR		✓ 98.7%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	An important part of the variable remuneration is based on continued employment only.	✓ 94.4%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.3%
4.	Re-election of the auditor	FOR	FOR		✓ 99.4%

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts	FOR	FOR		✓ 100.0%
2	Final dividend	FOR	FOR		✓ 99.4%
	Elections to the board of directors				
3	Elect Mr. Omar Abbosh	FOR	FOR		✓ 100.0%
4	Elect Ms. Alison Dolan	FOR	FOR		✓ 99.6%
5	Elect Ms. Alex Hardiman	FOR	FOR		✓ 100.0%
6	Re-elect Ms. Sherry Coutu, CBE	FOR	● OPPOSE	Chair of the remuneration committee. We have serious concerns over remuneration.	✓ 71.8%
7	Re-elect Ms. Sally Johnson	FOR	FOR		✓ 99.8%
8	Re-elect Mr. Omid Kordestani	FOR	FOR		✓ 100.0%
9	Re-elect Ms. Esther Lee	FOR	FOR		✓ 98.9%
10	Re-elect Mr. Graeme Pitkethly	FOR	FOR		✓ 100.0%
11	Re-elect Ms. Annette Thomas	FOR	FOR		✓ 98.9%
12	Re-elect Mr. Lincoln Wallen	FOR	FOR		✓ 100.0%
13	Remuneration report (advisory vote)	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 69.8%
14	All Employee Save for Shares Plan	FOR	FOR		✓ 99.1%
15	Re-appoint Ernst & Young as auditors	FOR	FOR		✓ 99.3%
16	Auditor's remuneration	FOR	FOR		✓ 100.0%
17	General authority to allot shares	FOR	FOR		✓ 95.2%
18	Disapplication of pre-emption rights	FOR	FOR		✓ 99.5%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 98.8%
20	Purchase of own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.3%
21	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 96.2%

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

Item	Agenda	Board	Ethos	Result
22	Authorise capital increases related to an all-employee share ownership plan	FOR	FOR	✓ 99.7%
23	Authorise capital increases related to an all-employee share ownership plan for non-French employees	FOR	FOR	✓ 99.1%
24	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Ronald E. Blaylock	FOR	FOR		✓ 98.0%
1b	Re-elect Dr. Albert Bourla	FOR	● OPPOSE	Combined chair and CEO.	✓ 92.6%
1c	Re-elect Dr. Susan D. Desmond-Hellmann	FOR	FOR		✓ 97.9%
1d	Re-elect Mr. Joseph J. Echevarria	FOR	● OPPOSE	Non-independent chair of the corporate governance committee. The independence of this committee is insufficient.	✓ 95.9%
1e	Re-elect Dr. Scott Gottlieb	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 98.7%
1f	Re-elect Prof. Dr. Helen H. Hobbs	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 96.5%
1g	Re-elect Dr. Susan Hockfield	FOR	FOR		✓ 98.7%
1h	Re-elect Dr. Dan R. Littman	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 97.7%
1i	Re-elect Mr. Shantanu Narayen	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent. Non independent lead director, which is not best practice.	✓ 98.3%
1j	Re-elect Ms. Suzanne Nora Johnson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.3%
1k	Re-elect Mr. James Quincey	FOR	FOR		✓ 97.9%
1l	Re-elect Mr. James C. Smith	FOR	FOR		✓ 96.8%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.4%
3	To approve the amendment of the Pfizer 2019 Stock Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 92.5%
4	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 91.4%
5	Shareholder resolution: Independent chair	OPPOSE	● FOR	An independent chair can ensure independent oversight of management.	✗ 34.9%
6	Shareholder resolution: Political Contributions Congruency Report	OPPOSE	● FOR	The company should align its public values and policies with its political expenditures and contributions.	✗ 14.2%
7	Shareholder resolution: Amend Director Resignation Processes	WITH-DRAWN	WITH-DRAWN		–
8	Shareholder resolution: Publish a Report on Corporate Contributions	OPPOSE	OPPOSE		✗ 3.8%

Item	Agenda	Board	Ethos		Result
Elections of directors					
1a	Re-elect Ms. Danelle M. Barrett	FOR	FOR		✓ 99.9%
1b	Re-elect Mr. Philip Bleser	FOR	FOR		✓ 98.0%
1c	Re-elect Mr. Stuart B. Burgdoerfer	FOR	● OPPOSE	Non-independent chair of the audit committee. The independence of this committee is insufficient.	✓ 95.9%
1d	Re-elect Ms. Pamela J. Craig	FOR	FOR		✓ 99.3%
1e	Re-elect Mr. Charles A. Davis	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.7%
1f	Re-elect Mr. Roger N. Farah	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 94.3%
1g	Re-elect Ms. Lawton Fitt	FOR	● OPPOSE	Non-independent chair of the nomination committee. The independence of this committee is insufficient.	✓ 89.1%
1h	Re-elect Ms. Susan Patricia Griffith	FOR	FOR		✓ 98.7%
1i	Re-elect Mr. Devin C. Johnson	FOR	FOR		✓ 99.9%
1j	Re-elect Mr. Jeffrey D. Kelly	FOR	FOR		✓ 97.2%
1k	Re-elect Ms. Barbara R. Snyder	FOR	FOR		✓ 98.8%
1l	Re-elect Ms. Kahina Van Dyke	FOR	FOR		✓ 99.9%
2	To approve the amendment of the 2024 Equity Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 97.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.8%
4	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.7%
5	Shareholder resolution: Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	OPPOSE	OPPOSE		✗ 1.4%

Item	Agenda	Board	Ethos		Result
1	Financial statements as at 31 December 2023	FOR	FOR		✓ 98.8%
2	Allocation of net income and dividend distribution	FOR	FOR		✓ 99.6%
3	Determination of the number of members of the board of directors	FOR	FOR		✓ 99.9%
4	Determination of the directors' term of office	FOR	FOR		✓ 99.6%
5	Election of the members of the board of directors	NON-VOTING	NON-VOTING		
5.1	Slate of nominees submitted by the board of directors	FOR	● DO NOT VOTE	The alternative slate submitted under ITEM 5.2 is 100% independent.	✓ 86.2%*
5.2	Slate of nominees submitted by a group of institutional investors	DO NOT VOTE	● FOR	The proposed slate would improve the level of independence of the board.	✓ 12.8%*
6	Determination of the remuneration of the directors	FOR	FOR		✓ 96.2%
7	Authorization for the purchase and disposal of treasury shares	FOR	FOR		✓ 98.8%
8	Appointment of the independent auditors for the 2025-2033 period	FOR	FOR		✓ 99.2%
9	Binding vote on the remuneration policy	FOR	● OPPOSE	Performance targets are not sufficiently challenging.	✓ 82.2%
10	Advisory vote on the remuneration paid in 2023	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated.	✓ 92.0%

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
5	Ratify Grant Thornton as auditor in charge of the sustainability reporting	FOR	FOR		✓ 100.0%
6	Approve the remuneration report	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 93.0%
7	Approve the 2023 remuneration of Mr. Maurice Lévy, chair	FOR	● OPPOSE	Excessive total remuneration. Excessive fixed remuneration.	✓ 89.0%
8	Approve the 2023 remuneration of Mr. Arthur Sadoun, CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 78.8%
9	Approve the 2023 remuneration of Ms. Anne-Gabrielle Heilbronner, Secretary General	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 95.6%
10	Approve the 2023 remuneration of Mr. Michel-Alain Proch, CFO	FOR	● OPPOSE	Excessive total remuneration.	✓ 97.3%
11	Approve the remuneration policy of Mr. Maurice Lévy, chair	FOR	● OPPOSE	Excessive total remuneration. Excessive fixed remuneration.	✓ 86.4%
12	Approve the remuneration policy of directors	FOR	FOR		✓ 98.1%
13	Approve the remuneration policy of Mr. Arthur Sadoun, CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 87.4%
14	Approve the remuneration policy of corporate officers	FOR	● OPPOSE	Excessive total remuneration.	✓ 92.6%
15	Authorisation to purchase company shares (share buyback programme)	FOR	FOR		✓ 99.7%
16	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 97.5%

Item	Agenda	Board	Ethos		Result
17	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 95.4%
18	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 94.0%
19	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	FOR		✓ 92.5%
20	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	● OPPOSE	The maximum discount exceeds market practice. Concerns over the length of the requested authority.	✓ 94.6%
21	Authorisation to increase the share capital through transfer of reserves	FOR	FOR		✓ 97.9%
22	Delegation to issue shares and capital securities as consideration for securities tendered in connection with a public offering for the shares of another company	FOR	FOR		✓ 98.7%
23	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 97.6%
24	Approve distribution of performance shares	FOR	● OPPOSE	Ethos considers that limited eligibility plan should not exceed 0.5% of the share capital. The information provided is insufficient.	✓ 90.1%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR		✓ 97.4%
26	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR		✓ 97.5%
27	Amend articles of association: Company purpose	FOR	FOR		✓ 100.0%
28	Amend articles of association: Extension of the Company's term	FOR	FOR		✓ 100.0%
29	Amend articles of association: Change of management structure to a French "Société Anonyme" and adoption of new articles of incorporation	FOR	● OPPOSE	Ethos has concerns regarding the proposed change in the governance structure which will result in the combination of functions of chair and CEO Several amendments are submitted to shareholder approval under a bundled vote and the negative impacts of the amendments are predominant.	✓ 94.9%

Item	Agenda	Board	Ethos		Result
Elections to the board of directors					
30	Re-election of Mr. Arthur Sadoun	FOR	● OPPOSE	Combined chair and CEO.	✓ 77.6%
31	Re-election of Ms. Élisabeth Badinter	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. The director is over 75 years old, which exceeds guidelines.	✓ 86.0%
32	Re-election of Mr. Simon Badinter	FOR	FOR		✓ 95.3%
33	Re-election of Mr. Jean Charest	FOR	FOR		✓ 91.2%
34	Re-election of Ms. Sophie Dulac	FOR	FOR		✓ 94.0%
35	Re-election of Mr. Thomas H. Glocer	FOR	FOR		✓ 98.3%
36	Re-election of Ms. Marie-Josée Kravis	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 92.8%
37	Re-election of Mr. André Kudelski	FOR	FOR		✓ 89.6%
38	Re-election of Ms. Suzan LeVine	FOR	FOR		✓ 98.1%
39	Re-election of Ms. Antonella Meipochtler	FOR	FOR		✓ 98.5%
40	Re-election of Mr. Tidjane Thiam	FOR	FOR		✓ 99.4%
41	Approve the remuneration policy of Mr. Arthur Sadoun, chair/CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 89.6%
42	Approve the remuneration policy of directors	FOR	● OPPOSE	As Ethos does not support the change of the new governance structure, Ethos cannot approve the new additional fees for the lead independent director. Furthermore, the 2023 average fees of non-executive directors stood at EUR 91'792 which is at the upper end of the median remuneration paid for non-executive directors at other French companies.	✓ 97.8%
Re-election of the members of the supervisory board in case of refusal of ITEM 29					
43	Re-elect Ms. Sophie Dulac	WITH-DRAWN	● FOR	Given that shareholders approved the change of governance structure proposed under ITEM 29, ITEM 43 lapsed and has therefore been withdrawn.	–

Item	Agenda	Board	Ethos	Result
44	Re-elect Mr. Thomas H. Glocer	WITH-DRAWN	● FOR	Given that shareholders approved the change of governance structure proposed under ITEM 29, ITEM 44 lapsed and has therefore been withdrawn. -
45	Re-elect Ms. Marie-Josée Kravis	WITH-DRAWN	● OPPOSE	Given that shareholders approved the change of governance structure proposed under ITEM 29, ITEM 45 lapsed and has therefore been withdrawn. - Ethos initially recommended to OPPOSE as Ms. Kravis is a non independent director (board membership exceeds time limit for independence) and the board is not sufficiently independent.
46	Re-elect Mr. André Kudelski	WITH-DRAWN	● FOR	Given that shareholders approved the change of governance structure proposed under ITEM 29, ITEM 46 lapsed and has therefore been withdrawn. -
47	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Sylvia Acevedo	FOR	FOR		✓ 98.8%
1.b	Re-elect Mr. Cristiano Amon	FOR	FOR		✓ 99.5%
1.c	Re-elect Mr. Mark Fields	FOR	FOR		✓ 99.5%
1.d	Re-elect Mr. Jeffrey W. Henderson	FOR	FOR		✓ 93.8%
1.e	Re-elect Mr. Gregory Johnson	FOR	FOR		✓ 99.0%
1.f	Re-elect Ms. Ann M. Livermore	FOR	FOR		✓ 98.5%
1.g	Re-elect Mr. Mark D McLaughlin	FOR	FOR		✓ 99.6%
1.h	Re-elect Ms. Jamie S. Miller	FOR	FOR		✓ 99.7%
1.i	Re-elect Dr. Irene B. Rosenfeld	FOR	FOR		✓ 98.1%
1.j	Re-elect Mr. Neil Smit	FOR	FOR		✓ 99.0%
1.k	Re-elect Mr. Jean-Pascal Tricoire	FOR	FOR		✓ 98.6%
1.l	Re-elect Mr. Anthony J. Vinciguerra	FOR	● WITHHOLD	Concerns over the director's time commitments.	✓ 98.9%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 93.7%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.6%
4	To approve the amendment of the Omnibus Incentive Plan	FOR	● OPPOSE	Potential excessive awards.	✓ 94.6%
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	FOR	● OPPOSE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 88.0%
6	Amend Bylaws to require claims under the Securities Act to be brought in federal court	FOR	FOR		✓ 87.5%

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

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

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts	FOR	FOR		✓ 100.0%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 94.4%
3	Final dividend	FOR	FOR		✓ 99.9%
	Elections to the board of directors				
4	Re-elect Mr. Andrew Bonfield	FOR	FOR		✓ 96.8%
5	Re-elect Mr. Olivier Bohuon	FOR	FOR		✓ 99.8%
6	Re-elect Ms. Margherita Della Valle	FOR	FOR		✓ 99.8%
7	Re-elect Mr. Mehmood Khan	FOR	FOR		✓ 99.8%
8	Re-elect Ms. Elane Stock	FOR	FOR		✓ 99.8%
9	Re-elect Ms. Mary Harris	FOR	FOR		✓ 97.8%
10	Re-elect Sir Jeremy Darroch	FOR	FOR		✓ 96.8%
11	Re-elect Ms. Tamara Ingram, OBE	FOR	FOR		✓ 98.5%
12	Elect Mr. Kristoffer Licht	FOR	FOR		✓ 99.7%
13	Elect Ms. Shannon Eisenhardt	FOR	FOR		✓ 99.3%
14	Elect Ms. Marybeth Hays	FOR	FOR		✓ 99.9%
15	Re-appoint KPMG as auditors	FOR	FOR		✓ 99.3%
16	Auditor's remuneration	FOR	FOR		✓ 100.0%
17	Political donations	FOR	FOR		✓ 98.8%
18	General authority to allot shares	FOR	FOR		✓ 90.3%
19	Disapplication of pre-emption rights	FOR	FOR		✓ 98.4%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 97.9%
21	Purchase of own shares	FOR	● OPPOSE	The amount of the repurchase is excessive given the financial situation and perspectives of the company.	✓ 99.4%
22	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 90.2%

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Item	Agenda	Board	Ethos		Result
1.a	Financial statements as at 31 December 2023	FOR	FOR		✓ 99.3%
1.b	Allocation of net income and dividend distribution	FOR	FOR		✓ 100.0%
2.a	Binding vote on the remuneration policy	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 80.6%
2.b	Advisory vote on the remuneration paid in 2023	FOR	FOR		✓ 82.7%
3	Authorization for the purchase and disposal of treasury shares	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts	FOR	FOR		✓ 99.9%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive variable remuneration.	✓ 96.0%
3	Final dividend	FOR	FOR		✓ 99.9%
4	Re-appoint Ernst & Young as auditors	FOR	FOR		✓ 99.5%
5	Auditor's remuneration	FOR	FOR		✓ 99.9%
Elections to the board of directors					
6	Elect Ms. Bianca Tetteroo	FOR	FOR		✓ 100.0%
7	Re-elect Mr. Paul Walker	FOR	FOR		✓ 96.5%
8	Re-elect Mr. Erik Engstrom	FOR	FOR		✓ 99.9%
9	Re-elect Mr. Nick Luff	FOR	FOR		✓ 99.7%
10	Re-elect Mr. Alistair Cox	FOR	FOR		✓ 100.0%
11	Re-elect Ms. June Felix	FOR	FOR		✓ 100.0%
12	Re-elect Ms. Charlotte Hogg	FOR	FOR		✓ 100.0%
13	Re-elect Mr. Robert MacLeod	FOR	FOR		✓ 97.1%
14	Re-elect Mr. Andrew Sukawaty	FOR	FOR		✓ 100.0%
15	Re-elect Ms. Suzanne Wood	FOR	FOR		✓ 97.0%
16	General authority to allot shares	FOR	FOR		✓ 94.1%
17	Disapplication of pre-emption rights	FOR	FOR		✓ 99.6%
18	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 99.1%
19	Purchase of own shares	FOR	FOR		✓ 99.4%
20	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 92.5%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.9%
4	Statutory auditors' report on the information used to determine the compensation for participating shares	FOR	FOR		✓ 99.9%
5	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 97.1%
6	Approval of the related-party agreement named "Framework Agreement" and its amendment	FOR	FOR		✓ 99.7%
7	Approval of the related-party agreement named "New Alliance Agreement" and its amendment	FOR	● OPPOSE	The "one share, one vote" principle is not respected.	✓ 99.7%
8	Approval of the related-party agreement named "Ampere Investment Agreement"	FOR	FOR		✓ 99.8%
9	Approval of the related-party agreement named "Notice of sale of Nissan shares"	FOR	FOR		✓ 99.8%
10	Approval of the related-party agreement named "Deed of termination of the Governance Agreement"	FOR	FOR		✓ 99.9%
11	Ratify Mazars as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.7%
12	Ratify KPMG as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.7%
13	Approve the remuneration report	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 95.3%
14	Approve the 2023 remuneration of Mr. Jean-Dominique Senard, chair	FOR	FOR		✓ 99.8%
15	Approve the 2023 remuneration of Mr. Luca De Meo, CEO	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. Excessive fixed and variable remuneration.	✓ 93.9%
16	Approve the remuneration policy of Mr. Jean-Dominique Senard, chair	FOR	FOR		✓ 99.7%
17	Approve the remuneration policy of Mr. Luca De Meo, CEO	FOR	● OPPOSE	Excessive fixed remuneration. Potential excessive awards.	✓ 72.1%
18	Approve the remuneration policy of directors	FOR	FOR		✓ 98.1%

Item	Agenda	Board	Ethos		Result
19	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The repurchase price is too high.	✓ 99.8%
20	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.0%
21	Authorisation to increase the share capital through transfer of reserves	FOR	FOR		✓ 99.7%
22	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 99.0%
23	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	The potential maximum discount exceeds market practice.	✓ 94.7%
24	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	The potential maximum discount exceeds market practice.	✓ 94.3%
25	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 97.2%
26	Authorisation to issue shares reserved for employees (share ownership plan)	FOR	FOR		✓ 99.6%
27	Approve distribution of performance shares	FOR	● OPPOSE	Potential excessive awards.	✓ 95.2%
28	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
5	Approve the remuneration policy of Ms. Agnès Touraine, chair	FOR	FOR		✓ 100.0%
6	Approve the remuneration policy of directors	FOR	FOR		✓ 99.2%
7	Approve the remuneration policy of Mr. Guillaume Texier, CEO	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 94.2%
8	Approve the remuneration report	FOR	FOR		✓ 97.5%
9	Approve the 2023 remuneration of Mr. Ian Meakins, chair until 31 August 2023	FOR	FOR		✓ 100.0%
10	Approve the 2023 remuneration of Ms. Agnès Touraine, chair from 1 September 2023	FOR	FOR		✓ 100.0%
11	Approve the 2023 remuneration of Mr. Guillaume Texier, CEO	FOR	FOR		✓ 96.2%
Elections to the board of directors					
12	Elect Mr. Éric Labaye	FOR	FOR		✓ 100.0%
13	Elect Ms. Catherine Vandendorre	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 85.3%
14	Re-elect Ms. Brigitte Cantaloube	FOR	FOR		✓ 94.6%
15	Ratify PricewaterhouseCoopers as statutory auditors	FOR	● OPPOSE	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 90.8%
16	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	FOR	● OPPOSE	The re-election as statutory auditor could not be approved. Therefore, the proposal to extend its mission to the audit of the non-financial information cannot be approved either.	✓ 97.6%
17	Ratify KPMG as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.1%
18	Authorisation to purchase company shares (share buyback programme)	FOR	FOR		✓ 99.8%
19	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos	Result
20	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR	✓ 98.2%
21	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR	✓ 98.3%
22	Approve distribution of performance shares to employees and corporate officers	FOR	FOR	✓ 95.0%
23	Approve distribution of performance shares to employees and corporate officers who participate in an employee shareholding plan	FOR	FOR	✓ 96.3%
24	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
A	Elections of directors				
A.1	Elect Ms. Alice L. Jolla	FOR	FOR		✓ 94.1%
A.2	Re-elect Ms. Lisa A. Payne	FOR	FOR		✓ 95.3%
B	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 88.2%
C	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.4%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1.1	Re-elect Mr. Marc Benioff	FOR	● OPPOSE	Combined chairman and CEO.	✓ 95.9%
1.2	Re-elect Ms. Laura Alber	FOR	FOR		✓ 98.4%
1.3	Re-elect Mr. Craig Conway	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.3%
1.4	Re-elect Mr. Arnold W. Donald	FOR	FOR		✓ 98.0%
1.5	Re-elect Mr. Parker Harris	FOR	FOR		✓ 98.5%
1.6	Re-elect Ms. Neelie Kroes	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 98.1%
1.7	Re-elect Mr. Sachin Mehra	FOR	FOR		✓ 99.3%
1.8	Re-elect Mr. Mason G Morfit	FOR	FOR		✓ 99.3%
1.9	Re-elect Mr. Oscar Munoz	FOR	FOR		✓ 98.4%
1.10	Re-elect Mr. John V. Roos	FOR	FOR		✓ 93.7%
1.11	Re-elect Ms. Robin L. Washington	FOR	FOR		✓ 95.3%
1.12	Re-elect Mr. Maynard G. Webb	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 98.1%
1.13	Re-elect Ms. Susan Wojcicki	FOR	FOR		✓ 99.0%
2.	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	FOR	● OPPOSE	This amendment reduces shareholder rights to take legal action against certain company officers.	✓ 76.8%
3.	To approve the amendment of the 2013 Equity Incentive Plan	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 93.6%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.4%
5.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✗ 45.6%
6.	Shareholder resolution: Independent chair	OPPOSE	OPPOSE		✗ 21.6%
7.	Shareholder resolution: Termination Pay	OPPOSE	● FOR	We strongly support the right of shareholders to address pay-related concerns.	✗ 5.1%
8.	Shareholder resolution: Report on Viewpoint Discrimination	OPPOSE	OPPOSE		✗ 0.8%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
Elections to the board of directors					
4	Re-elect Ms. Rachel Duan	FOR	FOR		✓ 88.7%
5	Re-elect Ms. Lise Kingo	FOR	FOR		✓ 98.6%
6	Elect Ms. Clotilde Delbos	FOR	FOR		✓ 99.4%
7	Elect Ms. Anne-Francoise Nesmes	FOR	FOR		✓ 97.2%
8	Elect Mr. John Sundy	FOR	FOR		✓ 99.6%
9	Approve the remuneration report	FOR	● OPPOSE	Excessive fixed and variable remuneration.	✓ 95.9%
10	Approve the 2023 remuneration of Mr. Serge Weinberg, chair from 1 January to 25 May 2023	FOR	● OPPOSE	Excessive total remuneration.	✓ 99.1%
11	Approve the 2023 remuneration of Mr. Frédéric Oudéa, chair from 25 May to 31 December 2023	FOR	● OPPOSE	Excessive total remuneration.	✓ 99.1%
12	Approve the 2023 remuneration of Mr. Paul Hudson, CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration. Concerns over the pension allowance which exceeds guidelines.	✓ 93.5%
13	Approve the remuneration policy of directors	FOR	● OPPOSE	The remuneration of directors is excessive compared to market practice.	✓ 98.0%
14	Approve the remuneration policy of Mr. Frédéric Oudéa, chair	FOR	● OPPOSE	Excessive total remuneration.	✓ 99.1%
15	Approve the remuneration policy of Mr. Paul Hudson, CEO	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration. Concerns over the pension allowance which exceeds guidelines.	✓ 94.7%
16	Ratify Mazars as statutory auditors	FOR	FOR		✓ 99.9%
17	Ratify Mazars as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.8%
18	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	FOR	FOR		✓ 96.6%
19	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The potential maximal repurchase price is too high.	✓ 99.5%
20	Approve distribution of performance shares	FOR	● OPPOSE	The information provided is insufficient.	✓ 93.4%

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Item	Agenda	Board	Ethos	Result
21	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR	✓ 98.8%
22	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR	✓ 99.0%
23	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR		✓ 99.5%
4	Approve Discharge of Supervisory Board	FOR	FOR		✓ 99.4%
5	Appoint the Auditors	FOR	FOR		✓ 99.9%
6	Approve Remuneration Report	FOR	● OPPOSE	Excessive variable remuneration.	✓ 90.4%
	Board main features				
7a	Elections to the Supervisory Board: Aicha Evans	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 93.4%
7b	Elections to the Supervisory Board: Gerhard Oswald	FOR	● OPPOSE	Non independent director (former executive). The board is not sufficiently independent.	✓ 89.8%
7c	Elections to the Supervisory Board: Dr. Friederike Rotsch	FOR	FOR		✓ 92.5%
7d	Elections to the Supervisory Board: Prof. Dr. Ralf Herbrich	FOR	● OPPOSE	Non independent director (business connections with the company). The board is not sufficiently independent.	✓ 99.3%
7e	Elections to the Supervisory Board: Dr. Pekka Ala-Pietilä	FOR	● OPPOSE	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.	✓ 95.5%
				Concerns over the director's time commitments.	
8	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	FOR	● OPPOSE	The chair's remuneration is excessive.	✓ 98.2%
9	Amend Articles: Proof of entitlement, section 18 (3)	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
5	Ratify Mazars as auditor in charge of the sustainability reporting	FOR	FOR		✓ 98.8%
6	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.8%
7	Approve the remuneration report	FOR	● OPPOSE	The information provided is insufficient. Concerns over the remuneration of the chair and other board members.	✓ 94.8%
8	Approve the 2023 remuneration of Mr. Jean Pascale Tricoire, chair/CEO until 3 May 2023	FOR	● OPPOSE	The realised value of the plan 2021-2023 is excessive given the performance of the company and considering that Mr. Tricoire stepped down as CEO during the year.	✓ 85.9%
9	Approve the 2023 remuneration of Mr. Peter Herweck, CEO since 4 May 2023	FOR	FOR		✓ 96.2%
10	Approve the 2023 remuneration of Mr. Jean-Pascal Tricoire, chair since 4 May 2023	FOR	● OPPOSE	Excessive total remuneration.	✓ 97.1%
11	Approve the remuneration policy of Mr. Peter Herweck, CEO	FOR	FOR		✓ 94.4%
12	Approve the remuneration policy of Mr. Jean-Pascal Tricoire, chair	FOR	● OPPOSE	Excessive total remuneration.	✓ 97.6%
13	Approve the remuneration policy of directors	FOR	● OPPOSE	The remuneration of the lead director is excessive and not justified.	✓ 96.3%
Elections to the board of directors					
14	Re-elect Mr. Fred Kindle	FOR	FOR		✓ 98.8%
15	Re-elect Ms. Cécile Cabanis	FOR	FOR		✓ 99.4%
16	Re-elect Ms. Jill Lee	FOR	FOR		✓ 98.7%
17	Elect Mr. Philippe Knoche	FOR	FOR		✓ 99.7%
18	Authorisation to purchase company shares (share buyback programme)	FOR	FOR		✓ 99.1%
19	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR		✓ 99.0%
20	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR		✓ 99.0%

Item	Agenda	Board	Ethos	Result
21	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

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17.05.2024

MIX

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
5	Approve the remuneration report	FOR	● OPPOSE	Excessive fixed and variable remuneration.	✓ 93.2%
6	Approve the 2023 remuneration of Mr. Denis Kessler, chair (1 January to 19 June)	FOR	● OPPOSE	The remuneration of the non-executive chair largely exceeds that of the other non-executive board members without adequate justification.	✓ 95.8%
7	Approve the 2023 remuneration of Mr. Fabrice Brégier, chair (as of 25 June)	FOR	● OPPOSE	The remuneration of the non-executive chair largely exceeds that of the other non-executive board members without adequate justification.	✓ 92.7%
8	Approve the 2023 remuneration of Mr. Laurent Rousseau, CEO (1 to 25 January)	FOR	FOR		✓ 90.0%
9	Approve the 2023 remuneration of Mr. François de Varenne, CEO (26 January to 30 April)	FOR	FOR		✓ 95.0%
10	Approve the 2023 remuneration of Mr. Thierry Léger, CEO (as of 1 May)	FOR	● OPPOSE	Excessive variable remuneration. Concerns over the replacement payment.	✓ 92.4%
11	Approve the remuneration policy of directors	FOR	FOR		✓ 99.0%
12	Approve the remuneration policy of Mr. Fabrice Brégier, chair	FOR	● OPPOSE	The remuneration of the non-executive chair largely exceeds that of the other non-executive board members without adequate justification.	✓ 91.6%
13	Approve the remuneration policy of Mr. Thierry Léger, CEO	FOR	● OPPOSE	Potential excessive awards.	✓ 86.5%
Elections to the board of directors					
14	Re-elect Ms. Patricia Lacoste	FOR	FOR		✓ 98.1%
15	Re-elect Mr. Bruno Pfister	FOR	FOR		✓ 91.8%
16	Ratify Mazars as auditor in charge of the sustainability reporting	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.7%
17	Ratify KPMG as auditor in charge of the sustainability reporting	FOR	FOR		✓ 99.8%
18	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The repurchase price is too high.	✓ 97.8%

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17.05.2024

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Item	Agenda	Board	Ethos		Result
19	Authorisation to increase the share capital through transfer of reserves	FOR	FOR		✓ 99.9%
20	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 95.7%
21	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	The potential discount (10%) is above market practice (5%).	✓ 92.2%
22	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	The potential discount (10%) is above market practice (5%).	✓ 90.8%
23	Authorisation to issue shares in the event of a public exchange offer initiated by the company	FOR	FOR		✓ 96.5%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 96.4%
25	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 89.1%
26	Authorisation to issue stand-alone warrants ("2024 contingents warrants") without pre-emptive rights	FOR	● OPPOSE	The potential discount (10%) is above market practice (5%).	✓ 92.7%
27	Authorisation to issue stand-alone warrants ("2024 AOF warrants") without pre-emptive rights	FOR	● OPPOSE	The potential discount (10%) is above market practice (5%).	✓ 92.8%
28	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
29	Approve distribution of stock options	FOR	FOR		✓ 98.1%
30	Approve distribution of performance shares	FOR	● OPPOSE	The potential dilution is excessive.	✓ 94.0%
31	Authorisation to issue shares reserved for employees (share ownership plan)	FOR	FOR		✓ 99.3%
32	Determination of the overall limit for capital increases with or without pre-emptive rights	FOR	FOR		✓ 94.9%
33	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos	Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING	
2	Approve the Dividend	FOR	FOR	✓ 99.9%
3.1	Approve Discharge of Management Board member Dr. Roland Busch (CEO)	FOR	FOR	✓ 99.3%
3.2	Approve Discharge of Management Board member Cedrik Neike	FOR	FOR	✓ 99.3%
3.3	Approve Discharge of Management Board member Matthias Rebellius	FOR	FOR	✓ 99.3%
3.4	Approve Discharge of Management Board member Prof. Dr. Ralf P. Thomas	FOR	FOR	✓ 99.3%
3.5	Approve Discharge of Management Board member Judith Wiese	FOR	FOR	✓ 99.3%
4.1	Approve Discharge of Supervisory Board member Jim Hagemann Snabe (Chair)	FOR	FOR	✓ 98.0%
4.2	Approve Discharge of Supervisory Board member Birgit Steinborn (First Vice Chair)	FOR	FOR	✓ 98.9%
4.3	Approve Discharge of Supervisory Board member Dr. Werner Brandt (Second Vice Chair)	FOR	FOR	✓ 99.3%
4.4	Approve Discharge of Supervisory Board member Tobias Bäuml	FOR	FOR	✓ 99.3%
4.5	Approve Discharge of Supervisory Board member Michael Diekmann (member until 9 February 2023)	FOR	FOR	✓ 99.3%
4.6	Approve Discharge of Supervisory Board member Dr. Regina E. Dugan (member since 9 February 2023)	FOR	FOR	✓ 99.3%
4.7	Approve Discharge of Supervisory Board member Dr. Andrea Fehrmann	FOR	FOR	✓ 99.3%
4.8	Approve Discharge of Supervisory Board member Bettina Haller	FOR	FOR	✓ 99.3%
4.9	Approve Discharge of Supervisory Board member Oliver Hartmann (member since 14 September 2023)	FOR	FOR	✓ 99.3%
4.10	Approve Discharge of Supervisory Board member Keryn Lee James (member since 9 February 2023)	FOR	FOR	✓ 99.3%
4.11	Approve Discharge of Supervisory Board member Harald Kern	FOR	FOR	✓ 99.3%
4.12	Approve Discharge of Supervisory Board member Jürgen Kerner	FOR	FOR	✓ 99.3%

Item	Agenda	Board	Ethos	Result
4.13	Approve Discharge of Supervisory Board member Martina Merz (member since 9 February 2023)	FOR	FOR	✓ 99.3%
4.14	Approve Discharge of Supervisory Board member Dr. Christian Pfeiffer (member since 9 February 2023)	FOR	FOR	✓ 99.3%
4.15	Approve Discharge of Supervisory Board member Benoît Potier	FOR	FOR	✓ 99.3%
4.16	Approve Discharge of Supervisory Board member Hagen Reimer	FOR	FOR	✓ 98.9%
4.17	Approve Discharge of Supervisory Board member Dr. Norbert Reithofer (member until 9 February 2023)	FOR	FOR	✓ 99.3%
4.18	Approve Discharge of Supervisory Board member Kasper Rørsted	FOR	FOR	✓ 99.2%
4.19	Approve Discharge of Supervisory Board member Baroness Nemat Shafik (member until 9 February 2023)	FOR	FOR	✓ 99.2%
4.20	Approve Discharge of Supervisory Board member Dr. Nathalie von Siemens	FOR	FOR	✓ 99.3%
4.21	Approve Discharge of Supervisory Board member Michael Sigmund (member until 31 August 2023)	FOR	FOR	✓ 99.3%
4.22	Approve Discharge of Supervisory Board member Dorothea Simon	FOR	FOR	✓ 99.3%
4.23	Approve Discharge of Supervisory Board member Grazia Vittadini	FOR	FOR	✓ 99.3%
4.24	Approve Discharge of Supervisory Board member Matthias Zachert	FOR	FOR	✓ 99.3%
4.25	Approve Discharge of Supervisory Board member Gunnar Zukunft (member until 9 February 2023)	FOR	FOR	✓ 99.3%
5	Appoint the Auditors	FOR	FOR	✓ 99.8%
6	Approve Remuneration System for the Management Board members	FOR	● OPPOSE	✓ 86.4% The potential variable remuneration exceeds our guidelines.
7	Approve Remuneration Report	FOR	● OPPOSE	✓ 86.5% Excessive variable remuneration.
8	Approve the creation of a new Authorised Capital 2024, the cancellation of the existing Authorised Capital 2019 and related amendments to the Articles of Association	FOR	FOR	✓ 95.3%

Item	Agenda	Board	Ethos	Result
9	Authorisation to issue convertible bonds and bonds with warrants, cancellation of existing and creation of new Conditional Capital 2024 as well as related amendments to the Articles of Association	FOR	FOR	✓ 96.4%

Item	Agenda	Board	Ethos	Result
1	Elections of directors			
1a	Re-elect Ms. Glyn F. Aepfel	FOR	FOR	✓ 66.0%
1b	Re-elect Mr. Larry C. Glasscock	FOR	● OPPOSE	✓ 68.7% The director is over 75 years old, which exceeds guidelines. Non independent lead director, which is not best practice.
1c	Re-elect Mr. Allan B. Hubbard	FOR	● OPPOSE	✓ 69.9% The director is over 75 years old, which exceeds guidelines.
1d	Elect Ms. Nina P. Jones	FOR	FOR	✓ 99.8%
1e	Re-elect Mr. Reuben S. Leibowitz	FOR	● OPPOSE	✓ 89.2% Non-independent chair 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 16 years, which exceeds guidelines.
1f	Re-elect Mr. Randall J. Lewis	FOR	FOR	✓ 99.2%
1g	Re-elect Mr. Gary M. Rodkin	FOR	FOR	✓ 70.4%
1h	Re-elect Ms. Peggy Fang Roe	FOR	FOR	✓ 70.4%
1i	Re-elect Mr. Stefan M. Selig	FOR	FOR	✓ 98.6%
1j	Re-elect Dr. Daniel C. Smith	FOR	FOR	✓ 97.2%
1k	Re-elect Ms. Marta R. Stewart	FOR	FOR	✓ 98.7%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	✓ 94.3% Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	FOR	● OPPOSE	✓ 95.8% The auditor's long tenure raises independence concerns.

Item	Agenda	Board	Ethos		Result
1	To receive and adopt the Directors' Statement and audited Financial Statement and Auditors' Report	FOR	FOR		✓ 99.9%
2	To declare a final dividend Elections of directors	FOR	FOR		✓ 100.0%
3	Re-elect Mr. Theng Kiat Lee	FOR	FOR		✓ 97.2%
4	Elect Ms. Tze Gay Tan	FOR	● OPPOSE	The board size is excessive and the new nominee is affiliated (business relationships).	✓ 94.3%
5	Elect Ms. Ying-I Yong	FOR	FOR		✓ 100.0%
6	To approve payment of Directors' fees by the Company for the financial year ending 31 March 2024	FOR	FOR		✓ 99.8%
7	Re-election of the auditor and fix their fees	FOR	FOR		✓ 99.9%
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 92.1%
9	Approve Grant of Awards and Issuance of Shares Pursuant to the SingTel Performance Share Plan 2012	FOR	● OPPOSE	Potential excessive awards and an important part of the variable remuneration is based on continued employment only.	✓ 98.5%
10	To approve the proposed renewal of the share purchase mandate	FOR	FOR		✓ 99.9%
11	Approve Mandate for Transactions with Sembcorp Power under the Conditional Power Purchase Agreement	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Approve a share split	FOR	FOR		✓ 99.8%
2	Election of Directors on a Kansayaku board				
2.1	Re-elect Mr. Yasuyuki Imai	FOR	FOR		✓ 98.6%
2.2	Re-elect Mr. Junichi Miyakawa	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 99.3%
2.3	Re-elect Mr. Jun Shimba	FOR	FOR		✓ 99.5%
2.4	Re-elect Mr. Kazuhiko Fujihara	FOR	FOR		✓ 99.6%
2.5	Re-elect Mr. Masayoshi Son	FOR	FOR		✓ 99.1%
2.6	Re-elect Mr. Atsushi Horiba	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 97.5%
2.7	Re-elect Mr. Takehiro Kamigama	FOR	FOR		✓ 99.7%
2.8	Re-elect Mr. Kazuaki Oki	FOR	FOR		✓ 99.7%
2.9	Re-elect Ms. Naomi Koshi	FOR	FOR		✓ 99.7%
2.10	Elect Prof. Maki Sakamoto	FOR	FOR		✓ 99.9%
2.11	Elect Ms. Hiroko Sasaki	FOR	FOR		✓ 99.8%
3	Elect Mr. Yasuhiro Nakajima as a Substitute Corporate Auditor	FOR	FOR		✓ 99.9%

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

Item	Agenda	Board	Ethos		Result
24	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	The potential discount (10%) is above market practice (5%).	✓ 92.4%
25	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	● OPPOSE	The potential discount (10%) is above market practice (5%).	✓ 91.8%
26	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 89.4%
27	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 97.7%
28	Authorisation to issue shares in the event of a public exchange offer initiated by the company	FOR	FOR		✓ 99.5%
29	Authorisation to increase the share capital through transfer of reserves	FOR	FOR		✓ 100.0%
30	Approve distribution of performance shares	FOR	FOR		✓ 95.4%
31	Authorisation to issue shares reserved for employees (share ownership plan)	FOR	FOR		✓ 98.3%
32	Amend Articles of Association: Director representing employees	FOR	FOR		✓ 100.0%
33	Amend Articles of Association: Age limit of the chair of the board	FOR	● OPPOSE	The proposed amendment goes against best practice.	✓ 94.9%
34	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 100.0%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 100.0%
3	Approve allocation of income and dividend	FOR	FOR		✓ 99.8%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
5	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	FOR	FOR		✓ 97.7%
6	Approve the 2023 remuneration of Mr. Gauthier Louette, chair and CEO	FOR	FOR		✓ 97.0%
7	Approve the remuneration policy of Mr. Gauthier Louette, chair and CEO	FOR	● OPPOSE	Ethos has concerns over the lack of information on the performance share plan, and regarding the increase of the grant of performance shares and base salary.	✓ 94.6%
8	Approve the remuneration report	FOR	FOR		✓ 98.4%
9	Approve the remuneration policy of directors	FOR	FOR		✓ 98.3%
10	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The potential maximum repurchase price is too high. The company does not clearly specify whether the authorisation is suspended during a period of public offer, which can potentially be used as an anti-takeover device.	✓ 99.7%
11	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 99.9%
12	Authorisation to increase the share capital through transfer of reserves	FOR	FOR		✓ 99.9%
13	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 95.3%
14	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	The discount exceeds market practice.	✓ 93.4%
15	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	FOR	● OPPOSE	The discount exceeds market practice.	✓ 85.8%
16	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	● OPPOSE	The discount exceeds market practice.	✓ 85.5%

Item	Agenda	Board	Ethos		Result
17	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 96.8%
18	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR		✓ 99.4%
19	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR		✓ 99.3%
20	Approve distribution of performance shares	FOR	● OPPOSE	Ethos has concerns over the grant of performance shares to the chair/CEO.	✓ 98.1%
21	Delegation of powers for the completion of formalities	FOR	FOR		✓ 99.8%

Item	Agenda	Board	Ethos		Result
Elections of directors (Management Nominees)					
1.a	Re-elect Mr. Richard E. Allison	FOR	FOR		✓ 93.3%
1.b	Re-elect Mr. Andrew Champion	FOR	FOR		✓ 95.7%
1.c	Re-elect Ms. Beth Ford	FOR	FOR		✓ 98.0%
1.d	Re-elect Ms. Mellody Hobson	FOR	● WITHHOLD	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 90.1%
1.e	Re-elect Mr. Jorgen Vig Knudstorp	FOR	FOR		✓ 90.3%
1.f	Elect Mr. Neal Mohan	FOR	● WITHHOLD	Concerns over the director's time commitments.	✓ 98.3%
1.g	Re-elect Mr. Satya Nadella	FOR	FOR		✓ 94.7%
1.h	Re-elect Mr. Laxman Narasimhan	FOR	FOR		✓ 97.4%
1.i	Elect Mr. Daniel Servitje	FOR	FOR		✓ 98.1%
1.j	Elect Mr. G. Michael Sievert	FOR	FOR		✓ 98.1%
1.k	Elect Ms. Wei Zhang	FOR	FOR		✓ 98.3%
Elections of directors (SOC Group nominees)					
1.l	Elect Dissident Nominee Ms. Maria Echaveste	WITH-DRAWN	● FOR	ITEM 1.l was not submitted to vote as the proponent withdrew the proposal one week before the AGM. Ethos initially recommended to vote FOR for the following reason: The nomination of Ms. Echaveste would be valuable to the board.	–
1.m	Elect Dissident Nominee Mr. Joshua Gotbaum	WITH-DRAWN	● WITHHOLD	ITEM 1.m was not submitted to vote as the proponent withdrew the proposal one week before the AGM.	–
1.n	Elect Dissident Nominee Ms. Wilma B. Liebman	WITH-DRAWN	● FOR	ITEM 1.n was not submitted to vote as the proponent withdrew the proposal one week before the AGM. Ethos initially recommended to vote FOR for the following reason: The expertise of Ms. Liebman in labour management, employee relations and law would be helpful to the board.	–
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 91.8%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.2%
4	Shareholder resolution: Report on plant-based milk pricing	OPPOSE	OPPOSE		✗ 5.3%
5	Shareholder resolution: Report on Direct and Systemic Discrimination	OPPOSE	OPPOSE		✗ 1.2%
6	Shareholder resolution: Report on human rights policies	OPPOSE	OPPOSE		✗ 1.6%

Item	Agenda	Board	Ethos		Result
1	Report of the Managing Board on the Company's 2023 financial year	NON-VOTING	NON-VOTING		
2	Report on the Company's corporate governance structure and compliance with the updated Dutch Corporate Governance Code	NON-VOTING	NON-VOTING		
3	Report of the Supervisory Board on the Company's 2023 financial year	NON-VOTING	NON-VOTING		
4	Advisory vote on the Remuneration Report 2023	FOR	● OPPOSE	Excessive variable remuneration.	✓ 95.0%
5	Adoption of the Remuneration Policy for the Supervisory Board	FOR	● OPPOSE	The information provided is insufficient.	✓ 98.3%
6	Adoption of the Company's annual accounts for its 2023 financial year	FOR	FOR		✓ 97.4%
7	Adoption of a dividend	FOR	FOR		✓ 99.3%
8	Discharge of the sole member of the Managing Board	FOR	FOR		✓ 96.8%
9	Discharge of the members of the Supervisory Board	FOR	FOR		✓ 97.7%
10	Amendment to the Company's Articles of Association	FOR	FOR		✓ 98.9%
11	Adoption of the Remuneration Policy for the Managing Board	FOR	● OPPOSE	Potential excessive awards.	✓ 94.5%
12	Re-appointment of Mr. Jean-Marc Chery as member and chair of the Managing Board	FOR	FOR		✓ 99.9%
13	Approval of the stock-based portion of the compensation of the CEO	FOR	● OPPOSE	The information provided is insufficient.	✓ 97.2%
14	Appointment of Mr. Lorenzo Grandi (CFO) as member of the Managing Board	FOR	FOR		✓ 99.9%
15	Approval of the stock-based portion of the compensation of the CFO	FOR	● OPPOSE	The information provided is insufficient.	✓ 97.6%
16	Approval of a new Unvested Stock Award Plan for Management and Key Employees	FOR	● OPPOSE	The information provided is insufficient.	✓ 95.3%
17	Re-appointment of EY as external auditor for the 2024 and 2025 financial years	FOR	FOR		✓ 99.7%
Supervisory Board composition					
18	Re-appointment of Mr. Nicolas Dufourcq as member of the Supervisory Board for a 3-year term	FOR	FOR		✓ 96.5%
19	Re-appointment of Ms. Janet Davidson as member of the Supervisory Board for a 1-year term	FOR	FOR		✓ 97.5%

Item	Agenda	Board	Ethos		Result
20	Appointment of Mr. Pascal Daloz as member of the Supervisory Board for a 3-year term	FOR	FOR		✓ 72.8%
21	Authorization to repurchase shares	FOR	● OPPOSE	The share repurchase replaces part of the dividend in cash.	✓ 99.5%
22	Authorization to issue new common shares	FOR	FOR		✓ 98.2%

Item	Agenda	Board	Ethos	Result
1.	Opening of the meeting	NON-VOTING	NON-VOTING	
2.	Calling the meeting to order	NON-VOTING	NON-VOTING	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	NON-VOTING	NON-VOTING	
4.	Recording the legality of the Meeting	NON-VOTING	NON-VOTING	
5.	Recording the attendance at the Meeting and adoption of the list of votes	NON-VOTING	NON-VOTING	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	NON-VOTING	NON-VOTING	
7.	Adoption of the financial statements	FOR	FOR	✓
8.	Approve allocation of income and dividend	FOR	● OPPOSE	The proposed dividend is inconsistent with the company's financial situation. ✓
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	FOR	FOR	✓
10.	Approve remuneration report (advisory vote)	FOR	FOR	✓
11.	Approve directors' fees	FOR	FOR	✓
12.	Resolution on the number of members of the board of directors	FOR	FOR	✓
13.	Election of the board of directors	FOR	● ABSTAIN	Grouped elections of directors. The composition of the board is not satisfactory. ✓ While Finnish law allows for individual elections of directors, the company maintains bundled elections.
14.	Approve auditors' fees	FOR	FOR	✓
15.	Election of auditor	FOR	FOR	✓
16.	Authorisation to repurchase own shares	FOR	FOR	✓
17.	Authorisation to issue shares	FOR	FOR	✓
18.	Decision making order	NON-VOTING	NON-VOTING	
19.	Closing of the Meeting	NON-VOTING	NON-VOTING	

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Glenn R. August	FOR	FOR		✓ 97.8%
1b	Re-elect Mr. Mark S. Bartlett	FOR	FOR		✓ 97.4%
1c	Elect Mr. P. William Donnelly	FOR	FOR		✓ 99.4%
1d	Re-elect Ms. Dina Dublon	FOR	FOR		✓ 98.5%
1e	Re-elect Mr. Robert F. MacLellan	FOR	FOR		✓ 94.7%
1f	Re-elect Ms. Eileen P. Rominger	FOR	FOR		✓ 98.0%
1g	Re-elect Mr. Robert W. Sharps	FOR	● OPPOSE	Combined chairman and CEO.	✓ 96.6%
1h	Elect Ms. Cynthia F. Smith	FOR	FOR		✓ 98.6%
1i	Re-elect Mr. Robert J. Stevens	FOR	FOR		✓ 98.0%
1j	Re-elect Ms. Sandra S. Wijnberg	FOR	FOR		✓ 97.1%
1k	Re-elect Mr. Alan D. Wilson	FOR	FOR		✓ 96.8%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 94.1%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.	✓ 95.6%

Item	Agenda	Board	Ethos	Result
1.	Dividend Allocation	FOR	FOR	✓ 97.7%
2.	Election of Directors with an Audit & Supervisory Committee			
2.1	Re-elect Mr. Christophe Weber	FOR	FOR	✓ 76.2%
2.2	Re-elect Dr. Andrew Plump	FOR	FOR	✓ 89.5%
2.3	Elect Mr. Milano Furuta	FOR	FOR	✓ 94.1%
2.4	Re-elect Mr. Masami Iijima	FOR	FOR	✓ 96.1%
2.5	Re-elect Mr. Ian Clark	FOR	FOR	✓ 92.3%
2.6	Re-elect Dr. Steven Gillis	FOR	FOR	✓ 93.2%
2.7	Re-elect Mr. John Maraganore	FOR	FOR	✓ 97.4%
2.8	Re-elect Mr. Michel Orsinger	FOR	FOR	✓ 95.8%
2.9	Re-elect Ms. Miki Tsusaka	FOR	FOR	✓ 97.5%
2.10	Re-elect Ms. Emiko Higashi	FOR	FOR	✓ 94.4%
3.	Election of directors to the audit and supervisory committee			
3.1	Re-elect Mr. Koji Hatsukawa	FOR	FOR	✓ 97.0%
3.2	Re-elect Mr. Yoshiaki Fujimori	FOR	FOR	✓ 96.9%
3.3	Re-elect Ms. Kimberly A. Reed	FOR	FOR	✓ 97.4%
3.4	Re-elect Mr. Jean-Luc Butel	FOR	FOR	✓ 96.9%
4.	Approve bonus payment for directors	FOR	● OPPOSE	The information provided is insufficient. ✓ 73.6%

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts	FOR	FOR		✓ 100.0%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive total remuneration. Excessive variable remuneration.	✓ 93.5%
3	Final dividend	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
4	Elect Dame Carolyn Fairbairn	FOR	FOR		✓ 100.0%
5	Elect Dr. Gerard Murphy	FOR	FOR		✓ 98.5%
6	Re-elect Ms. Melissa Bethell	FOR	FOR		✓ 97.9%
7	Re-elect Mr. Bertrand Bodson	FOR	FOR		✓ 98.5%
8	Re-elect Mr. Thierry Garnier	FOR	FOR		✓ 98.3%
9	Re-elect Mr. Stewart Gilliland	FOR	FOR		✓ 97.2%
10	Re-elect Mr. Ken Murphy	FOR	FOR		✓ 99.9%
11	Re-elect Mr. Imran Nawaz	FOR	FOR		✓ 99.7%
12	Re-elect Ms. Alison Platt	FOR	FOR		✓ 96.9%
13	Re-elect Ms. Caroline Silver	FOR	FOR		✓ 98.3%
14	Re-elect Ms. Karen Whitworth	FOR	FOR		✓ 97.5%
15	Re-appoint Deloitte as auditors	FOR	FOR		✓ 99.8%
16	Auditor's remuneration	FOR	FOR		✓ 99.9%
17	Political donations	FOR	FOR		✓ 97.4%
18	General authority to allot shares	FOR	FOR		✓ 91.1%
19	Disapplication of pre-emption rights	FOR	FOR		✓ 90.1%
20	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 87.9%
21	Purchase of own shares	FOR	● OPPOSE	The executive variable remuneration depends on "per share" indicators, which are artificially positively impacted by the company's share repurchase programme.	✓ 98.8%
22	Notice of general meetings	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.7%

Item	Agenda	Board	Ethos		Result
1.	Opening of the meeting	NON-VOTING	NON-VOTING		
2.	Election of the chairman of the meeting	FOR	FOR		✓
3.	Preparation and approval of the voting register	FOR	FOR		✓
4.	Approval of the agenda	FOR	FOR		✓
5.	Election of persons to verify the minutes of the meeting	FOR	FOR		✓
6.	Determination whether the meeting has been duly convened	FOR	FOR		✓
7.	Address by the CEO	NON-VOTING	NON-VOTING		
8.	Report on the work of the board of directors and its committees	NON-VOTING	NON-VOTING		
9a.	Presentation of the annual report and the auditor's report	NON-VOTING	NON-VOTING		
9b.	Presentation of the consolidated accounts and the consolidated auditor's report	NON-VOTING	NON-VOTING		
9c.	Presentation of the auditor's statement regarding whether the guidelines for remuneration to senior executives adopted on the previous AGM have been complied with	NON-VOTING	NON-VOTING		
9d.	Presentation of the board of directors' proposal regarding the distribution of profit and motivated statement	NON-VOTING	NON-VOTING		
10a.	Adoption of the financial statements	FOR	FOR		✓
10b.	Approve allocation of income and dividend	FOR	FOR		✓
10c.	Resolution on the discharge of the members of the board of directors and the CEO from liability				
10c (i).	Discharge of Hans Eckerström	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓
10c (ii).	Discharge of Mattias Ankarberg as CEO (from August 9, 2023)	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓
10c (iii).	Discharge of Mattias Ankarberg as board member (until August 9, 2023)	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓
10c (iv).	Discharge of Anders Jensen	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓
10c (v).	Discharge of Sarah McPhee	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓
10c (vi).	Discharge of Heléne Mellquist	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓

Item	Agenda	Board	Ethos		Result
10c (vii).	Discharge of Johan Westman	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓
10c (viii).	Discharge of Helene Willberg	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓
10c (ix).	Discharge of Therese Reuterswärd	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓
10c (x).	Discharge of Mr. Magnus Welanders as former CEO (until August 9, 2023)	FOR	● OPPOSE	The voting results of the AGM 2023 are not disclosed.	✓
10d.	Approve remuneration report (advisory vote)	FOR	FOR		✓
11.	Resolution on the number of shareholder-elected members of the board of directors to be appointed	FOR	FOR		✓
12.	Approve directors' fees	FOR	FOR		✓
13.	Composition of the board of directors				
13.1.	Re-elect Mr. Hans Eckerström	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓
13.2.	Re-elect Mr. Anders Jensen	FOR	FOR		✓
13.3.	Re-elect Ms. Sarah McPhee	FOR	FOR		✓
13.4.	Re-elect Mr. Johan Westman	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
13.5.	Re-elect Ms. Helene Willberg	FOR	● OPPOSE	Concerns over the director's time commitments.	✓
13.6.	Elect Ms. Sandra Finér	FOR	FOR		✓
13.7.	Elect Mr. Paul Gustavsson	FOR	FOR		✓
13.8.	Re-elect the chair of the board of directors	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓
14.	Approve auditors' fees	FOR	FOR		✓
15.	Election of auditor	FOR	FOR		✓
16.	Authorisation to issue shares	FOR	FOR		✓
17.	Closing of the Meeting	NON-VOTING	NON-VOTING		

Item	Agenda	Board	Ethos	Result
1.	Dividend Allocation	FOR	FOR	✓ 100.0%
2.	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Tsuyoshi Nagano	FOR	FOR	✓ 71.9%
2.2	Re-elect Mr. Satoru Komiya	FOR	FOR	✓ 67.1%
2.3	Re-elect Mr. Kenji Okada	FOR	FOR	✓ 88.8%
2.4	Re-elect Mr. Yoichi Moriwaki	FOR	FOR	✓ 94.4%
2.5	Re-elect Mr. Kichiichiro Yamamoto	FOR	FOR	✓ 92.0%
2.6	Re-elect Mr. Kiyoshi Wada	FOR	FOR	✓ 93.8%
2.7	Re-elect Mr. Takashi Mitachi	FOR	FOR	✓ 96.3%
2.8	Re-elect Mr. Nobuhiro Endo	FOR	FOR	✓ 92.3%
2.9	Re-elect Mr. Shinya Katanozaka	FOR	FOR	✓ 90.1%
2.10	Re-elect Prof. Emi Osono	FOR	FOR	✓ 97.2%
2.11	Re-elect Mr. Kosei Shindo	FOR	● OPPOSE	✓ 94.0% The director is over 75 years old, which exceeds guidelines.
2.12	Re-elect Mr. Robert Feldman	FOR	FOR	✓ 99.0%
2.13	Re-elect Ms. Haruka Matsuyama	FOR	FOR	✓ 99.7%
2.14	Elect Ms. Keiko Fujita	FOR	FOR	✓ 97.4%
2.15	Elect Mr. Hiroaki Shirota	FOR	FOR	✓ 96.8%
3.	Elect Mr. Akira Harashima as a Corporate Auditor	FOR	FOR	✓ 94.7%
4.	Approve remuneration for the board of directors	FOR	● OPPOSE	✓ 84.5% The non-executive chair receives variable remuneration.

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

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

Item	Agenda	Board	Ethos		Result
1	Election of Directors on a Kansayaku board				
1.1	Re-elect Mr. Akio Toyoda	FOR	● OPPOSE	Chairman of the board and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.	✓ 72.8%
1.2	Re-elect Mr. Shigeru Hayakawa	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 90.6%
1.3	Re-elect Mr. Koji Sato	FOR	FOR		✓ 96.7%
1.4	Re-elect Mr. Hiroki Nakajima	FOR	FOR		✓ 98.6%
1.5	Re-elect Mr. Yoichi Miyazaki	FOR	● OPPOSE	Executive director sitting on the remuneration committee, which is not best practice.	✓ 98.6%
1.6	Re-elect Mr. Simon Humphries	FOR	FOR		✓ 99.9%
1.7	Re-elect Mr. Ikuro Sugawara	FOR	FOR		✓ 95.2%
1.8	Re-elect Mr. Philip Craven	FOR	FOR		✓ 93.7%
1.9	Re-elect Mr. Masahiko Oshima	FOR	FOR		✓ 95.6%
1.10	Re-elect Prof. Emi Osono	FOR	FOR		✓ 98.8%
2	Elect Ms. Hiromi Osada as a Corporate Auditor	FOR	FOR		✓ 99.8%
3	Elect Ms. Kumi Fujisawa as a Substitute Corporate Auditor	FOR	FOR		✓ 99.9%
4	Shareholder resolution: Amend Articles to Report on Corporate Climate Lobbying Aligned with Paris Agreement	OPPOSE	● FOR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.	✗ 9.3%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Kirk E. Arnold	FOR	FOR		✓ 96.8%
1.b	Elect Ms. Ana P. Assis	FOR	FOR		✓ 99.6%
1.c	Re-elect Ms. Ann C. Berzin	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.3%
1.d	Re-elect Ms. April Miller Boise	FOR	FOR		✓ 97.8%
1.e	Re-elect Mr. Gary D. Forsee	FOR	● OPPOSE	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.9%
1.f	Re-elect Mr. Mark George	FOR	FOR		✓ 99.7%
1.g	Re-elect Mr. John A. Hayes	FOR	FOR		✓ 99.5%
1.h	Re-elect Ms. Linda P. Hudson	FOR	FOR		✓ 98.3%
1.i	Re-elect Mr. Myles P. Lee	FOR	FOR		✓ 99.6%
1.j	Re-elect Mr. David S. Regnery	FOR	● OPPOSE	Combined chairman and CEO.	✓ 91.3%
1.k	Re-elect Ms. Melissa N. Schaeffer	FOR	FOR		✓ 99.7%
1.l	Re-elect Mr. John P. Surma	FOR	FOR		✓ 93.3%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 86.7%
3	Re-election of the auditor and fix their remuneration	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 90.1%
4	Renewal of the Directors' Existing Authority to Issue Shares	FOR	FOR		✓ 96.8%
5	Renewal of the Directors' Existing Authority to Issue Shares for Cash Without First Offering Shares to Existing Shareholders	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 90.5%
6	Determine the Price at which the Company Can Reallot Shares Held as Treasury Shares	FOR	FOR		✓ 99.1%

Item	Agenda	Board	Ethos		Result
1	To receive the financial statements and related reports regarding the year ended 30 June 2023	NON-VOTING	NON-VOTING		
2	Elections of directors				
2.a	Elect Dr. Sarah E. Ryan	FOR	FOR		✓ 99.9%
2.b	Re-elect Mr. Mark Birrell	FOR	FOR		✓ 95.9%
2.c	Re-elect Ms. Patricia A. Cross	FOR	FOR		✓ 96.4%
3	Advisory vote on the remuneration report	FOR	● OPPOSE	Excessive fixed remuneration.	✓ 94.8%
4	Increase to the non-executive director fee pool	NO RECOMMEND.	● FOR	The proposed increase is not excessive and can be accepted.	✓ 99.7%
5	Grant of Securities to Ms. Michelle Jablko (incoming CEO)	FOR	FOR		✓ 99.6%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Russell G. Golden	FOR	FOR		✓ 99.5%
1b	Re-elect Mr. William J. Kane	FOR	FOR		✓ 96.1%
1c	Re-elect Mr. Thomas B. Leonardi	FOR	FOR		✓ 90.8%
1d	Re-elect Mr. Clarence Jr. Otis Jr.	FOR	FOR		✓ 84.1%
1e	Re-elect Ms. Elizabeth E. Robinson	FOR	FOR		✓ 91.8%
1f	Re-elect Mr. Rafael Santana	FOR	FOR		✓ 90.8%
1g	Re-elect Mr. Todd C Schermerhorn	FOR	FOR		✓ 98.9%
1h	Re-elect Mr. Alan D. Schnitzer	FOR	● OPPOSE	Combined chair and CEO.	✓ 94.3%
1i	Re-elect Ms. Laurie J. Thomsen	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.4%
1j	Re-elect Ms. Bridget A. van Kralingen	FOR	FOR		✓ 99.0%
1k	Elect Mr. David S. Williams	FOR	FOR		✓ 99.5%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.0%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 59.6%
4	Shareholder resolution: Report on Methane Emissions	OPPOSE	● FOR	Enhanced disclosure on environmental issues.	✗ 15.4%
5	Shareholder resolution: Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	OPPOSE	● FOR	The proposed policy would demonstrate to shareholders how the company plans to address the risks it faces from financing the fossil fuel industry.	✗ 15.3%
6	Shareholder resolution: Report on Human Rights Risks in Underwriting	OPPOSE	● FOR	Enhanced disclosure on human rights.	✗ 15.4%
7	Shareholder resolution: CEO Pay Ratio and Executive Compensation	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 9.8%

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

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

* This election is based on the plurality voting system : when the election is not contested, the candidate (or slate of candidates) is elected if there is at least one vote FOR.

Item	Agenda	Board	Ethos		Result
1	Annual Report and Accounts	FOR	FOR		✓ 99.4%
2	Remuneration report (advisory vote)	FOR	● OPPOSE	Excessive total remuneration.	✓ 98.0%
3	Remuneration policy (binding vote)	FOR	● OPPOSE	The potential variable remuneration exceeds our guidelines.	✓ 97.7%
4	Say on climate: approve the Unilever Climate Transition Action Plan (advisory vote)	FOR	FOR		✓ 97.6%
Elections to the board of directors					
5	Elect Mr. Fernando Fernandez	FOR	FOR		✓ 99.8%
6	Re-elect Mr. Adrian Hennah	FOR	FOR		✓ 94.2%
7	Re-elect Ms. Andrea Jung	FOR	● OPPOSE	Chairman of the remuneration committee. We have serious concerns over remuneration.	✓ 98.2%
8	Re-elect Ms. Susan Kilsby	FOR	FOR		✓ 99.7%
9	Re-elect Ms. Ruby Lu	FOR	FOR		✓ 99.4%
10	Elect Mr. Ian Meakins	FOR	FOR		✓ 98.6%
11	Elect Ms. Judith McKenna	FOR	FOR		✓ 99.9%
12	Re-elect Mr. Nelson Peltz	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 98.5%
13	Re-elect Mr. Hein Schumacher	FOR	FOR		✓ 99.8%
14	Re-appoint KPMG as auditors	FOR	FOR		✓ 98.9%
15	Auditor's remuneration	FOR	FOR		✓ 99.9%
16	Political donations	FOR	FOR		✓ 98.3%
17	General authority to allot shares	FOR	FOR		✓ 96.0%
18	Disapplication of pre-emption rights	FOR	FOR		✓ 98.5%
19	Disapplication of pre-emption rights for acquisitions and other capital investment	FOR	FOR		✓ 98.3%
20	Purchase of own shares	FOR	FOR		✓ 99.8%
21	Authority to call general meetings on short notice	FOR	● OPPOSE	14-days is insufficient for shareholders to vote in an informed manner.	✓ 93.8%
22	New Articles of association	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	To receive the audited consolidated financial statements of the company	FOR	FOR		✓ 99.9%
2	Approve final dividend	FOR	FOR		✓ 100.0%
3	Approve directors fees	FOR	● OPPOSE	The remuneration of the non-executive chairman largely exceeds that of the other non-executive board members without adequate justification.	✓ 99.8%
4	Re-election of the auditor and fix their remuneration Elections of directors	FOR	FOR		✓ 96.4%
5	Re-elect Mr. Kan Seng Wong	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 98.0%
6	Re-elect Mr. Michael Jown Leam Lien	FOR	FOR		✓ 95.9%
7	Re-elect Mr. Dinh Ba Thanh	FOR	FOR		✓ 99.9%
8	Authority to issue ordinary shares	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 94.8%
9	Authority to issue ordinary shares pursuant to the UOB Scrip Dividend Scheme	FOR	FOR		✓ 99.3%
10	Renewal of share purchase mandate	FOR	FOR		✓ 99.9%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Ms. Carol B. Tomé	FOR	FOR		✓ 92.2%
1.b	Re-elect Mr. Rodney C. Adkins	FOR	FOR		✓ 90.5%
1.c	Re-elect Ms. Eva C. Boratto	FOR	FOR		✓ 94.0%
1.d	Re-elect Mr. Michael J. Burns	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 92.9%
1.e	Re-elect Mr. Wayne M. Hewett	FOR	FOR		✓ 94.4%
1.f	Re-elect Ms. Angela Hwang	FOR	FOR		✓ 94.3%
1.g	Re-elect Ms. Kate E. Johnson	FOR	FOR		✓ 86.7%
1.h	Re-elect Mr. William R. Johnson	FOR	● OPPOSE	The director is over 75 years old, which exceeds guidelines.	✓ 82.3%
1.i	Re-elect Mr. Franck J. Moison	FOR	FOR		✓ 86.4%
1.j	Re-elect Ms. Christiana S. Shi	FOR	FOR		✓ 92.9%
1.k	Re-elect Mr. Russell Stokes	FOR	FOR		✓ 86.3%
1.l	Re-elect Mr. Kevin M. Warsh	FOR	FOR		✓ 86.2%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 87.1%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.7%
4	Shareholder resolution: Equal Voting Rights for Each Shareholder	OPPOSE	● FOR	Shareholders' right to vote should reflect their investment in the company, which is best achieved by the one share = one vote principle.	✗ 36.2%
5	Shareholder resolution: Report on risks arising from voluntary carbon-reduction commitments	OPPOSE	OPPOSE		✗ 7.9%
6	Shareholder resolution: Report on Diversity, Equity and Inclusion	OPPOSE	● FOR	Enhanced disclosure on gender equality and ethnic diversity.	✗ 22.3%

Item	Agenda	Board	Ethos		Result
1.	Elections of directors				
1a.	Re-elect Mr. Richard T. Carucci	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 96.7%
1b.	Re-elect Mr. Alex Cho	FOR	FOR		✓ 98.3%
1c.	Re-elect Ms. Juliana L. Chugg	FOR	FOR		✓ 96.8%
1d.	Re-elect Mr. Benno Dorer	FOR	FOR		✓ 98.3%
1e.	Re-elect Mr. Mark S. Hoplamazian	FOR	FOR		✓ 96.9%
1f.	Re-elect Ms. Laura W. Lang	FOR	FOR		✓ 98.5%
1g.	Re-elect Mr. W. Rodney McMullen	FOR	FOR		✓ 98.3%
1h.	Re-elect Mr. Clarence Otis Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 95.4%
1i.	Re-elect Ms. Carol L. Roberts	FOR	FOR		✓ 98.8%
1j.	Re-elect Mr. Matthew J. Shattock	FOR	FOR		✓ 98.5%
2.	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is not subject to challenging long-term performance conditions.	✓ 88.8%
3.	Advisory vote on say on pay frequency	ONE YEAR	ONE YEAR		✓ 98.6%
4.	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 92.1%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.9%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 98.2%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 98.7%
	Elections to the board of directors				96.6%
5	Re-elect Ms. Isabelle Courville	FOR	FOR		✓ 92.2%
6	Re-elect Mr. Guillaume Texier	FOR	FOR		✓ 98.6%
7	Elect Ms. Julia Marton-Lefèvre	FOR	● OPPOSE	The director is over 70 years old, which exceeds guidelines for new nominees.	✓ 92.1%
8	Ratify KPMG as auditor in charge of the sustainability reporting	FOR	FOR		✓ 91.9%
9	Ratify Ernst & Young as auditor in charge of the sustainability reporting	FOR	FOR		✓ 96.2%
10	Approve the 2023 remuneration of Mr. Antoine Frérot, chair	FOR	● OPPOSE	Excessive total remuneration.	✓ 97.2%
11	Approve the 2023 remuneration of Ms. Estelle Brachlianoff, CEO	FOR	FOR		✓ 98.5%
12	Approve the remuneration report	FOR	FOR		✓ 94.0%
13	Approve the remuneration policy of Mr. Antoine Frérot, chair	FOR	● OPPOSE	Excessive total remuneration.	✓ 90.2%
14	Approve the remuneration policy of Ms. Estelle Brachlianoff, CEO	FOR	FOR		✓ 99.9%
15	Approve the remuneration policy of directors	FOR	FOR		✓ 99.2%
16	Authorisation to purchase company shares (share buyback programme)	FOR	FOR		✓ 97.4%
17	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	FOR		✓ 96.6%
18	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights	FOR	FOR		✓ 91.6%
19	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	FOR		✓ 91.6%
20	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 96.6%
21	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	FOR		✓ 83.7%

Item	Agenda	Board	Ethos	Result
22	Authorisation to increase the share capital through transfer of reserves	FOR	FOR	✓ 99.5%
23	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR	✓ 99.9%
24	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR	✓ 99.9%
25	Approve distribution of performance shares	FOR	FOR	✓ 95.1%
26	Authorisation to reduce share capital via cancellation of shares	FOR	FOR	✓ 98.0%
27	Amend articles of association: cancellation of double voting rights and introduction of a restriction on voting rights	FOR	FOR	✓ 86.5%
	Delegation of powers for the completion of formalities	FOR	FOR	✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Approval of the statutory financial statements	FOR	FOR		✓ 99.8%
2	Approval of the consolidated financial statements	FOR	FOR		✓ 99.9%
3	Approve allocation of income and dividend	FOR	FOR		✓ 100.0%
4	Special report of the statutory auditors on regulated agreements and commitments	FOR	FOR		✓ 100.0%
	Elections to the board of directors				
5	Re-elect Ms. Marie-José Donsion	FOR	FOR		✓ 95.8%
6	Re-elect Mr. Pierre Vareille	FOR	FOR		✓ 97.0%
7	Ratify PricewaterhouseCoopers as auditor in charge of the sustainability reporting	FOR	FOR		✓ 100.0%
8	Ratify BM&A as auditor in charge of the sustainability reporting	FOR	FOR		✓ 100.0%
9	Approve the remuneration policy of Mr. Michel Giannuzzi, chair	FOR	FOR		✓ 99.8%
10	Approve the remuneration policy of Mr. Patrice Lucas, CEO	FOR	FOR		✓ 98.9%
11	Approve the remuneration policy of directors	FOR	FOR		✓ 99.8%
12	Approve the 2023 remuneration of Mr. Michel Giannuzzi, chair	FOR	● OPPOSE	The chair is entitled to the totality of performance shares under a past LTIP plan, which should have vested at a pro rata temporis basis.	✓ 96.0%
13	Approve the 2023 remuneration of Mr. Patrice Lucas, CEO	FOR	FOR		✓ 99.2%
14	Approve the remuneration report	FOR	FOR		✓ 99.3%
15	Authorisation to purchase company shares (share buyback programme)	FOR	● OPPOSE	The potential maximum repurchase price is too high.	✓ 99.9%
16	Authorisation to reduce share capital via cancellation of shares	FOR	FOR		✓ 100.0%
17	Authorisation to increase the share capital through transfer of reserves	FOR	FOR		✓ 100.0%
18	Authorisation to issue shares or other securities giving access to shares with pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase with pre-emptive rights.	✓ 98.2%
19	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights (mandatory priority period)	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights. The potential discount is above market practice.	✓ 97.3%
20	Authorisation to issue shares or other securities giving access to shares without pre-emptive rights (optional priority period)	FOR	● OPPOSE	The potential discount is above market practice	✓ 98.3%

Item	Agenda	Board	Ethos		Result
21	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	FOR	● OPPOSE	The potential discount is above market practice	✓ 97.2%
22	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights	FOR	● OPPOSE	The potential discount is above market practice	✓ 97.0%
23	"Green shoe" authorisation to issue shares with or without pre-emptive rights	FOR	● OPPOSE	Excessive potential capital increase without pre-emptive rights.	✓ 96.8%
24	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	FOR	FOR		✓ 99.5%
25	Authorisation to issue shares reserved for employees based in France (share ownership plan)	FOR	FOR		✓ 99.6%
26	Authorisation to issue shares reserved for employees based abroad (share ownership plan)	FOR	FOR		✓ 99.6%
27	Approve distribution of performance shares	FOR	FOR		✓ 98.1%
28	Delegation of powers for the completion of formalities	FOR	FOR		✓ 100.0%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Ms. Shellye L. Archambeau	FOR	FOR		✓ 94.2%
1b	Re-elect Ms. Roxanne S. Austin	FOR	FOR		✓ 95.7%
1c	Re-elect Mr. Mark T. Bertolini	FOR	FOR		✓ 97.6%
1d	Re-elect Mr. Vittorio A. Colao	FOR	FOR		✓ 97.2%
1e	Re-elect Mr. Laxman Narasimhan	FOR	FOR		✓ 96.4%
1f	Re-elect Mr. Clarence Jr. Otis Jr.	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent lead director, which is not best practice.	✓ 93.8%
1g	Re-elect Mr. Daniel H. Schulman	FOR	FOR		✓ 97.5%
1h	Re-elect Mr. Rodney E. Slater	FOR	FOR		✓ 94.4%
1i	Re-elect Ms. Carol B. Tomé	FOR	FOR		✓ 98.5%
1j	Re-elect Mr. Hans Vestberg	FOR	● OPPOSE	Combined chair and CEO.	✓ 91.2%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 90.9%
3	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 94.7%
4	Shareholder resolution: Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions	OPPOSE	● FOR	Enhanced disclosure on political donations.	✗ 6.4%
5	Shareholder resolution: Transparency on Lobbying	OPPOSE	● FOR	Enhanced disclosure on lobbying expenses.	✗ 34.6%
6	Shareholder resolution: Amend clawback policy	OPPOSE	● FOR	We strongly support the right of shareholders to address pay-related concerns.	✗ 32.8%
7	Shareholder resolution: Independent chair	OPPOSE	● FOR	An independent chair can ensure independent oversight of management.	✗ 43.2%
8	Shareholder resolution: Civil liberties in digital services	OPPOSE	OPPOSE		✗ 4.6%
9	Shareholder resolution: Lead-sheathed cable report	OPPOSE	● FOR	Enhanced disclosure on social issues.	✗ 14.6%
10	Shareholder resolution: Political expenditures misalignment	OPPOSE	● FOR	Enhanced disclosure on political donations.	✗ 17.4%

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1.a	Re-elect Mr. Lloyd A. Carney	FOR	FOR		✓ 97.4%
1.b	Re-elect Mr. Kermit R. Crawford	FOR	FOR		✓ 99.1%
1.c	Re-elect Mr. Francisco J. Fernández-Carbajal	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 97.1%
1.d	Re-elect Mr. Ramon L. Laguarta	FOR	FOR		✓ 98.9%
1.e	Re-elect Ms. Teri L. List	FOR	FOR		✓ 98.9%
1.f	Re-elect Mr. John F. Lundgren	FOR	FOR		✓ 97.7%
1.g	Elect Mr. Ryan McInerney	FOR	FOR		✓ 99.8%
1.h	Re-elect Ms. Denise M. Morrison	FOR	FOR		✓ 97.5%
1.i	Elect Ms. Pamela Murphy	FOR	FOR		✓ 99.9%
1.j	Re-elect Ms. Linda J. Rendle	FOR	FOR		✓ 99.2%
1.k	Re-elect Mr. Maynard G. Webb	FOR	FOR		✓ 99.1%
2	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration.	✓ 89.9%
3	Re-election of the auditor	FOR	FOR		✓ 97.7%
4	To approve the Class B Exchange Offer Program Certificate Amendments	FOR	FOR		✓ 99.6%
5	To approve the adjournment proposal	WITH-DRAWN	● OPPOSE	As ITEM 4 was approved by shareholders, ITEM 5 was not submitted to vote. Ethos initially recommend to OPPOSE for the following reason: When a quorum is achieved, the vote outcome should be considered representative of the shareholder opinion regardless of the result.	–
6	Shareholder resolution: Termination Pay	OPPOSE	● FOR	The proposal aims at improving the remuneration policy.	✗ 7.1%

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

Item	Agenda	Board	Ethos		Result
1	Receive financial statements and related reports for the financial year ended 30 June 2023	NON-VOTING	NON-VOTING		
2	Elections of directors				
2.a	Re-elect Mr. Michael Chaney	FOR	● OPPOSE	The director is 73 years old, and is proposed at re-election for a further 3-year term, therefore his age will exceed guidelines at the end of his mandate.	✓ 95.2%
2.b	Re-elect Sir Bill English	FOR	FOR		✓ 93.4%
2.c	Re-elect Mr. Alan John Cransberg	FOR	FOR		✓ 97.1%
3	Advisory vote on the remuneration report	FOR	FOR		✓ 96.8%
4	Grant of restricted shares and performance shares to Mr. Robert Scott (CEO)	FOR	FOR		✓ 97.1%

Item	Agenda	Board	Ethos		Result
1	Receive the Annual Report	NON-VOTING	NON-VOTING		
2	Approve the Dividend	FOR	FOR		✓ 100.0%
3	Approve Discharge of Management Board	FOR	FOR		✓ 96.9%
4	Approve Discharge of Supervisory Board	FOR	FOR		✓ 96.9%
5	Appoint the Auditors and the auditors of the sustainability report	FOR	FOR		✓ 99.6%
6	Approve Remuneration Report	FOR	FOR		✓ 92.2%
7	Approve Remuneration Policy for the Management Board members	FOR	● OPPOSE	The information provided is insufficient.	✓ 89.4%
8.1	Approve Remuneration Policy for the Supervisory Board members	FOR	FOR		✓ 95.9%
8.2	Approve non-executive director fees	FOR	FOR		✓ 95.9%
9	Authorise Share Repurchase	FOR	● OPPOSE	The repurchase price is too high.	✓ 92.1%
10	Authorise Sale or Cancellation of Repurchased Shares	FOR	FOR		✓ 92.2%
11	Approve the creation of a new Authorised Capital, the cancellation of the existing Authorised Capital and related amendments to the Articles of Association	FOR	FOR		✓ 94.7%

Item	Agenda	Board	Ethos		Result
1.	Opening of the meeting	NON-VOTING	NON-VOTING		
2a.	Report of the executive board on the past financial year	NON-VOTING	NON-VOTING		
2b.	Report on corporate governance	NON-VOTING	NON-VOTING		
2c.	Report of the supervisory board on the past financial year	NON-VOTING	NON-VOTING		
2d.	Approve remuneration report (advisory vote)	FOR	● OPPOSE	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 94.7%
3a.	Adoption of the financial statements	FOR	FOR		✓ 99.9%
3b.	Explanation of the policy on reserves and dividends	NON-VOTING	NON-VOTING		
3c.	Approve allocation of income	FOR	FOR		✓ 99.9%
4a.	Discharge of executive board	FOR	FOR		✓ 98.0%
4b.	Discharge of supervisory board	FOR	FOR		✓ 97.8%
5.	Composition of the supervisory board				
5a.	Elect Mr. David Sides	FOR	FOR		✓ 99.6%
5b.	Re-elect Mr. Jack de Kreij	FOR	FOR		✓ 91.7%
5c.	Re-elect Ms. Sophie Vandebroek	FOR	FOR		✓ 97.9%
6a.	Approve remuneration policy of the supervisory board (binding vote)	FOR	FOR		✓ 98.4%
6b.	Adjustment of the remuneration fees of the supervisory board (binding vote)	FOR	FOR		✓ 98.5%
7a.	Authorisation to issue shares	FOR	FOR		✓ 98.7%
7b.	Authorisation to restrict or exclude pre-emptive rights	FOR	FOR		✓ 98.2%
8.	Authorisation to repurchase own shares	FOR	● OPPOSE	The share repurchase replaces part of the dividend in cash.	✓ 99.3%
9.	Reduce share capital via cancellation of shares	FOR	● OPPOSE	Concerns regarding the share repurchase under ITEM 8, therefore we cannot approve the cancellation of the treasury shares.	✓ 99.3%
10.	Amendment of articles 3, 8, 10, 13, 14, 15, 21, 24, 25, 27, 29, 32, 33, 39 and 40 of the articles of association	FOR	FOR		✓ 99.7%
11.	Any other business	NON-VOTING	NON-VOTING		
12.	Closing of the meeting	NON-VOTING	NON-VOTING		

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

Item	Agenda	Board	Ethos		Result
1	Elections of directors				
1a	Re-elect Mr. Paget L. Alves	FOR	FOR		✓ 98.9%
1b	Re-elect Mr. Keith Barr	FOR	FOR		✓ 99.2%
1c	Elect Mr. Brett Biggs	FOR	FOR		✓ 99.6%
1d	Re-elect Mr. Christopher M. Connor	FOR	FOR		✓ 97.2%
1e	Re-elect Mr. Brian C. Cornell	FOR	● OPPOSE	Concerns over the director's time commitments.	✓ 95.4%
1f	Re-elect Ms. Tanya Domier	FOR	FOR		✓ 99.6%
1g	Elect Ms. Susan Doniz	FOR	FOR		✓ 93.2%
1h	Re-elect Mr. David Gibbs	FOR	FOR		✓ 99.5%
1i	Re-elect Dr. Mirian M. Graddick-Weir	FOR	● OPPOSE	Non-independent chairman of the nomination committee. The independence of this committee is insufficient.	✓ 96.3%
1j	Re-elect Mr. Thomas C. Nelson	FOR	● OPPOSE	The director has been sitting on the board for over 16 years, which exceeds guidelines.	✓ 96.3%
1k	Re-elect Mr. P. Justin Skala	FOR	FOR		✓ 98.7%
1l	Re-elect Ms. Annie Young-Scrivner	FOR	FOR		✓ 99.6%
2	Re-election of the auditor	FOR	● OPPOSE	The auditor's long tenure raises independence concerns.	✓ 95.6%
3	Advisory vote on executive remuneration	FOR	● OPPOSE	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 92.5%
4	Shareholder resolution: Policy on the Use of Medically Important Antimicrobials in Food-Producing Animals	OPPOSE	● FOR	The policy would help determine the company's priorities and how it deals with antimicrobial resistance in its supply chain.	✗ 11.8%
5	Shareholder resolution: Consideration of Proposed Capital Transactions Involving the Brands	OPPOSE	OPPOSE		✗ 0.8%

Disclaimer

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