

2024

## Stiftung Abendrot Ausübung der Stimmrechte (internationale Unternehmen)

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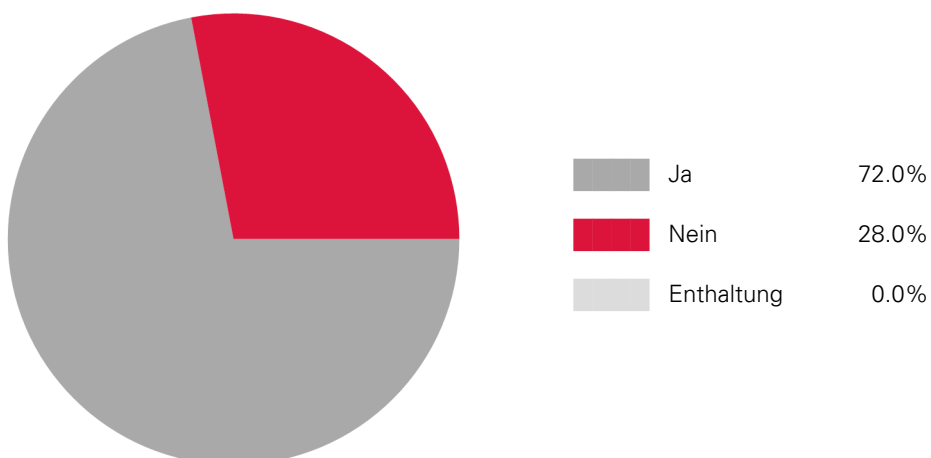
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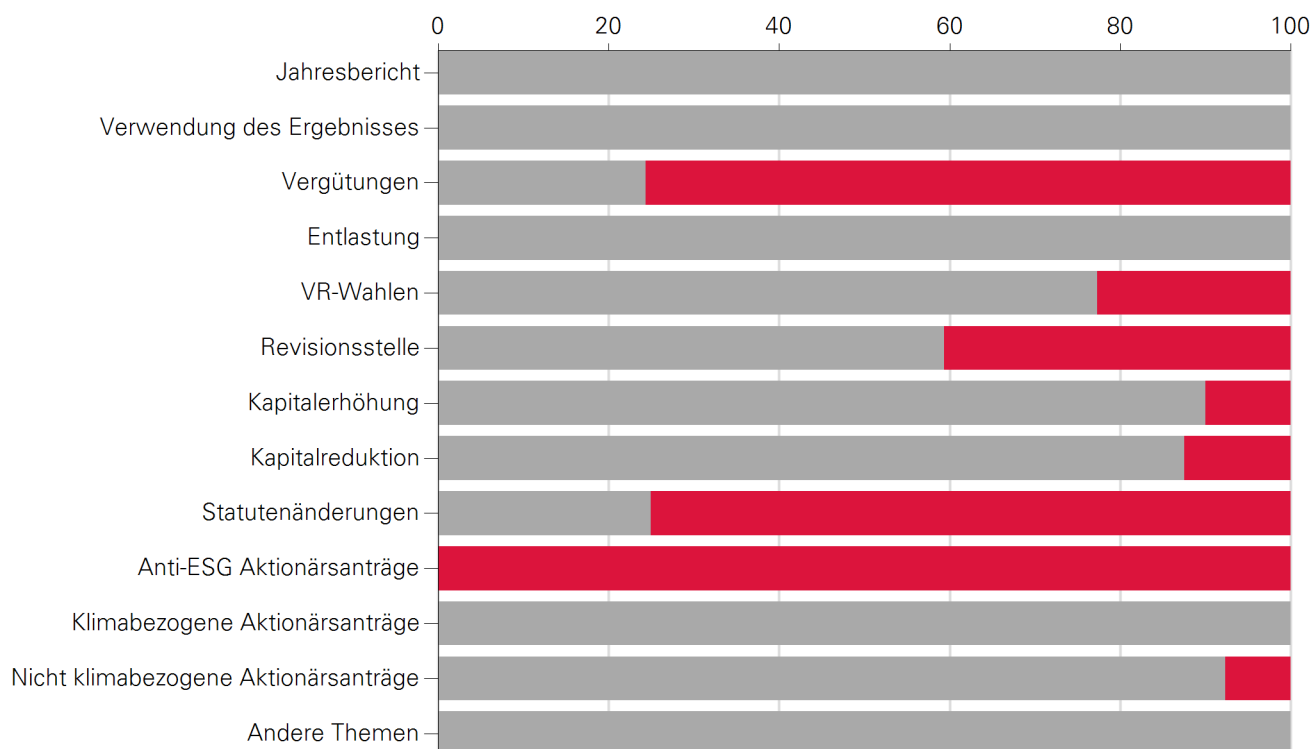
## 1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	27	436	313	123	0
Ordentliche und ausserordentliche Generalversammlungen	1	21	16	5	0
<b>Total</b>	<b>28</b>	<b>457</b>	<b>329</b>	<b>128</b>	<b>0</b>

### 1.1 Zusammenfassung der Ethos Stimmempfehlungen



## 1.2 Ethos Stimmempfehlungen nach Themenkategorien



	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
Jahresbericht	6	100.0%	0	0.0%	0	0.0%	6
Verwendung des Ergebnisses	5	100.0%	0	0.0%	0	0.0%	5
Vergütungen	10	24.4%	31	75.6%	0	0.0%	41
Entlastung	25	100.0%	0	0.0%	0	0.0%	25
VR-Wahlen	194	77.3%	57	22.7%	0	0.0%	251
Revisionsstelle	19	59.4%	13	40.6%	0	0.0%	32
Kapitalerhöhung	9	90.0%	1	10.0%	0	0.0%	10
Kapitalreduktion	7	87.5%	1	12.5%	0	0.0%	8
Statutenänderungen	2	25.0%	6	75.0%	0	0.0%	8
Anti-ESG Aktionärsanträge	0	0.0%	16	100.0%	0	0.0%	16
Klimabezogene Aktionärsanträge	5	100.0%	0	0.0%	0	0.0%	5
Nicht klimabezogene Aktionärsanträge	36	92.3%	3	7.7%	0	0.0%	39
Andere Themen	11	100.0%	0	0.0%	0	0.0%	11

## 2 Ethos Stimmempfehlungen: Übersicht

### Art der Generalversammlung (Typ)

- OGV Ordentliche Generalversammlungen  
 MIX Ordentliche und ausserordentliche Generalversammlungen

### Abstimmungen

- ✓ Dafür  
 ⦿ Teilweise dafür  
 ✗ Dagegen  
 ✖ Enthaltung

Unternehmen	Datum	Typ	Jahresbericht	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Abbott Laboratories	26.04.2024	OGV			✗		⦿	✓							
Allianz	08.05.2024	OGV	✓	✗	✓	✓	✓			✗					
Alphabet	07.06.2024	OGV					⦿	✗				✗	✓	✓	
Amazon.com	22.05.2024	OGV			✗		⦿	✗				✗	✓	✓	
Apple	28.02.2024	OGV			✗		⦿	✓				✗		✓	
Arista Networks	07.06.2024	OGV			✗		⦿	✓							
ASM International	13.05.2024	OGV	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Booking Holdings	04.06.2024	OGV			✗		✓	✗						✓	
Cadence Design Systems	02.05.2024	OGV			⦿		⦿	✓			⦿			✓	
Carrier Global	18.04.2024	OGV			✗		⦿	✓						✓	
Colgate-Palmolive	10.05.2024	OGV			✗		⦿	✗						✓	
Deere & Co.	28.02.2024	OGV			✗		⦿	✗				✗		✓	
Ecolab	02.05.2024	OGV			✗		⦿	✗						✓	
Gilead Sciences	08.05.2024	OGV			✗		⦿	✗			✗	✗		⦿	
Humana Inc.	18.04.2024	OGV			✗		⦿	✗			✗			✗	
Lowe's Companies	31.05.2024	OGV			✗		⦿	✗							
Marubeni	21.06.2024	OGV					⦿								✓
Mastercard	18.06.2024	OGV			✗		⦿	✗				✗		✓	
Microsoft	10.12.2024	OGV			✗		⦿	✗				✗	✓	✓	
Motorola Solutions	14.05.2024	OGV			✗		⦿	✓			✗				
Nordea Bank	21.03.2024	OGV	✓	✓	⦿	✓	⦿	✓	✓	✓			✓		
Nvidia	26.06.2024	OGV			✗		⦿	✗						✗	

Unternehmen	Datum	Typ	Jahresbericht	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen	Anti-ESG Aktionärsanträge	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
PNC Financial Services Group	24.04.2024	OGV			🟡		🟡	✅						✅	
Schneider Electric	23.05.2024	MIX	✅	✅	🟡		✅	✅	✅	✅					✅
UCB	25.04.2024	OGV	✅		🟡	✅	🟡	✅	✅	✅					✅
United Overseas Bank	18.04.2024	OGV	✅	✅	❌		🟡	✅	🟡	✅					
Vertex Pharmaceuticals	15.05.2024	OGV			❌		🟡	❌						✅	
Workday	18.06.2024	OGV			❌		🟡	✅			❌				

## 3 Ergebnisse der Abstimmungen

### 3.1 Durchschnittliche Ergebnisse nach Themen

Art der Anträge	Anzahl Anträge*	Verfügbare Ergebnisse*	Durchschnittliche Zustimmung*
Jahresbericht	6	6	100.0%
Verwendung des Ergebnisses	5	5	99.8%
Vergütungen	41	41	92.6%
Entlastung	25	25	95.6%
VR-Wahlen	235	235	96.6%
Revisionsstelle	32	32	97.0%
Kapitalerhöhung	10	10	99.0%
Kapitalreduktion	8	8	98.5%
Statutenänderungen	8	8	80.3%
Anti-ESG Aktionärsanträge	16	16	3.2%
Klimabezogene Aktionärsanträge	5	5	11.2%
Nicht klimabezogene Aktionärsanträge	39	39	24.7%
Andere Themen	11	11	98.9%
<b>Alle Themen</b>	<b>441</b>	<b>441</b>	<b>85.4%</b>

\* Ausschluss von Anträgen, die auf « plurality vote » oder relativer Mehrheit beruhen.

### 3.2 Abgelehnte Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Motorola Solutions	14.05.2024	4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAGEGEN	38.6%
Motorola Solutions	14.05.2024	1g	Re-elect Mr. Gregory K. Mondre	DAFÜR	50.0%
Motorola Solutions	14.05.2024	1h	Re-elect Mr. Joseph M. Tucci	DAGEGEN	50.0%

### 3.3 Die umstrittensten Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Carrier Global	18.04.2024	2	Advisory vote on executive remuneration	DAGEGEN	58.6%
Cadence Design Systems	02.05.2024	4	Allow shareholders to act by written consent	DAFÜR	66.7%
Abbott Laboratories	26.04.2024	1.12	Re-elect Mr. John G. Stratton	DAFÜR	74.4%
Ecolab	02.05.2024	1l.	Re-elect Mr. John J. Zillmer	DAGEGEN	75.3%
Amazon.com	22.05.2024	3	Advisory vote on executive remuneration	DAGEGEN	77.7%
Gilead Sciences	08.05.2024	4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	DAGEGEN	81.2%
Workday	18.06.2024	3	Advisory vote on executive remuneration	DAGEGEN	81.8%
Abbott Laboratories	26.04.2024	1.8	Re-elect Ms. Nancy McKinstry	DAGEGEN	82.1%
Alphabet	07.06.2024	1d	Re-elect Dr. John L. Hennessy	DAGEGEN	83.0%
Humana Inc.	18.04.2024	4	Amend Certificate of Incorporation Regarding Officer Exculpation	DAGEGEN	85.4%

### 3.4 Aktionärsanträge

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Nvidia	26.06.2024	4	Shareholder resolution: Introduce simple majority voting	DAGEGEN	88.9%
Vertex Pharmaceuticals	15.05.2024	4	Shareholder resolution: Call Special Shareholder Meetings	DAFÜR	72.3%
Humana Inc.	18.04.2024	6	Shareholder resolution: Introduce simple majority voting	DAGEGEN	51.3%
Deere & Co.	28.02.2024	6	Shareholder Resolution: Termination Pay	DAFÜR	38.0%
Apple	28.02.2024	7	Shareholder resolution: Report on Use of AI	DAFÜR	37.5%
Microsoft	10.12.2024	9	Shareholder resolution: report on AI data sourcing accountability	DAGEGEN	36.2%
Gilead Sciences	08.05.2024	7	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	35.8%
Ecolab	02.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	33.9%
Colgate-Palmolive	10.05.2024	4	Shareholder resolution: Independent chair	DAFÜR	33.8%
Microsoft	10.12.2024	6	Shareholder resolution: report on risks of operating in countries with significant human rights concerns	DAFÜR	32.0%
Amazon.com	22.05.2024	12	Shareholder resolution: Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	DAFÜR	31.8%
Alphabet	07.06.2024	9	Shareholder resolution: Approve Recapitalization Plan for all Stock to Have One-vote per Share	DAFÜR	31.3%
Amazon.com	22.05.2024	17	Shareholder resolution: Commission a Third Party Audit on Working Conditions	DAFÜR	31.2%

Apple	28.02.2024	6	Shareholder resolution: Racial and Gender Pay Gaps	DAFÜR	31.1%
Booking Holdings	04.06.2024	4	Shareholder resolution: Amend Clawback Policy	DAFÜR	30.7%
Amazon.com	22.05.2024	7	Shareholder resolution: Transparency on Lobbying	DAFÜR	29.7%
Amazon.com	22.05.2024	8	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	29.4%
Vertex Pharmaceuticals	15.05.2024	5	Shareholder resolution: Gender and Racial Pay Equity Report	DAFÜR	28.8%
Amazon.com	22.05.2024	11	Shareholder resolution: Report on Efforts to Reduce Plastic Use	DAFÜR	28.6%
Mastercard	18.06.2024	4	Shareholder resolution: Transparency on Lobbying	DAFÜR	25.5%
Amazon.com	22.05.2024	10	Shareholder resolution: Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	DAFÜR	23.4%
Carrier Global	18.04.2024	4	Shareholder resolution: Transparency in Lobbying	DAFÜR	23.1%
Amazon.com	22.05.2024	14	Shareholder resolution: Third Party Study and Report on Risks Associated with Use of Rekognition	DAFÜR	19.1%
Microsoft	10.12.2024	8	Shareholder resolution: report on risks related to AI-generated misinformation and disinformation	DAFÜR	18.7%
Alphabet	07.06.2024	13	Shareholder resolution Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	DAFÜR	18.5%
Alphabet	07.06.2024	12	Shareholder resolution: Report on Risks Related to AI Generated Misinformation and Disinformation	DAFÜR	17.6%
Amazon.com	22.05.2024	6	Shareholder resolution: Report on Customer Due Diligence	DAFÜR	16.8%
Microsoft	10.12.2024	4	Shareholder resolution: report on risks of weapons development	DAFÜR	15.3%
Amazon.com	22.05.2024	13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	DAFÜR	15.2%
Alphabet	07.06.2024	8	Shareholder resolution: Transparency on Lobbying	DAFÜR	15.2%
Booking Holdings	04.06.2024	5	Shareholder resolution: Report on Reproductive Rights and Data	DAFÜR	14.8%
Alphabet	07.06.2024	14	Shareholder resolution: Adopt Targets Evaluating YouTube Child Safety Policies	DAFÜR	14.1%
Mastercard	18.06.2024	5	Shareholder resolution: Amend Director Election Resignation Bylaw	DAFÜR	14.0%
PNC Financial Services Group	24.04.2024	5	Shareholder resolution: Report on risk management and implementation of PNC's Human Rights Statement	DAFÜR	9.9%
Microsoft	10.12.2024	7	Shareholder resolution: report on risks of using artificial intelligence and machine learning tools for oil and gas development and production	DAFÜR	9.7%
Amazon.com	22.05.2024	16	Shareholder resolution: Establish a Board Committee on Artificial Intelligence	DAFÜR	9.7%



Alphabet	07.06.2024	11	Shareholder resolution: Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	DAFÜR	7.4%
Amazon.com	22.05.2024	4	Shareholder resolution: Establish a Public Policy Committee	DAFÜR	6.6%
Cadence Design Systems	02.05.2024	7	Shareholder resolution: Termination Pay	DAFÜR	6.5%
Alphabet	07.06.2024	10	Shareholder resolution: Report on Reproductive Healthcare Misinformation Risks	DAFÜR	6.4%
Gilead Sciences	08.05.2024	5	Shareholder resolution: Employee representation on board of directors	DAFÜR	5.9%
Nordea Bank	21.03.2024	24.	Shareholder proposal: To stop financing fossil companies that expand extraction and lack robust fossil phase-out plans in line with 1.5 degrees and to amend article 4 of the articles of association	DAFÜR	3.9%
Alphabet	07.06.2024	7	Shareholder resolution: Report on Climate Risk in Retirement Plan Options	DAFÜR	3.7%
Apple	28.02.2024	5	Shareholder resolution: Report on Ensuring Respect for Civil Liberties	DAGEGEN	1.8%
Gilead Sciences	08.05.2024	6	Shareholder resolution: Report on Risks of Supporting Abortion	DAGEGEN	1.8%
Apple	28.02.2024	8	Shareholder resolution: Congruency Report on Privacy and Human Rights	DAGEGEN	1.6%
Deere & Co.	28.02.2024	4	Shareholder Resolution: Report on GHG Reduction Policies and Their Impact on Revenue Generation	DAGEGEN	1.5%
Apple	28.02.2024	4	Shareholder resolution: EEO Policy Risk Report	DAGEGEN	1.3%
Mastercard	18.06.2024	8	Shareholder resolution: Report on gender-based compensation and benefit gaps	DAGEGEN	1.2%
Mastercard	18.06.2024	6	Shareholder resolution: Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	DAGEGEN	1.1%
Deere & Co.	28.02.2024	5	Shareholder Resolution: Civil Rights and Non-Discrimination Audit Proposal	DAGEGEN	1.0%
Amazon.com	22.05.2024	15	Shareholder resolution: Disclosure of Director Donations	DAGEGEN	1.0%
Alphabet	07.06.2024	5	Shareholder resolution: Report on Electromagnetic Radiation and Wireless Technologies Risk	DAFÜR	0.8%
Mastercard	18.06.2024	7	Shareholder resolution: Report on Congruency of Political Spending with its Human Rights Statements	DAGEGEN	0.8%
Amazon.com	22.05.2024	9	Shareholder resolution: Report on Viewpoint Restriction	DAGEGEN	0.8%
Alphabet	07.06.2024	3	Shareholder resolution: Amend Bylaw regarding Stockholder Approval of Director Compensation	DAFÜR	0.6%
Amazon.com	22.05.2024	5	Shareholder resolution: Establish a Board Committee on Corporate Financial Sustainability	DAGEGEN	0.6%
Microsoft	10.12.2024	5	Shareholder resolution: assess and report on investing in bitcoin	DAGEGEN	0.5%

Alphabet	07.06.2024	6	Shareholder resolution: Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	DAGEGEN	0.3%
Alphabet	07.06.2024	4	Shareholder resolution: Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	DAGEGEN	0.2%

## 4 Stimmberichte pro Unternehmen

Abbott Laboratories

26.04.2024

OGV

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

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

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

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

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

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



No.	Traktanden	Board	Ethos		Resultat
12	Shareholder resolution: Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.	✘ 31.8%
13	Shareholder resolution: Disclose All Material Scope 3 GHG Emissions	DAGEGEN	● DAFÜR	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	DAGEGEN	● DAFÜR	Enhanced disclosure on potential human rights violations linked to the company's facial recognition technology.	✘ 19.1%
15	Shareholder resolution: Disclosure of Director Donations	DAGEGEN	DAGEGEN		✘ 1.0%
16	Shareholder resolution: Establish a Board Committee on Artificial Intelligence	DAGEGEN	● DAFÜR	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	DAGEGEN	● DAFÜR	The proposal aims at improving safety in the workplace.	✘ 31.2%

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Ms. Kelly Battles	DAFÜR	DAFÜR	✓ 75.8%*
1.2	Elect Dr. Kenneth Duda	DAFÜR	DAFÜR	✓ 95.7%*
1.3	Re-elect Ms. Jayshree V. Ullal	DAFÜR	● ZURÜCK-BEHALTEN	✓ 80.4%*
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	✓ 93.3%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 98.3%
4	To approve the amended, restated and extended 2014 Equity Incentive Plan	DAFÜR	● DAGEGEN	✓ 95.4%

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

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

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

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

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1a.	Re-elect Dr. Jean-Pierre Garnier	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 98.8%
1b.	Re-elect Mr. David L. Gitlin	DAFÜR	● DAGEGEN	Combined chair and CEO. ✓ 96.3%
1c.	Re-elect Mr. John J. Greisch	DAFÜR	DAFÜR	✓ 98.9%
1d.	Re-elect Mr. Charles M. Holley Jr.	DAFÜR	DAFÜR	✓ 97.8%
1e.	Re-elect Mr. Michael M. McNamara	DAFÜR	DAFÜR	✓ 98.1%
1f.	Elect Ms. Susan N. Story	DAFÜR	DAFÜR	✓ 99.4%
1g.	Re-elect Mr. Michael A. Todman	DAFÜR	DAFÜR	✓ 97.4%
1h.	Elect Mr. Max Viessmann	DAFÜR	DAFÜR	✓ 99.3%
1i.	Re-elect Ms. Virginia M. Wilson	DAFÜR	DAFÜR	✓ 97.3%
1j.	Re-elect Ms. Beth A. Wozniak	DAFÜR	DAFÜR	✓ 98.7%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 58.6%  An important part of the variable remuneration is based on continued employment only.
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 97.7%
4	Shareholder resolution: Transparency in Lobbying	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses. ✗ 23.1%

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



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

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

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

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

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

\* Diese Wahl beruht auf der « plurality vote » oder der relativen Mehrheitswahl: Der Kandidat mit den meisten JA-Stimmen ist gewählt, auch wenn die absolute Mehrheit (50%) nicht erreicht wird. Wenn die Anzahl der Kandidaten gleich der Anzahl der zu besetzenden Sitze ist, reicht eine einzige JA-Stimme aus, um gewählt zu werden.

No.	Traktanden	Board	Ethos	Resultat
1.	Election of Directors on a Kansayaku board			
1.1	Re-elect Mr. Fumiya Kokubu	DAFÜR	DAFÜR	✓ 97.3%
1.2	Re-elect Mr. Masumi Kakinoki	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.2%
1.3	Re-elect Mr. Akira Terakawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice. ✓ 99.3%
1.4	Re-elect Mr. Takayuki Furuya	DAFÜR	DAFÜR	✓ 99.2%
1.5	Re-elect Ms. Yuri Okina	DAFÜR	DAFÜR	✓ 99.3%
1.6	Re-elect Mr. Masato Kitera	DAFÜR	DAFÜR	✓ 99.3%
1.7	Re-elect Mr. Shigeki Ishizuka	DAFÜR	DAFÜR	✓ 99.4%
1.8	Re-elect Mr. Hisayoshi Ando	DAFÜR	DAFÜR	✓ 99.3%
1.9	Re-elect Prof. Mutsuko Hatano	DAFÜR	DAFÜR	✓ 99.6%
1.10	Elect Mr. Soichiro Minami	DAFÜR	DAFÜR	✓ 99.8%
2.	Election of 2 Corporate Auditors			
2.1	Elect Ms. Kana Odawara as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%
2.2	Elect Ms. Hiroko Miyazaki as a Corporate Auditor	DAFÜR	DAFÜR	✓ 99.9%

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

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



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

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

No.	Traktanden	Board	Ethos	Resultat
15.	Approve auditors' fees: statutory audit	DAFÜR	DAFÜR	✓ 100.0%
16.	Election of auditor: statutory audit	DAFÜR	DAFÜR	✓ 99.9%
17.	Approve auditors' fees: sustainability reporting	DAFÜR	DAFÜR	✓ 100.0%
18.	Election of auditor: sustainability reporting	DAFÜR	DAFÜR	✓ 99.9%
19.	Authorisation to issue convertible Tier 1 capital instruments	DAFÜR	DAFÜR	✓ 99.8%
20.	Authorisation to repurchase own shares in the securities trading business	DAFÜR	DAFÜR	✓ 99.9%
21.	Authorisation to transfer own shares in the securities trading business	DAFÜR	DAFÜR	✓ 99.4%
22.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 99.3%
23.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.6%
24.	Shareholder proposal: To stop financing fossil companies that expand extraction and lack robust fossil phase-out plans in line with 1.5 degrees and to amend article 4 of the articles of association	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement. ✗ 3.9%
25.	Closing of the Meeting	OHNE ABSTIM-MUNG	OHNE ABSTIM-MUNG	

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

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

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

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

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



No.	Traktanden	Board	Ethos	Resultat
12.1.	Approve change of control provision: EMTN Program	DAFÜR	DAFÜR	✓ 97.0%
12.2.	Approve change of control provision: Schuldschein Loan Agreements	DAFÜR	DAFÜR	✓ 99.2%
EXTRAORDINARY GENERAL MEETING				
1.	Special report of the board of directors	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.8%
3.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	✓ 98.2%

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

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

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

## Disclaimer

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