

2024

Stiftung Abendrot Rapport d'exercice des droits de vote (sociétés internationales)

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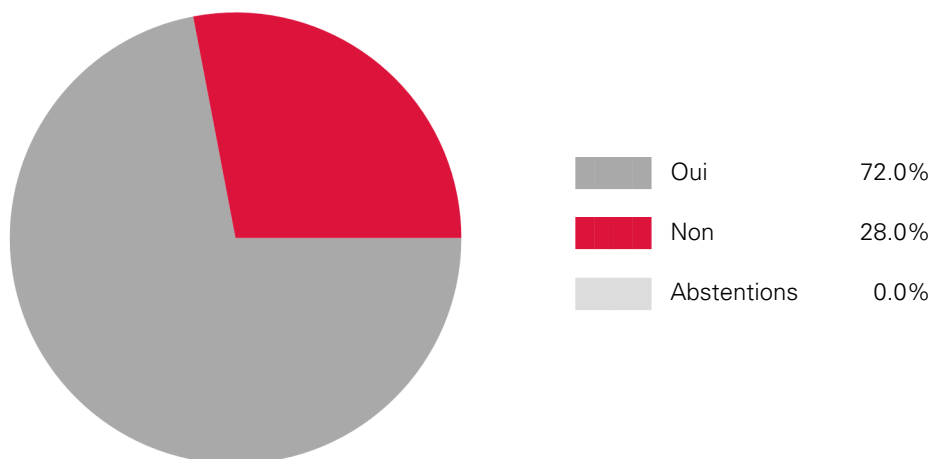
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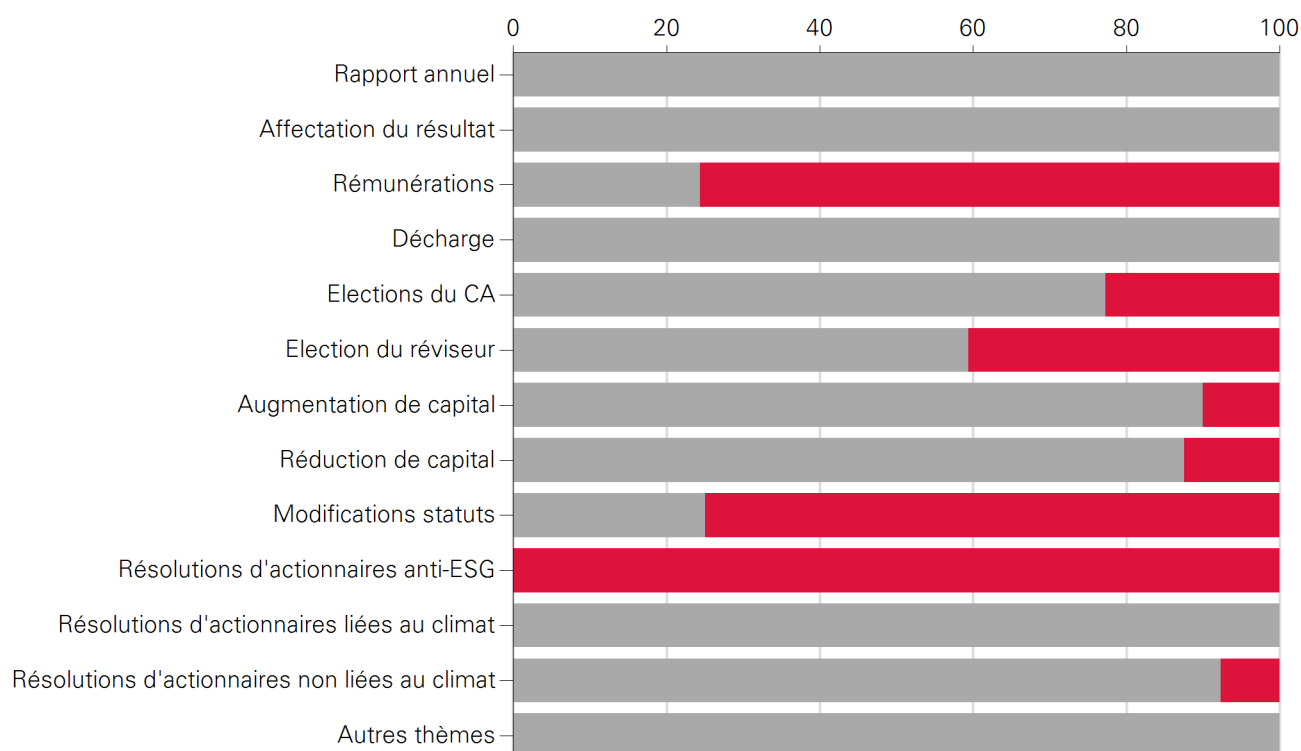
1 Résumé des analyses effectuées

Type d'assemblées générales	Nombre d'assemblées	Nombre de résolutions			
		Total	Oui	Non	Abstentions
Assemblées générales ordinaires	27	436	313	123	0
Assemblées générales ordinaires et extraordinaires	1	21	16	5	0
Total	28	457	329	128	0

1.1 Résumé des recommandations de vote d'Ethos



1.2 Recommandations de vote d'Ethos par catégorie de résolutions



	■ Résolutions approuvées		■ Résolutions refusées		■ Abstentions		Total Résolutions
Rapport annuel	6	100.0%	0	0.0%	0	0.0%	6
Affectation du résultat	5	100.0%	0	0.0%	0	0.0%	5
Rémunérations	10	24.4%	31	75.6%	0	0.0%	41
Décharge	25	100.0%	0	0.0%	0	0.0%	25
Elections du CA	194	77.3%	57	22.7%	0	0.0%	251
Election du réviseur	19	59.4%	13	40.6%	0	0.0%	32
Augmentation de capital	9	90.0%	1	10.0%	0	0.0%	10
Réduction de capital	7	87.5%	1	12.5%	0	0.0%	8
Modifications statuts	2	25.0%	6	75.0%	0	0.0%	8
Résolutions d'actionnaires anti-ESG	0	0.0%	16	100.0%	0	0.0%	16
Résolutions d'actionnaires liées au climat	5	100.0%	0	0.0%	0	0.0%	5
Résolutions d'actionnaires non liées au climat	36	92.3%	3	7.7%	0	0.0%	39
Autres thèmes	11	100.0%	0	0.0%	0	0.0%	11

2 Résumé des recommandations de vote

Type d'assemblées générales (Type)

AGO	Assemblées générales ordinaires
MIX	Assemblées générales ordinaires et extraordinaires

Vote

✓	Pour
○	Partiellement pour
✗	Contre
✕	Abstention

Société	Date	Type	Rapport annuel	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Modifications statuts	Résolutions d'actionnaires anti-ESG	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Abbott Laboratories	26.04.2024	AGO			✗		○	✓							
Allianz	08.05.2024	AGO		✓	✗	✓	✓	✓		✗					
Alphabet	07.06.2024	AGO					○	✗				✗	✓	✓	
Amazon.com	22.05.2024	AGO			✗		○	✗				✗	✓	✓	
Apple	28.02.2024	AGO			✗		○	✓				✗		✓	
Arista Networks	07.06.2024	AGO			✗		○	✓							
ASM International	13.05.2024	AGO	✓	✓	✓	✓	✓	✓	✓	✓	✓				
Booking Holdings	04.06.2024	AGO			✗		✓	✗						✓	
Cadence Design Systems	02.05.2024	AGO			○		○	✓			○			✓	
Carrier Global	18.04.2024	AGO			✗		○	✓						✓	
Colgate-Palmolive	10.05.2024	AGO			✗		○	✗						✓	
Deere & Co.	28.02.2024	AGO			✗		○	✗				✗		✓	
Ecolab	02.05.2024	AGO			✗		○	✗						✓	
Gilead Sciences	08.05.2024	AGO			✗		○	✗			✗	✗		○	
Humana Inc.	18.04.2024	AGO			✗		○	✗			✗			✗	
Lowe's Companies	31.05.2024	AGO			✗		○	✗							
Marubeni	21.06.2024	AGO					○								✓
Mastercard	18.06.2024	AGO			✗		○	✗				✗		✓	
Microsoft	10.12.2024	AGO			✗		○	✗				✗	✓	✓	
Motorola Solutions	14.05.2024	AGO			✗		○	✓			✗				
Nordea Bank	21.03.2024	AGO	✓	✓	○	✓	○	✓	✓	✓			✓		

Société	Date	Type	Rapport annuel	Affectation du résultat	Rémunérations	Décharge	Elections du CA	Election du réviseur	Augmentation de capital	Réduction de capital	Modifications statuts	Résolutions d'actionnaires anti-ESG	Résolutions d'actionnaires liées au climat	Résolutions d'actionnaires non liées au climat	Autres thèmes
Nvidia	26.06.2024	AGO			✗		🟡	✗						✗	
PNC Financial Services Group	24.04.2024	AGO			🟡		🟡	✔️						✔️	
Schneider Electric	23.05.2024	MIX	✔️	✔️	🟡		✔️	✔️	✔️	✔️					✔️
UCB	25.04.2024	AGO	✔️		🟡	✔️	🟡	✔️	✔️	✔️					✔️
United Overseas Bank	18.04.2024	AGO	✔️	✔️	✗		🟡	✔️	🟡	✔️					
Vertex Pharmaceuticals	15.05.2024	AGO			✗		🟡	✗						✔️	
Workday	18.06.2024	AGO			✗		🟡	✔️			✗				

3 Résultats des votes

3.1 Résultats moyens par thème

Type de résolution	Nombre de résolutions*	Résultats disponibles*	Taux d'approbation moyen*
Rapport annuel	6	6	100.0%
Affectation du résultat	5	5	99.8%
Rémunérations	41	41	92.6%
Décharge	25	25	95.6%
Elections du CA	235	235	96.6%
Election du réviseur	32	32	97.0%
Augmentation de capital	10	10	99.0%
Réduction de capital	8	8	98.5%
Modifications statuts	8	8	80.3%
Résolutions d'actionnaires anti-ESG	16	16	3.2%
Résolutions d'actionnaires liées au climat	5	5	11.2%
Résolutions d'actionnaires non liées au climat	39	39	24.7%
Autres thèmes	11	11	98.9%
Tous les thèmes	441	441	85.4%

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

3.2 Résolutions du conseil refusées

Société	Date AG	No.	Résolution	Ethos	Résultat
Motorola Solutions	14.05.2024	4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	CONTRE	38.6%
Motorola Solutions	14.05.2024	1g	Re-elect Mr. Gregory K. Mondre	POUR	50.0%
Motorola Solutions	14.05.2024	1h	Re-elect Mr. Joseph M. Tucci	CONTRE	50.0%

3.3 Résolutions du conseil les plus contestées

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

3.4 Résolutions d'actionnaires

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

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

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

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

4 Analyses par société

Abbott Laboratories

26.04.2024

AGO

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

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

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

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

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

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

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

Apple

28.02.2024

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

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

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

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

Booking Holdings

04.06.2024

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Disclaimer

Les analyses d'assemblées générales et les positions de vote reposent sur les lignes directrices de vote d'Ethos. Les assemblées générales européennes (non suisses) ont été réalisées en partie par des partenaires locaux. Ethos procède à une vérification systématique des recommandations de vote de ses partenaires afin d'assurer que l'ensemble des analyses et des recommandations de vote sont conformes à ses lignes directrices de vote. Les données ont été recueillies auprès de sources accessibles aux investisseurs et au public en général, par exemple les rapports de sociétés et les sites internet, ainsi que d'informations communiquées lors de contacts directs avec les sociétés. Malgré des vérifications multiples, l'information ne peut être certifiée exacte. Ethos ne prend aucune responsabilité sur l'exactitude des informations publiées.