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Stiftung Abendrot Ausübung der Stimmrechte (internationale Unternehmen)

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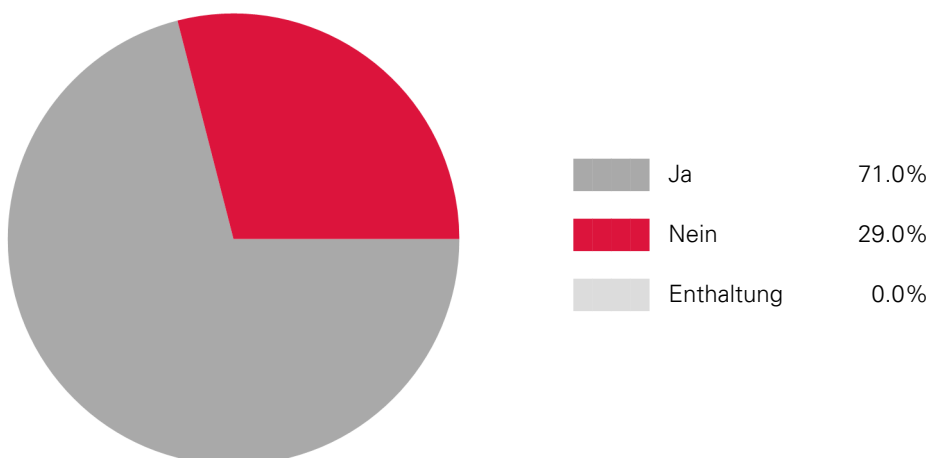
Kontakt

Vincent Kaufmann, Direktor
Aurora Mouturat-Sorensen, Head Proxy Voting and Swiss ESG & Engagement
Fanny Ebener, Senior Proxy Voting Manager
Romain Perruchoud, Senior Proxy Voting Manager
Ethos - Postfach 1051 - 1211 Genf 26
T +41 (0)22 716 15 55 - F +41 (0)22 716 15 56 - www.ethosfund.ch

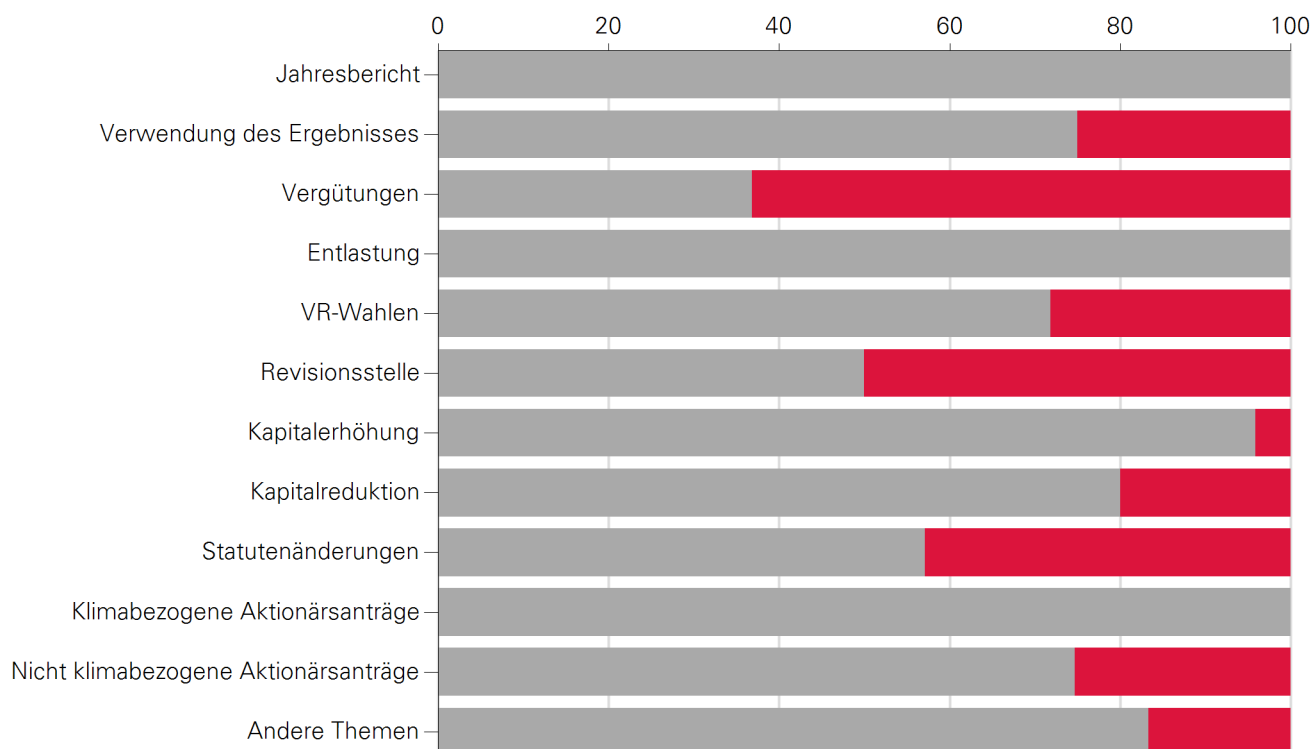
1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	30	494	347	147	0
Ordentliche und ausserordentliche Generalversammlungen	3	44	35	9	0
Total	33	538	382	156	0

1.1 Zusammenfassung der Ethos Stimmempfehlungen



1.2 Ethos Stimmempfehlungen nach Themenkategorien



Themenkategorie	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
	Anzahl	Prozent	Anzahl	Prozent	Anzahl	Prozent	
Jahresbericht	10	100.0%	0	0.0%	0	0.0%	10
Verwendung des Ergebnisses	6	75.0%	2	25.0%	0	0.0%	8
Vergütungen	21	36.8%	36	63.2%	0	0.0%	57
Entlastung	30	100.0%	0	0.0%	0	0.0%	30
VR-Wahlen	191	71.8%	75	28.2%	0	0.0%	266
Revisionsstelle	16	50.0%	16	50.0%	0	0.0%	32
Kapitalerhöhung	23	95.8%	1	4.2%	0	0.0%	24
Kapitalreduktion	8	80.0%	2	20.0%	0	0.0%	10
Statutenänderungen	4	57.1%	3	42.9%	0	0.0%	7
Klimabezogene Aktionärsanträge	5	100.0%	0	0.0%	0	0.0%	5
Nicht klimabezogene Aktionärsanträge	53	74.6%	18	25.4%	0	0.0%	71
Andere Themen	15	83.3%	3	16.7%	0	0.0%	18

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	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Aker BP	14.04.2023	OGV	✓	✓	✓		✗	✗	✓	✗	✓			○
Allianz	04.05.2023	OGV		✓	✗	✓		✓			○			
Alphabet	02.06.2023	OGV			✗		○	✗				✓	○	
Amazon.com	24.05.2023	OGV			✗		○	✗				✓	○	
American Tower	24.05.2023	OGV			✗		○	✗						
Apple	10.03.2023	OGV			✗		○	✓					○	
Applied Materials	09.03.2023	OGV			✗		○	✓					✓	
ASM International	15.05.2023	OGV	✓	✓	○	✓		✓	✓	✓				
AXA	27.04.2023	MIX	✓	✓	○				✓	✓				✓
Bristol-Myers Squibb	02.05.2023	OGV			✗		○	✗					○	
Cadence Design Systems	04.05.2023	OGV			✗		○	✓					✗	
Colgate-Palmolive	12.05.2023	OGV			✗		○	✗					○	
Deere & Co.	22.02.2023	OGV			✗		○	✗					✓	
Eisai	21.06.2023	OGV					○							
EssilorLuxottica	17.05.2023	MIX	✓	✗	○	✓			○	✓				○
Lowe's Companies	26.05.2023	OGV			✗		○	✗					✓	
Marubeni	23.06.2023	OGV				○	○				✓			✓
Mastercard	27.06.2023	OGV				○	○	✗					○	
Meta Platforms	31.05.2023	OGV					○	✗				✓	○	
Microsoft	07.12.2023	OGV			✗		○	✗				✓	○	
Motorola Solutions	16.05.2023	OGV			✗		○	✓						
Nike	12.09.2023	OGV			✗		○	✗					✓	
Nordea Bank	23.03.2023	OGV	✓	✓	✓	✓	○	✓	✓	✓	✗			✓

Unternehmen	Datum	Typ	Jahresbericht	Verwendung des Ergebnisses	Vergütungen	Entlastung	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Nvidia	22.06.2023	OGV			✗		🟡	✔️						
Reckitt Benckiser	03.05.2023	OGV	✔️	✗	✗		✔️	✔️	✔️	✗				🟡
Thermo Fisher Scientific	24.05.2023	OGV			🟡		🟡	✗						
T-Mobile US	16.06.2023	OGV			🟡		🟡	✔️						
UCB	27.04.2023	OGV	✔️		✔️	✔️	✔️	✔️						✔️
Unicharm	24.03.2023	OGV					🟡	✔️						
UnitedHealth	05.06.2023	OGV			✗		🟡	✗					✔️	
UPM Kymmene	12.04.2023	OGV	✔️	✔️	🟡	✔️	✔️	🟡	✔️	✔️	✗			✔️
Vertex Pharmaceuticals	17.05.2023	OGV			✗		🟡	✗						

3 Stimmberichte pro Unternehmen

Aker BP

14.04.2023

OGV

No.	Traktanden	Board	Ethos	
1.	Opening of the Meeting	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2.	Election of the Chairman of the Meeting	DAFÜR	DAFÜR	
3.	Approval of the notice and the agenda	DAFÜR	DAFÜR	
4.	Adoption of the financial statements, including the allocation of profit	DAFÜR	DAFÜR	
5.	Approve remuneration report	DAFÜR	DAFÜR	
6.	Approve executive remuneration policy	DAFÜR	DAFÜR	
7.	Approve auditors' fees	DAFÜR	● DAGEGEN	During the year under review, the fees paid to the audit firm for non-audit services exceed audit fees.
8.	Approve directors' fees	DAFÜR	DAFÜR	
9.	Approve nomination committee fees	DAFÜR	DAFÜR	
10.	Election of the board of directors	DAFÜR	● DAGEGEN	The board is not sufficiently independent in our view and the proposed slate would not improve the level of independence.
11.	Election of the nomination committee	DAFÜR	● DAGEGEN	While Norwegian law allows for individual elections of directors, the company maintains bundled elections.
12.	Authorisation to issue shares	DAFÜR	DAFÜR	
13.	Authorisation to repurchase own shares	DAFÜR	● DAGEGEN	The company proposes a single vote for multiple types of share buybacks.
14.	Authorisation to distribute interim dividend	DAFÜR	DAFÜR	
15.	Amendment of Articles 7 and 8 of the Articles of Association	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1	Receive the Annual Report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2	Approve the Dividend	DAFÜR	DAFÜR
3a	Approve Discharge of Management Board member Oliver Bäte (CEO)	DAFÜR	DAFÜR
3b	Approve Discharge of Management Board member Sergio Balbinot	DAFÜR	DAFÜR
3c	Approve Discharge of Management Board member Sirma Boshnakova	DAFÜR	DAFÜR
3d	Approve Discharge of Management Board member Dr. Barbara Karuth-Zelle	DAFÜR	DAFÜR
3e	Approve Discharge of Management Board member Dr. Klaus-Peter Röhler	DAFÜR	DAFÜR
3f	Approve Discharge of Management Board member Ivan de la Sota	DAFÜR	DAFÜR
3g	Approve Discharge of Management Board member Giulio Terzariol	DAFÜR	DAFÜR
3h	Approve Discharge of Management Board member Dr. Günther Thallinger	DAFÜR	DAFÜR
3i	Approve Discharge of Management Board member Christopher Townsend	DAFÜR	DAFÜR
3j	Approve Discharge of Management Board member Renate Wagner	DAFÜR	DAFÜR
3k	Approve Discharge of Management Board member Dr. Andreas Wimmer	DAFÜR	DAFÜR
4a	Approve Discharge of Supervisory Board member Michael Diekmann (Chairman)	DAFÜR	DAFÜR
4b	Approve Discharge of Supervisory Board member Gabriele Burkhardt-Berg	DAFÜR	DAFÜR
4c	Approve Discharge of Supervisory Board member Herbert Hainer	DAFÜR	DAFÜR
4d	Approve Discharge of Supervisory Board member Sophie Boissard	DAFÜR	DAFÜR
4e	Approve Discharge of Supervisory Board member Christine Bosse	DAFÜR	DAFÜR
4f	Approve Discharge of Supervisory Board member Rashmy Chatterjee (since 4 May 2022)	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
4g	Approve Discharge of Supervisory Board member Dr. Friedrich Eichiner	DAFÜR	DAFÜR	
4h	Approve Discharge of Supervisory Board member Jean-Claude Le Goaër	DAFÜR	DAFÜR	
4i	Approve Discharge of Supervisory Board member Martina Grundler	DAFÜR	DAFÜR	
4j	Approve Discharge of Supervisory Board member Godfrey Hayward (until 4 May 2022)	DAFÜR	DAFÜR	
4k	Approve Discharge of Supervisory Board member Frank Kirsch	DAFÜR	DAFÜR	
4l	Approve Discharge of Supervisory Board member Jürgen Lawrenz	DAFÜR	DAFÜR	
4m	Approve Discharge of Supervisory Board member Primiano Di Paolo (since 4 May 2022)	DAFÜR	DAFÜR	
4n	Approve Discharge of Supervisory Board member Jim Hagemann Snabe (until 4 May 2022)	DAFÜR	DAFÜR	
5	Appoint the Auditors	DAFÜR	DAFÜR	
6	Approve Remuneration Report	DAFÜR	● DAGEGEN	Excessive total remuneration.
7	Approve Remuneration of the Supervisory Board members and related amendments to the Articles of Association	DAFÜR	● DAGEGEN	The chairman's remuneration as excessive.
8	Amend Articles: Virtual general meetings (Article 12 (8))	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
9	Amend Articles: Virtual attendance of Supervisory Board members at virtual general meetings (Article 12 (9))	DAFÜR	DAFÜR	
10	Amend Articles: Place of general meetings (Article 12 (2))	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Larry Page	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Sergey Brin	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Sundar Pichai	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent.
1.d	Re-elect Dr. John L. Hennessy	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.e	Re-elect Dr. Frances H. Arnold	DAFÜR	DAFÜR	
1.f	Elect Mr. R. Martin Chavez	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.g	Re-elect Mr. L. John Doerr	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.h	Re-elect Mr. Roger W. Ferguson Jr.	DAFÜR	DAFÜR	
1.i	Re-elect Ms. Ann Mather	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines. Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent.
1.j	Re-elect Mr. K. Ram Shriram	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Ms. Robin L. Washington	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	To approve the amendment of the 2021 Stock Plan	DAFÜR	● DAGEGEN	Potential excessive awards with no individual cap for executives under this remuneration plan.
4	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
5	Advisory vote on say on pay frequency	DREI JAHRE	● EIN JAHR	Ethos strongly support the right of shareholders to address pay-related concerns on an annual basis.
6	Shareholder resolution: Disclose lobbying contributions	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
7	Shareholder resolution: Congruency Report of Partnerships with Globalist Organizations	DAGEGEN	DAGEGEN	
8	Shareholder resolution: Climate Lobbying Report	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying practices if aligned with the Paris Agreement.
9	Shareholder resolution: Report on reproductive rights and data privacy	DAGEGEN	● DAFÜR	Protecting customer privacy is crucial for maintaining a good reputation and building trust with customers.
10	Shareholder resolution: Report Regarding a Human Rights Assessment of Data Center Siting	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.

No.	Traktanden	Board	Ethos	
11	Shareholder resolution: Publish Independent Human Rights Impact Assessment of Targeted Ad Technology and Practices	DAGEGEN	● DAFÜR	Transparent assessment is essential to enable the company to better address and prevent adverse human rights impacts linked to targeted ads.
12	Shareholder resolution: Disclose More Quantitative and Qualitative Information on Algorithmic Systems	DAGEGEN	● DAFÜR	Enhanced disclosure to understand how algorithmic systems can lead to discriminatory and other harmful outcomes.
13	Shareholder resolution: Report on Alignment of YouTube Policies With Online Safety Regulations	DAGEGEN	● DAFÜR	Online safety is extremely important.
14	Shareholder resolution: Report on Content Governance and Censorship	DAGEGEN	DAGEGEN	
15	Shareholder resolution: Commission Independent Assessment of Effectiveness of Audit and Compliance Committee	DAGEGEN	● DAFÜR	The proposal improves risk oversight by the board.
16	Shareholder resolution: Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	DAGEGEN	● DAFÜR	The proposal aims at improving shareholder rights.
17	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	DAGEGEN	
18	Shareholder resolution: Approve Recapitalisation Plan for all Stock to Have One-vote per Share	DAGEGEN	● DAFÜR	Multiple share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Jeffrey P. Bezos	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Andrew R. Jassy	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Keith B. Alexander	DAFÜR	DAFÜR	
1.d	Re-elect Ms. Edith W. Cooper	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Jamie S. Gorelick	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Daniel P. Huttenlocher	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Judith A. McGrath	DAFÜR	DAFÜR	
1.h	Re-elect Ms. Indra K. Nooyi	DAFÜR	DAFÜR	
1.i	Re-elect Mr. Jonathan J. Rubinstein	DAFÜR	DAFÜR	
1.j	Re-elect Ms. Patricia Q. Stonesifer	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Mr. Wendell P. Weeks	DAFÜR	DAFÜR	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	To approve the amendment of the 1997 Stock Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. No individual caps are disclosed.
6	Shareholder resolution: Report on Retirement Plan Options	DAGEGEN	● DAFÜR	Enhanced disclosure on how the company's retirement plans contribute to climate change mitigation.
7	Shareholder resolution: Report on Customer Due Diligence	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues.
8	Shareholder resolution: Report on Content and Product removal/restrictions	DAGEGEN	● DAFÜR	This report would demonstrate to shareholders how the the risks associated with content and product restrictions are addressed.
9	Shareholder resolution: Report on Government Take-Down Requests	DAGEGEN	DAGEGEN	
10	Shareholder resolution: Report on Just Transition	DAGEGEN	● DAFÜR	Enhanced disclosure on how the company addresses the social and economic impacts linked to its climate change strategy.
11	Shareholder resolution: Publish a Tax Transparency Report	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.
12	Shareholder resolution: Report on Climate Lobbying	DAGEGEN	● DAFÜR	The resolution aims to mitigate climate change and is in line with the objectives of the Paris Agreement.
13	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	The proposal aims at promoting gender equality, ethnic diversity and at preventing discrimination.
14	Shareholder resolution: Report on Cost/Benefit Analysis of Diversity, Equity and Inclusion Programs	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
15	Shareholder resolution: Allow shareholders to nominate directors	DAGEGEN	● DAFÜR	Enhanced disclosure on board nomination process.
16	Shareholder resolution: Additional Report on Freedom of Association	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
17	Shareholder resolution: Consider CEO pay ratio in executive remuneration	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
18	Shareholder resolution: Report on Animal Welfare Standards	DAGEGEN	● DAFÜR	The proposal addresses potential abuses linked to animal cruelty, which is in the interests of all stakeholders.
19	Shareholder resolution: Establish a Public Policy Committee	DAGEGEN	● DAFÜR	The proposal strengthens the monitoring of human rights risks and ESG issues by the board.
20	Shareholder resolution: Alternative Director Candidate Policy	DAGEGEN	● DAFÜR	Employees on boards contribute to a company's long-term sustainability.
21	Shareholder resolution: Commission a Third Party Audit on Working Conditions	DAGEGEN	● DAFÜR	The resolution aims at improving safety in the workplace.
22	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.
23	Shareholder resolution: 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.

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Thomas A. Bartlett	DAFÜR	DAFÜR	
1b.	Re-elect Ms. Kelly C. Chambliss	DAFÜR	DAFÜR	
1c.	Re-elect Ms. Teresa H. Clarke	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Raymond P. Dolan	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1e.	Re-elect Mr. Kenneth R. Frank	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Robert D. Hormats	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1g.	Re-elect Ms. Grace D. Lieblein	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Craig Macnab	DAFÜR	DAFÜR	
1i.	Re-elect Ms. JoAnn A. Reed	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1j.	Re-elect Ms. Pamela D.A. Reeve	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k.	Re-elect Mr. Bruce L. Tanner	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Samme L. Thompson	DAFÜR	● DAGEGEN	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.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
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.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. James A. Bell	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.b	Re-elect Mr. Timothy D. Cook	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Al Gore	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.d	Re-elect Mr. Alex Gorsky	DAFÜR	DAFÜR	
1.e	Re-elect Ms. Andrea Jung	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. Chairman of the remuneration committee. We have serious concerns over remuneration and there is no say-on-pay.
1.f	Re-elect Dr. Arthur D. Levinson	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.g	Re-elect Ms. Monica C. Lozano	DAFÜR	DAFÜR	
1.h	Re-elect Dr. Ronald D. Sugar	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.i	Re-elect Ms. Susan L. Wagner	DAFÜR	● DAGEGEN	Chairman of the nomination committee. The composition of the board is unsatisfactory.
2	Re-election of the auditor	DAFÜR	DAFÜR	
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Civil Rights and Non-Discrimination Audit Proposal	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Communist China Audit	DAGEGEN	DAGEGEN	
7	Shareholder resolution: Board Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	DAGEGEN	● DAFÜR	The proposal aims at improving the dialogue between the company and its external shareholders.
8	Shareholder resolution: Report on Racial and Gender Pay Gaps	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity.
9	Shareholder resolution: Proxy Access Amendments	DAGEGEN	● DAFÜR	Permitting shareholders to nominate board members gives shareholders more power to shape the board make up.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Ms. Rani Borkar	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Judy Bruner	DAFÜR	DAFÜR	
1.3	Re-elect Dr. Xun (Eric) Chen	DAFÜR	DAFÜR	
1.4	Re-elect Dr. Aart J. de Geus	DAFÜR	● DAGEGEN	The director has been sitting on the board for 16 years, which exceeds guidelines.
1.5	Re-elect Mr. Gary E. Dickerson	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Thomas J. Iannotti	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.7	Re-elect Mr. Alexander A. Karsner	DAFÜR	DAFÜR	
1.8	Elect Mr. Kevin P. March	DAFÜR	DAFÜR	
1.9	Re-elect Ms. Yvonne McGill	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Scott A. McGregor	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4	Re-election of the auditor	DAFÜR	DAFÜR	
5	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	● DAFÜR	The proposed threshold would enhance the right of shareholders to call a special meeting.
6	Shareholder resolution: Executive Compensation Program and Policy	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
2.	Report of the executive board of the past financial year	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG
3.	Approve remuneration report	DAFÜR	DAFÜR
4.	Adoption of the financial statements	DAFÜR	DAFÜR
5.	Approve allocation of income	DAFÜR	DAFÜR
6.	Discharge of executive board	DAFÜR	DAFÜR
7.	Discharge of supervisory board	DAFÜR	DAFÜR
8.	Approve executive remuneration policy	DAFÜR	● DAGEGEN The potential variable remuneration exceeds our guidelines.
9.	Election of auditor	DAFÜR	DAFÜR
10a.	Authorisation to issue shares	DAFÜR	DAFÜR
10b.	Authorisation to restrict or exclude pre-emptive rights	DAFÜR	DAFÜR
11.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
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
1	Approval of the statutory financial statements	DAFÜR	DAFÜR
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR
3	Approve allocation of income and dividend	DAFÜR	DAFÜR
4	Approve the remuneration report	DAFÜR	DAFÜR
5	Approve the 2022 remuneration of Mr. Denis Duverne, chairman until 2022 AGM	DAFÜR	● DAGEGEN Excessive total remuneration.
6	Approve the 2022 remuneration of Mr. Antoine Grosset-Grainville, chairman since 2022 AGM	DAFÜR	DAFÜR
7	Approve the 2022 remuneration of Mr. Thomas Buberl, CEO	DAFÜR	DAFÜR
8	Approve the remuneration policy of Mr. Thomas Buberl, CEO	DAFÜR	DAFÜR
9	Approve the remuneration policy of Mr. Antoine Grosset-Grainville, chairman	DAFÜR	DAFÜR
10	Approve directors' fees	DAFÜR	DAFÜR
11	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	DAFÜR
12	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR
13	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR
14	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR
15	Authorisation to increase capital by issuing shares without pre-emptive rights by public offering	DAFÜR	DAFÜR
16	Authorisation to increase capital by issuing shares without pre-emptive rights via a private placement	DAFÜR	DAFÜR
17	Depart from the legal rules defining the maximum discount for capital increase without pre-emptive rights (up to 10% of share capital)	DAFÜR	DAFÜR
18	Delegation to issue shares and capital securities by exchange of shares	DAFÜR	DAFÜR
19	Delegation to issue shares and capital securities as consideration for contributions in kind made to the company	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
20	Delegation to issue ordinary shares resulting from the issue by the subsidiaries of the Company of securities up to a maximum of EUR 500'000'000 nominal	DAFÜR	DAFÜR
21	Delegation to issue ordinary shares resulting from the issue by the subsidiaries of the Company of securities up to a maximum of EUR 2'000'000'000 nominal	DAFÜR	DAFÜR
22	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR
23	Authorise capital increases related to an all-employee share ownership plan for non-French employees	DAFÜR	DAFÜR
24	Reduce share capital via cancellation of shares	DAFÜR	DAFÜR
25	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Peter J. Arduini	DAFÜR	DAFÜR	
1b.	Elect Prof. Dr. Deepak L. Bhatt	DAFÜR	DAFÜR	
1c.	Re-elect Dr. Giovanni Caforio	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1d.	Re-elect Dr. Julia A. Haller	DAFÜR	DAFÜR	
1e.	Re-elect Prof. Dr. Manuel Hidalgo Medina	DAFÜR	DAFÜR	
1f.	Re-elect Prof. Paula A. Price	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Derica W. Rice	DAFÜR	DAFÜR	
1h.	Re-elect Mr. Theodore R. Samuels	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Gerald L. Storch	DAFÜR	DAFÜR	
1j.	Re-elect Dr. Karen H. Vousden	DAFÜR	DAFÜR	
1k.	Re-elect Ms. Phyllis R. Yale	DAFÜR	DAFÜR	
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4.	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
5.	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board.
6.	Shareholder resolution: Workplace Non-Discrimination Audit	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Call Special Shareholder Meetings	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Mark W. Adams	DAFÜR	DAFÜR	
1.2	Re-elect Ms. Ita M. Brennan	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Mr. Lewis Chew	DAFÜR	DAFÜR	
1.4	Re-elect Dr. Anirudh Devgan	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Mary Louise Krakauer	DAFÜR	DAFÜR	
1.6	Re-elect Ms. Julia Liuson	DAFÜR	DAFÜR	
1.7	Re-elect Dr. James D. Plummer	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
1.8	Re-elect Dr. Alberto Sangiovanni-Vincentelli	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.9	Re-elect Dr. John B. Shoven	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.10	Re-elect Mr. Young Sohn	DAFÜR	DAFÜR	
2	To approve the amendment of the Omnibus Equity Incentive Plan	DAFÜR	● DAGEGEN	The potential variable remuneration exceeds our guidelines.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Re-election of the auditor	DAFÜR	DAFÜR	
6	Shareholder resolution: Remove One-Year Holding Period Requirement to Call Special Meeting	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. John P. Bilbrey	DAFÜR	DAFÜR	
1.b	Re-elect Mr. John T. Cahill	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Elect Mr. Steve Cahillane	DAFÜR	DAFÜR	
1.d	Re-elect Ms. Lisa M. Edwards	DAFÜR	DAFÜR	
1.e	Re-elect Dr. C. Martin Harris	DAFÜR	DAFÜR	
1.f	Re-elect Ms. Martina Hund-Mejean	DAFÜR	DAFÜR	
1.g	Re-elect Ms. Kimberly A. Nelson	DAFÜR	DAFÜR	
1.h	Re-elect Ms. Lorrie M. Norrington	DAFÜR	● DAGEGEN	Chairman of the sustainability committee and the company does not have a convincing climate strategy in place despite its high greenhouse gas emissions.
1.i	Re-elect Mr. Michael B. Polk	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.j	Re-elect Mr. Stephen I. Sadove	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Mr. Noel R. Wallace	DAFÜR	● DAGEGEN	Combined chairman and CEO.
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.
4	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management.
6	Shareholder resolution: Adopt Share Retention Policy For Senior Executives	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Leanne G. Caret	DAFÜR	DAFÜR	
1.b	Re-elect Ms. Tamra A. Erwin	DAFÜR	DAFÜR	
1.c	Re-elect Mr. Alan C. Heuberger	DAFÜR	DAFÜR	
1.d	Re-elect Mr. Charles O. Holliday, Jr	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines.
1.e	Re-elect Mr. Michael O. Johanns	DAFÜR	DAFÜR	
1.f	Re-elect Mr. Clayton M. Jones	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.g	Re-elect Mr. John C. May	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.h	Re-elect Mr. Gregory R. Page	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent.
1.i	Re-elect Ms. Sherry M. Smith	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient.
1.j	Re-elect Mr. Dmitri L. Stockton	DAFÜR	DAFÜR	
1.k	Re-elect Ms. Sheila G. Talton	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos
1	Election of Directors (with 3-committees)		
1.1	Re-elect Mr. Haruo Naito	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1.2	Re-elect Mr. Hideyo Uchiyama	DAFÜR	DAFÜR
1.3	Re-elect Mr. Hideki Hayashi	DAFÜR	DAFÜR
1.4	Re-elect Prof. Yumiko Miwa	DAFÜR	DAFÜR
1.5	Re-elect Mr. Fumihiko Ike	DAFÜR	DAFÜR
1.6	Re-elect Mr. Yoshiteru Kato	DAFÜR	DAFÜR
1.7	Re-elect Mr. Ryota Miura	DAFÜR	DAFÜR
1.8	Re-elect Mr. Hiroyuki Kato	DAFÜR	DAFÜR
1.9	Re-elect Mr. Richard Thornley	DAFÜR	DAFÜR
1.10	Elect Mr. Toru Moriyama	DAFÜR	DAFÜR
1.11	Elect Ms. Yuko Yasuda	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Approval of the statutory financial statements	DAFÜR	DAFÜR	
2	Approval of the consolidated financial statements	DAFÜR	DAFÜR	
3	Approve allocation of income and dividend	DAFÜR	● DAGEGEN	Scrip dividend issued with a 10% discount.
4	Approve co-optation of Mr. Mario Notari as board member to replace Mr. Leonardo Del Vecchio	DAFÜR	DAFÜR	
5	Special report of the statutory auditors on regulated agreements and commitments	DAFÜR	● DAGEGEN	The board of directors cannot waive the non-compete clause of the chairman/CEO.
6	Approve the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
7	Approve the 2022 remuneration of Mr. Del Vecchio, chairman of the board of directors	DAFÜR	DAFÜR	
8	Approve the 2022 remuneration of Mr. Francesco Milleri, Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.
9	Approve the 2022 remuneration of Mr. Paul du Saillant, Deputy CEO	DAFÜR	● DAGEGEN	Excessive variable and total remuneration.
10	Approve the remuneration policy of directors	DAFÜR	DAFÜR	
11	Approve the remuneration policy of the Chairman and CEO	DAFÜR	● DAGEGEN	Excessive variable remuneration.
12	Approve the remuneration policy of the Deputy CEO	DAFÜR	● DAGEGEN	Excessive total remuneration.
13	Approve a treasury share buy-back and disposal programme	DAFÜR	DAFÜR	
14	Authorisation to reduce share capital via cancellation of shares	DAFÜR	DAFÜR	
15	Authorise capital increases by transfer of reserves	DAFÜR	DAFÜR	
16	Authorisation to increase capital by issuing shares with pre-emptive rights	DAFÜR	DAFÜR	
17	Authorisation to increase capital by issuing shares without pre-emptive rights via private placement	DAFÜR	● DAGEGEN	The discount is excessive.
18	Authorise capital increases related to an all-employee share ownership plan	DAFÜR	DAFÜR	
19	Delegation of powers for the completion of formalities	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Ralph (Raul) Alvarez	DAFÜR	DAFÜR	
1.2	Re-elect Mr. David H. Batchelder	DAFÜR	DAFÜR	
1.3	Elect Mr. Scott H. Baxter	DAFÜR	DAFÜR	
1.4	Re-elect Ms. Sandra B. Cochran	DAFÜR	DAFÜR	
1.5	Re-elect Ms. Laurie Z. Douglas	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Richard W. Dreiling	DAFÜR	DAFÜR	
1.7	Re-elect Mr. Marvin R. Ellison	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
1.8	Re-elect Mr. Daniel J. Heinrich	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Brian C. Rogers	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Bertram L. Scott	DAFÜR	DAFÜR	
1.11	Re-elect Ms. Colleen Taylor	DAFÜR	DAFÜR	
1.12	Re-elect Ms. Mary Beth West	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	The separation of functions allows an effective supervision of the management by the board.

No.	Traktanden	Board	Ethos	
1	Amend the Articles of Incorporation: Business Purpose and Indemnify directors and statutory auditors	DAFÜR	DAFÜR	
2	Election of Directors on a Kansayaku board			
2.1	Re-elect Mr. Fumiya Kokubu	DAFÜR	DAFÜR	
2.2	Re-elect Mr. Masumi Kakinoki	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.3	Re-elect Mr. Akira Terakawa	DAFÜR	● DAGEGEN	Executive director sitting on the remuneration committee, which is not best practice.
2.4	Re-elect Mr. Takayuki Furuya	DAFÜR	DAFÜR	
2.5	Re-elect Mr. Kyohei Takahashi	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines.
2.6	Re-elect Ms. Yuri Okina	DAFÜR	DAFÜR	
2.7	Re-elect Mr. Masato Kitera	DAFÜR	DAFÜR	
2.8	Re-elect Mr. Shigeki Ishizuka	DAFÜR	DAFÜR	
2.9	Re-elect Mr. Hisayoshi Ando	DAFÜR	DAFÜR	
2.10	Elect Prof. Mutsuko Hatano	DAFÜR	DAFÜR	
3	Elect Mr. Takao Ando as a Corporate Auditor	DAFÜR	DAFÜR	
4	Approve revision of remuneration for directors	DAFÜR	● DAGEGEN	The non-executive directors receive variable remuneration.
5	Approve remuneration for the audit and supervisory board members	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Dr. Merit E. Janow	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Candido Bracher	DAFÜR	DAFÜR	
1c.	Re-elect Mr. Richard K. Davis	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Julius M. Genachowski	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1e.	Re-elect Mr. Choon Phong Goh	DAFÜR	DAFÜR	
1f.	Re-elect Mr. Oki Matsumoto	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Michael Miebach	DAFÜR	DAFÜR	
1h.	Re-elect Prof. Dr. Youngme E. Moon	DAFÜR	DAFÜR	
1i.	Re-elect Ms. Rima Qureshi	DAFÜR	DAFÜR	
1j.	Re-elect Ms. Gabrielle Sulzberger	DAFÜR	DAFÜR	
1k.	Re-elect Mr. Harit Talwar	DAFÜR	DAFÜR	
1l.	Re-elect Mr. Lance Uggla	DAFÜR	DAFÜR	
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.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4.	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	
5.	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
6.	Shareholder resolution: Report on on ensuring respect for civil liberties	DAGEGEN	DAGEGEN	
7.	Shareholder resolution: Report on New Merchant Category Code for Gun and Ammunition Stores	DAGEGEN	● DAFÜR	Enhanced disclosure on risks attached to purchasing guns.
8.	Shareholder resolution: Report on Lobbying Disclosure	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
9.	Shareholder resolution: stockholders approve advance notice bylaw amendments	DAGEGEN	● DAFÜR	The proposal aims at improving the company's corporate governance.
10.	Shareholder resolution: Report on Cost-Benefit Analysis of Diversity and Inclusion Efforts	DAGEGEN	DAGEGEN	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Ms. Peggy Alford	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the nomination and remuneration committee. The independence of this committee is insufficient. Concerns over the director's time commitments.
1.2	Re-elect Mr. Marc L. Andreessen	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.3	Re-elect Mr. Andrew W. Houston	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.4	Re-elect Ms. Nancy Killefer	DAFÜR	DAFÜR	
1.5	Re-elect Mr. Robert M. Kimmitt	DAFÜR	● ZURÜCK-BEHALTEN	Non independent lead director, which is not best practice. The director is over 75 years old, which exceeds guidelines.
1.6	Re-elect Ms. Sheryl K. Sandberg	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (former executive). The board is not sufficiently independent.
1.7	Re-elect Ms. Tracey T. Travis	DAFÜR	● ZURÜCK-BEHALTEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. Concerns over the director's time commitments.
1.8	Re-elect Mr. Tony Xu	DAFÜR	● ZURÜCK-BEHALTEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.9	Re-elect Mr. Mark Zuckerberg	DAFÜR	● ZURÜCK-BEHALTEN	Combined chairman and CEO.
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
3.	Shareholder resolution: Report on Government Take-Down Requests	DAGEGEN	DAGEGEN	
4.	Shareholder resolution: Approve Recapitalisation Plan for all Stock to Have One-vote per Share	DAGEGEN	● DAFÜR	Dual share structures are not in the best interest of shareholders, as they create a disproportionate control of one group of shareholders regardless of their participation in the company's equity
5.	Shareholder resolution: Report on Human Rights Impact Assessment of Targeted Advertising	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.
6.	Shareholder resolution: Report on Lobbying Payments and Policy	DAGEGEN	● DAFÜR	Enhanced disclosure on lobbying expenses.
7.	Shareholder resolution: Report on Allegations of Political Entanglement and Content Management Biases in India	DAGEGEN	● DAFÜR	Facebook's influence on religious violence highlights the need for transparency in tackling hate speech and ensuring user safety.
8.	Shareholder resolution: Report on Framework to Assess Company Lobbying Alignment with Climate Goals	DAGEGEN	● DAFÜR	Enhanced disclosure on company lobbying alignment with climate goals.

No.	Traktanden	Board	Ethos	
9.	Shareholder resolution: Report on Data Privacy regarding Reproductive Healthcare	DAGEGEN	● DAFÜR	Enhanced disclosure on reliance of law enforcement on digital consumer data raises concerns about user privacy particularly in sensitive areas such as abortion.
10.	Shareholder resolution: Report on Enforcement of Community Standards and User Content	DAGEGEN	● DAFÜR	The resolution aims at preventing discrimination and violence.
11.	Shareholder resolution: Report on Child Safety and Harm Reduction	DAGEGEN	● DAFÜR	The proposal aims at improving child safety and reducing harm to children on the company's platforms.
12.	Shareholder resolution: Report on Executive Pay Calibration to Externalized Costs	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.
13.	Shareholder resolution: Commission Independent Review of Audit & Risk Oversight Committee	DAGEGEN	● DAFÜR	Shareholders need a comprehensive understanding of how the company is addressing risks related to data privacy.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.1	Re-elect Mr. Reid G. Hoffman	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
1.3	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	
1.4	Elect Ms. Catherine MacGregor	DAFÜR	DAFÜR	
1.5	Elect Mr. Mark A. L. Mason	DAFÜR	DAFÜR	
1.6	Re-elect Mr. Satya Nadella	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.7	Re-elect Ms. Sandra E. Peterson	DAFÜR	DAFÜR	
1.8	Re-elect Ms. Penny S. Pritzker	DAFÜR	DAFÜR	
1.9	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR	
1.10	Re-elect Mr. Charles W. Scharf	DAFÜR	DAFÜR	
1.11	Re-elect Mr. John W. Stanton	DAFÜR	DAFÜR	
1.12	Re-elect Dame Emma N. Walmsley	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Report on gender-based compensation and benefits inequities	DAGEGEN	DAGEGEN	
6	Shareholder resolution: Report on risks of omitting viewpoint and ideological diversity from EEO policy	DAGEGEN	DAGEGEN	
7	Shareholder resolution: Report on government take down requests	DAGEGEN	DAGEGEN	
8	Shareholder resolution: Report on risks of weapons development	DAGEGEN	● DAFÜR	Enhanced transparency on a controversial sector.
9	Shareholder resolution: Report on climate risk in retirement plan options	DAGEGEN	● DAFÜR	Enhanced disclosure on the environmental impact of the employee retirement funds.
10	Shareholder resolution: Publish a tax transparency report	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company.
11	Shareholder resolution: Report on risks of operating in countries with significant human rights concerns	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights practices of the company.
12	Shareholder resolution: Disclose third-party political contributions	DAGEGEN	DAGEGEN	
13	Shareholder resolution: Report on risks related to artificial intelligence generated misinformation and disinformation	DAGEGEN	● DAFÜR	Enhanced disclosure on artificial intelligence concerns.

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1a.	Re-elect Mr. Gregory O. Brown	DAFÜR	● DAGEGEN Combined chairman and CEO.
1b.	Re-elect Mr. Kenneth D. Denman	DAFÜR	DAFÜR
1c.	Re-elect Mr. Egon P. Durban	DAFÜR	● DAGEGEN Concerns over the director's time commitments.
1d.	Re-elect Dr. Ayanna M. Howard	DAFÜR	DAFÜR
1e.	Re-elect Mr. Clayton M. Jones	DAFÜR	DAFÜR
1f.	Re-elect Ms. Judy C. Lewent	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
1g.	Re-elect Mr. Gregory K. Mondre	DAFÜR	DAFÜR
1h.	Re-elect Mr. Joseph M. Tucci	DAFÜR	● DAGEGEN The director is over 75 years old, which exceeds guidelines.
2.	Re-election of the auditor	DAFÜR	DAFÜR
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Ms. Cathleen A. Benko	DAFÜR	DAFÜR	
1.b	Re-elect Mr. Alan B. Graf Jr.	DAFÜR	● ZURÜCK-BEHALTEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.c	Re-elect Mr. John W. Rogers Jr.	DAFÜR	DAFÜR	
1.d	Elect Mr. Robert H. Swan	DAFÜR	DAFÜR	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Gender and Racial Pay Equity Report	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality.
6	Shareholder resolution: Supply Chain Management Report	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights.

No.	Traktanden	Board	Ethos	
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	
8.	Approve allocation of income and dividend	DAFÜR	DAFÜR	
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	DAFÜR	
10.	Approve remuneration report	DAFÜR	DAFÜR	
11.	Approve directors' fees	DAFÜR	DAFÜR	
12.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR	
13.	Composition of the board of directors			
13a.	Re-elect Mr. Stephen Hester	DAFÜR	DAFÜR	
13b.	Re-elect Ms. Petra van Hoeken	DAFÜR	DAFÜR	
13c.	Re-elect Mr. Johan Maltby	DAFÜR	DAFÜR	
13d.	Re-elect Ms. Lene Skole	DAFÜR	DAFÜR	
13e.	Re-elect of Mr. Birger Steen	DAFÜR	DAFÜR	
13f.	Re-elect Mr. Jonas Synnergren	DAFÜR	DAFÜR	
13g.	Re-elect Ms. Arja Talma	DAFÜR	DAFÜR	
13h.	Re-elect Ms. Kjersti Wiklund	DAFÜR	DAFÜR	
13i.	Elect Mr. Risto Murto	DAFÜR	● DAGEGEN	Concerns over the director's time commitments.
13j.	Elect Mr. Per Strömberg	DAFÜR	DAFÜR	
14.	Approve auditors' fees	DAFÜR	DAFÜR	
15.	Election of auditor	DAFÜR	DAFÜR	
16.	Amendment of Articles 10 and 11 of the Articles of Association	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.

No.	Traktanden	Board	Ethos
17.	Authorisation to issue convertible Tier 1 capital instruments	DAFÜR	DAFÜR
18.	Authorisation to repurchase own shares in the securities trading business	DAFÜR	DAFÜR
19.	Authorisation to transfer own shares in the securities trading business	DAFÜR	DAFÜR
20.	Authorisation to repurchase own shares	DAFÜR	DAFÜR
21.	Authorisation to issue shares	DAFÜR	DAFÜR
22.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1a.	Re-elect Mr. Robert K. Burgess	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Tench Coxe	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1c.	Re-elect Dr. John O. Dabiri	DAFÜR	DAFÜR	
1d.	Re-elect Dr. Persis S. Drell	DAFÜR	DAFÜR	
1e.	Re-elect Mr. Jen-Hsun Huang	DAFÜR	DAFÜR	
1f.	Re-elect Ms. Dawn Hudson	DAFÜR	DAFÜR	
1g.	Re-elect Mr. Harvey C. Jones	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1h.	Re-elect Mr. Michael G. McCaffery	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Stephen C. Neal	DAFÜR	DAFÜR	
1j.	Re-elect Mr. Mark L. Perry	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1k.	Re-elect Mr. A. Brooke Seawell	DAFÜR	● DAGEGEN	Non-independent chairman of the audit committee. The independence of this committee is insufficient. The director is over 75 years old, which exceeds guidelines. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1l.	Re-elect Dr. Aarti Shah	DAFÜR	DAFÜR	
1m.	Re-elect Mr. Mark A. Stevens	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
2.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4.	Re-election of the auditor	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos	
1	2022 annual report and accounts	DAFÜR	DAFÜR	
2	Advisory vote on directors' remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration.
3	Final dividend	DAFÜR	● DAGEGEN	The proposed dividend is inconsistent with the company's financial situation.
Elections to the board of directors				
4	Re-elect Mr. Andrew Bonfield	DAFÜR	DAFÜR	
5	Re-elect Mr. Olivier Bohuon	DAFÜR	DAFÜR	
6	Re-elect Mr. Jeff Carr	DAFÜR	DAFÜR	
7	Re-elect Ms. Margherita Della Valle	DAFÜR	DAFÜR	
8	Re-elect Mr. Nicandro Durante	DAFÜR	DAFÜR	
9	Re-elect Ms. Mary Harris	DAFÜR	DAFÜR	
10	Re-elect Mr. Mehmood Khan	DAFÜR	DAFÜR	
11	Re-elect Dr. Pamela Kirby	DAFÜR	DAFÜR	
12	Re-elect Mr. Christopher Sinclair	DAFÜR	DAFÜR	
13	Re-elect Ms. Elane Stock	DAFÜR	DAFÜR	
14	Re-elect Mr. Alan Stewart	DAFÜR	DAFÜR	
15	Elect Mr. Jeremy Darroch	DAFÜR	DAFÜR	
16	Elect Ms. Tamara Ingram, OBE	DAFÜR	DAFÜR	
17	Re-appoint KPMG as auditors	DAFÜR	DAFÜR	
18	Auditor's remuneration	DAFÜR	DAFÜR	
19	Political donations and political expenditure	DAFÜR	DAFÜR	
20	Authority to allot shares	DAFÜR	DAFÜR	
21	General authority to disapply pre-emption rights	DAFÜR	DAFÜR	
22	Specific authority to disapply pre-emption rights for an acquisition or specified capital investment	DAFÜR	DAFÜR	
23	Authority to purchase own shares	DAFÜR	● DAGEGEN	The amount of the repurchase is excessive given the financial situation and perspectives of the company.
24	Authority to call general meetings on short notice	DAFÜR	● DAGEGEN	14-days is insufficient for shareholders to vote in an informed manner.

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1.a	Re-elect Mr. Marc N. Casper	DAFÜR	● DAGEGEN	Combined chairman and CEO.
1.b	Re-elect Mr. Nelson J. Chai	DAFÜR	DAFÜR	
1.c	Re-elect Ms. Ruby R. Chandy	DAFÜR	DAFÜR	
1.d	Re-elect Prof. Dr. C. Martin Harris	DAFÜR	DAFÜR	
1.e	Re-elect Prof. Dr. Tyler Jacks	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.f	Re-elect Ms. R. Alexandra Keith	DAFÜR	DAFÜR	
1.g	Re-elect Mr. James C. Mullen	DAFÜR	● DAGEGEN	Non independent director (business connections with the company). The board is not sufficiently independent.
1.h	Re-elect Mr. Lars Rebien Sørensen	DAFÜR	● DAGEGEN	Non-independent chairman of the nomination committee. The independence of this committee is insufficient. Concerns over the director's time commitments.
1.i	Re-elect Dr. Debora L. Spar	DAFÜR	DAFÜR	
1.j	Re-elect Mr. Scott M. Sperling	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 16 years, which exceeds guidelines.
1.k	Re-elect Mr. Dion J. Weisler	DAFÜR	DAFÜR	
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.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
5	To approve the amendment of the Omnibus Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards.
6	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	

No.	Traktanden	Board	Ethos
1.	Elections of directors		
1.1	Elect Mr. André Almeida	DAFÜR	● ZURÜCK-BEHALTEN Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence.
1.2	Re-elect Mr. Marcelo Claire	DAFÜR	DAFÜR
1.3	Re-elect Dr. Srikant M. Datar	DAFÜR	DAFÜR
1.4	Elect Mr. Srinii Gopalan	DAFÜR	DAFÜR
1.5	Re-elect Mr. Timotheus Höttges	DAFÜR	DAFÜR
1.6	Re-elect Mr. Christian P. Illek	DAFÜR	DAFÜR
1.7	Re-elect Dr. Raphael Kübler	DAFÜR	DAFÜR
1.8	Re-elect Mr. Thorsten Langheim	DAFÜR	DAFÜR
1.9	Re-elect Ms. Dominique Leroy	DAFÜR	DAFÜR
1.10	Re-elect Ms. Letitia A. Long	DAFÜR	DAFÜR
1.11	Re-elect Mr. G. Michael Sievert	DAFÜR	● ZURÜCK-BEHALTEN Executive director. The board is not sufficiently independent.
1.12	Re-elect Ms. Teresa A. Taylor	DAFÜR	DAFÜR
1.13	Re-elect Mr. Kelvin R. Westbrook	DAFÜR	● ZURÜCK-BEHALTEN Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.
2.	Re-election of the auditor	DAFÜR	DAFÜR
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive variable remuneration.
4.	Advisory vote on say on pay frequency	DREI JAHRE	● EIN JAHR Ethos strongly support the right of shareholders to address pay-related concerns on an annual basis.
5.	To approve the amendment of the 2023 Incentive Award Plan	DAFÜR	● DAGEGEN Potential excessive awards.
6.	To approve the amendment of the 2014 Employee Stock Purchase Plan	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
A.	ORDINARY PART		
1.	Report of the board of directors on the annual accounts	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG
2.	Report of the statutory auditor on the annual accounts	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
5.	Approve remuneration report	DAFÜR	DAFÜR
6.	Discharge of members of the board of directors	DAFÜR	DAFÜR
7.	Discharge of the statutory auditor	DAFÜR	DAFÜR
8.	Composition of the board of directors		
8.1 (a).	Re-elect Ms. Jan Berger	DAFÜR	DAFÜR
8.1 (b).	Acknowledge independence of Ms. Jan Berger	DAFÜR	DAFÜR
8.2.	Re-elect Mr. Cyril Janssen	DAFÜR	DAFÜR
8.3 (a).	Elect Ms. Maëlys Castella	DAFÜR	DAFÜR
8.3 (b).	Acknowledge independence of Ms. Maëlys Castella	DAFÜR	DAFÜR
B.	SPECIAL PART		
9.	Approve allocation of shares under LT incentive plan	DAFÜR	DAFÜR
10.1.	Approve change of control provision: EMTN Program	DAFÜR	DAFÜR
10.2.	Approve change of control provision: Schuldschein Loan Agreements	DAFÜR	DAFÜR
10.3.	Approve change of control provision: Revolving credit facility agreement	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos
1	Election of Directors		
1.1	Re-elect Mr. Takahisa Takahara	DAFÜR	● DAGEGEN Combined chairman and CEO.
1.2	Re-elect Mr. Toshifumi Hikosaka	DAFÜR	DAFÜR
1.3	Re-elect Mr. Kenji Takaku	DAFÜR	DAFÜR
2	Election of directors to the audit and supervisory committee		
2.1	Re-elect Mr. Hiroaki Sugita to the audit and supervisory committee	DAFÜR	DAFÜR
2.2	Elect Ms. Noriko Rzonca to the audit and supervisory committee	DAFÜR	DAFÜR
2.3	Re-elect Mr. Shigeru Asada to the audit and supervisory committee	DAFÜR	DAFÜR
3	Re-election of the auditor	DAFÜR	DAFÜR

No.	Traktanden	Board	Ethos	
1	Elections of directors			
1a.	Re-elect Mr. Timothy P. Flynn	DAFÜR	DAFÜR	
1b.	Re-elect Mr. Paul R. Garcia	DAFÜR	DAFÜR	
1c.	Elect Ms. Kristen Gil	DAFÜR	DAFÜR	
1d.	Re-elect Mr. Stephen J. Hemsley	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1e.	Re-elect Ms. Michele J. Hooper	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 16 years, which exceeds guidelines.
1f.	Re-elect Mr. Frederick William McNabb III	DAFÜR	DAFÜR	
1g.	Re-elect Dr. Valerie C. Montgomery Rice	DAFÜR	DAFÜR	
1h.	Re-elect Dr. John H. Noseworthy	DAFÜR	DAFÜR	
1i.	Re-elect Mr. Andrew Witty	DAFÜR	DAFÜR	
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.
3	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	
4	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
5	Shareholder resolution: Racial Equity Audit	DAGEGEN	● DAFÜR	Enhanced disclosure on human rights to prevent discrimination.
6	Shareholder resolution: Political Spending Misalignment Report	DAGEGEN	● DAFÜR	Enhanced disclosure on political donations.
7	Shareholder resolution: Termination Pay	DAGEGEN	● DAFÜR	The proposal aims at improving the remuneration policy.

No.	Traktanden	Board	Ethos	
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Calling the Meeting to order	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3.	Election of persons to scrutinize the minutes and to supervise the counting of votes	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
4.	Recording the legality of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
5.	Recording the attendance at the Meeting and adoption of the list of votes	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
6.	Presentation of the annual accounts, the report of the board of directors and the auditor's report	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7.	Adoption of the financial statements	DAFÜR	DAFÜR	
8.	Approve allocation of income and dividend	DAFÜR	DAFÜR	
9.	Resolution on the discharge of the members of the board of directors and the CEO from liability	DAFÜR	DAFÜR	
10.	Approve remuneration report	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated.
11.	Approve directors' fees	DAFÜR	DAFÜR	
12.	Resolution on the number of members of the board of directors	DAFÜR	DAFÜR	
13.	Election of the board of directors	DAFÜR	DAFÜR	
14.	Approve auditors' fees	DAFÜR	DAFÜR	
15.	Election of auditor: PricewaterhouseCoopers	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.
16.	Election of auditor: Ernst & Young	DAFÜR	DAFÜR	
17.	Authorisation to issue shares	DAFÜR	DAFÜR	
18.	Authorisation to repurchase own shares	DAFÜR	DAFÜR	
19.	Amendment of the Articles of Association: virtual meetings (article 10)	DAFÜR	● DAGEGEN	The amendment allows the company to organise a virtual general meeting without any adequate justification.
20.	Authorisation to decide on donations	DAFÜR	DAFÜR	
21.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	
1.	Elections of directors			
1.1	Re-elect Dr. Sangeeta N. Bhatia	DAFÜR	DAFÜR	
1.2	Re-elect Mr. Lloyd A. Carney	DAFÜR	DAFÜR	
1.3	Re-elect Dr. Alan Garber	DAFÜR	DAFÜR	
1.4	Re-elect Mr. Terrence C. Kearney	DAFÜR	DAFÜR	
1.5	Re-elect Dr. med. Reshma Kewalramani	DAFÜR	DAFÜR	
1.6	Re-elect Dr. Jeffrey M. Leiden	DAFÜR	DAFÜR	
1.7	Re-elect Ms. Diana L. McKenzie	DAFÜR	DAFÜR	
1.8	Re-elect Mr. Bruce I. Sachs	DAFÜR	● DAGEGEN	<p>The director has been sitting on the board for over 16 years, which exceeds guidelines.</p> <p>Non independent lead director, which is not best practice.</p> <p>Non-independent chairman of the remuneration committee. The independence of this committee is insufficient.</p>
1.9	Re-elect Mr. Suketu Upadhyay	DAFÜR	DAFÜR	
2.	Re-election of the auditor	DAFÜR	● DAGEGEN	On a 3-year basis, the aggregate non-audit fees exceed 50% of the aggregate fees paid for audit services.
3.	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration.
4.	Advisory vote on say on pay frequency	EIN JAHR	EIN JAHR	

Disclaimer

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