

Q4 | 2022

Ethos Fonds Generalversammlungen nicht- schweizerischer Unternehmen

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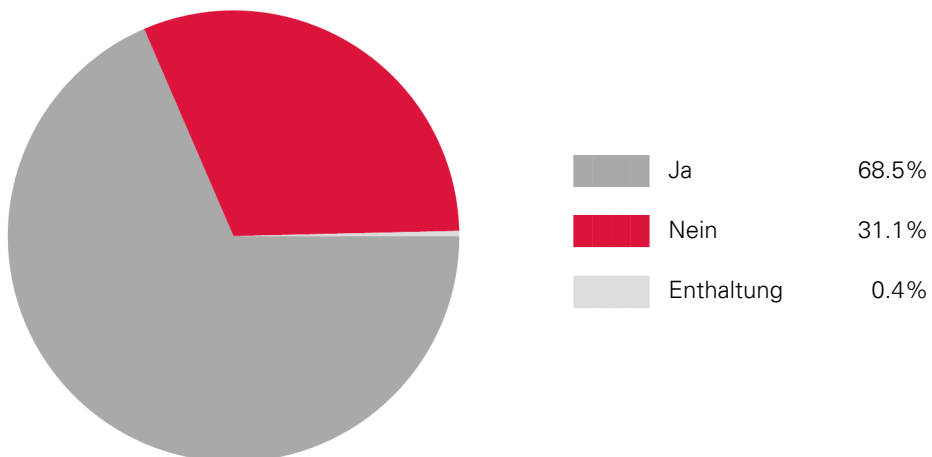
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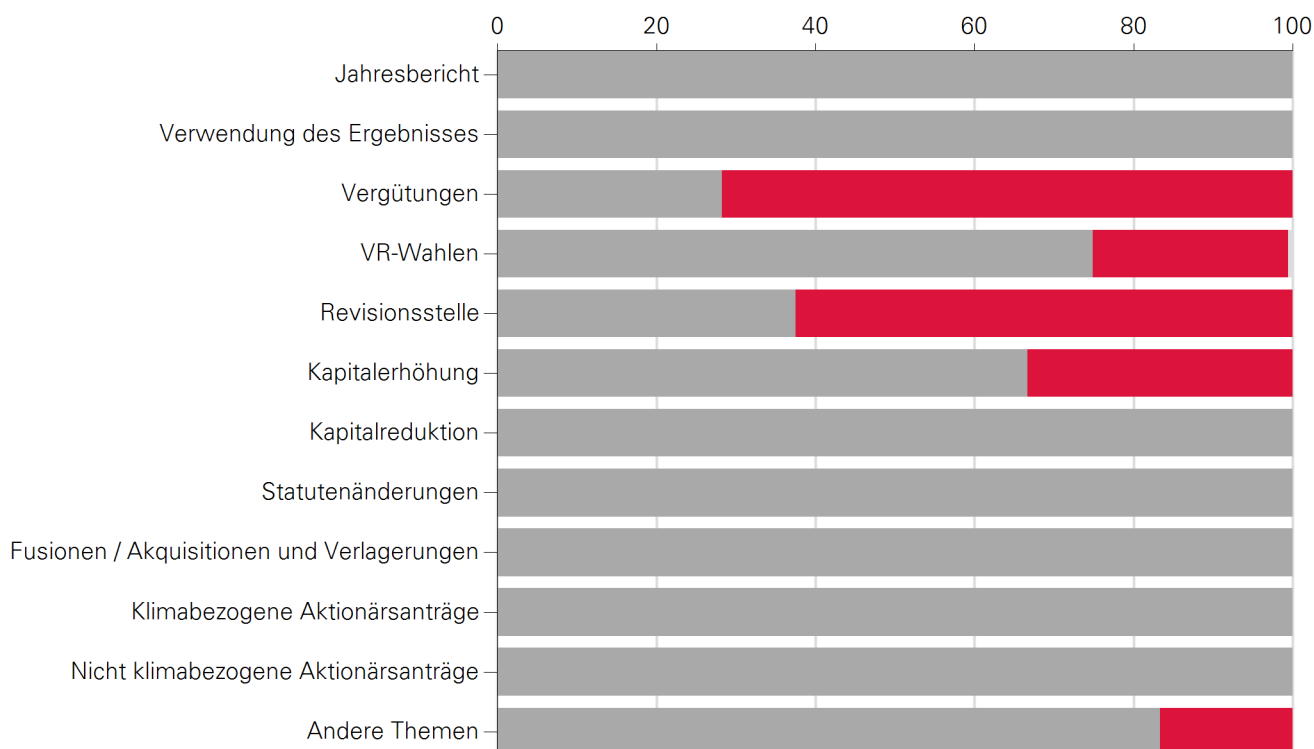
1 Zusammenfassung der analysierten Generalversammlungen

Art der Generalversammlungen	Anzahl Versammlungen	Total	Anzahl Anträge		
			Ja	Nein	Enthaltung
Ordentliche Generalversammlungen	21	258	175	82	1
Ausserordentliche Generalversammlungen	3	12	10	2	0
Total	24	270	185	84	1

1.1 Zusammenfassung der Ethos Stimmempfehlungen



1.2 Ethos Stimmempfehlungen nach Themenkategorien



	■ Angenommene Anträge		■ Abgelehnte Anträge		■ Enthaltungen		Anzahl Anträge
	Anzahl	Prozent	Anzahl	Prozent	Anzahl	Prozent	
Jahresbericht	3	100.0%	0	0.0%	0	0.0%	3
Verwendung des Ergebnisses	3	100.0%	0	0.0%	0	0.0%	3
Vergütungen	11	28.2%	28	71.8%	0	0.0%	39
VR-Wahlen	134	74.9%	44	24.6%	1	0.6%	179
Revisionsstelle	6	37.5%	10	62.5%	0	0.0%	16
Kapitalerhöhung	2	66.7%	1	33.3%	0	0.0%	3
Kapitalreduktion	1	100.0%	0	0.0%	0	0.0%	1
Statutenänderungen	4	100.0%	0	0.0%	0	0.0%	4
Fusionen / Akquisitionen und Verlagerungen	6	100.0%	0	0.0%	0	0.0%	6
Klimabezogene Aktionärsanträge	2	100.0%	0	0.0%	0	0.0%	2
Nicht klimabezogene Aktionärsanträge	8	100.0%	0	0.0%	0	0.0%	8
Andere Themen	5	83.3%	1	16.7%	0	0.0%	6

2 Ethos Stimmempfehlungen: Übersicht

Art der Generalversammlung (Typ)

- OGV Ordentliche Generalversammlungen
AGV Ausserordentliche Generalversammlungen

Abstimmungen

- ✓ Dafür
◐ Teilweise dafür
✗ Dagegen
✕ Enthaltung

Unternehmen	Datum	Typ	Jahresbericht	Verwendung des Ergebnisses	Vergütungen	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Ancor	09.11.2022	OGV			✗	✓	✓							
Automatic Data Processing	09.11.2022	OGV			◐	◐	✗							
Autozone	14.12.2022	OGV			✗	◐	✗							
Brambles	18.10.2022	OGV			◐	✓				✓				
Broadridge Financial Solutions	10.11.2022	OGV			✗	✓	✓							
Campbell Soup	30.11.2022	OGV			✗	✓	✗					✓	✓	
Cardinal Health	09.11.2022	OGV			✗	◐	✗							
Cisco Systems	08.12.2022	OGV			✗	◐	✗						✓	
Clorox	16.11.2022	OGV			✗	◐	✓							
Coloplast	01.12.2022	OGV	✓	✓	◐	◐	✓	✓		✓				✓
Computershare	10.11.2022	OGV			✗	✓				✓				
Corticeira Amorim	05.12.2022	AGV	✓	✓										
CSL	12.10.2022	OGV			✗	✓								
Goodman Group	17.11.2022	OGV			✗	◐	✓							✓
Just Eat Takeaway.com	18.11.2022	AGV				◐					✓			◐
Microsoft	13.12.2022	OGV			✗	◐	✗					✓	✓	
Oracle	16.11.2022	OGV			✗	◐	✗							
Rentokil Initial	06.10.2022	AGV									✓			
Seagate Technology Holdings	24.10.2022	OGV			✗	◐	✗							✓
Sun Hung Kai Properties	03.11.2022	OGV	✓	✓	✓	◐	✓	◐	✓					
Telstra	11.10.2022	OGV			✓	✓					✓			

Unternehmen	Datum	Typ	Jahresbericht	Verwendung des Ergebnisses	Vergütungen	VR-Wahlen	Revisionsstelle	Kapitalerhöhung	Kapitalreduktion	Statutenänderungen	Fusionen / Akquisitionen und Verlagerungen	Klimabezogene Aktionärsanträge	Nicht klimabezogene Aktionärsanträge	Andere Themen
Viatis	09.12.2022	OGV			✘	🟡	✘						✔	
Western Digital	16.11.2022	OGV			🟡	🟡	✘							
Woolworths	26.10.2022	OGV			✔	🟡								

3 Ergebnisse der Abstimmungen

3.1 Durchschnittliche Ergebnisse nach Themen

Art der Anträge	Anzahl Anträge	Verfügbare Ergebnisse	Durchschnittliche Zustimmung
Jahresbericht	3	2	100.0%
Verwendung des Ergebnisses	3	2	100.0%
Vergütungen	39	35	90.8%
VR-Wahlen	179	173	95.1%
Revisionsstelle	16	15	95.9%
Kapitalerhöhung	3	3	84.8%
Kapitalreduktion	1	1	99.9%
Statutenänderungen	4	4	99.5%
Fusionen / Akquisitionen und Verlagerungen	6	6	99.4%
Klimabezogene Aktionärsanträge	2	2	10.0%
Nicht klimabezogene Aktionärsanträge	8	8	18.4%
Andere Themen	6	6	82.3%
Alle Themen	270	257	91.4%

3.2 Abgelehnte Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Goodman Group	17.11.2022	12	Spill resolution (conditional item)	DAFÜR	1.1%
Western Digital	16.11.2022	2	Advisory vote on executive remuneration	DAGEGEN	12.3%

3.3 Die umstrittensten Anträge des Verwaltungsrats

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Oracle	16.11.2022	2	Advisory vote on executive remuneration	DAGEGEN	66.8%
Goodman Group	17.11.2022	3	Re-elect Mr. Phillip Pryke	DAGEGEN	68.9%
Oracle	16.11.2022	1.6	Re-elect Mr. George H. Conrades	ZURÜCKBEHALTEN	69.5%
Oracle	16.11.2022	1.12	Re-elect Mr. Leon E. Panetta	ZURÜCKBEHALTEN	70.1%
Oracle	16.11.2022	1.14	Re-elect Ms. Naomi O. Seligman	ZURÜCKBEHALTEN	70.7%
Goodman Group	17.11.2022	7	Advisory vote on the remuneration report	DAGEGEN	71.1%
Oracle	16.11.2022	1.11	Re-elect Mr. Charles W. Moorman IV	DAFÜR	72.7%
Oracle	16.11.2022	1.5	Re-elect Mr. Bruce R. Chizen	ZURÜCKBEHALTEN	76.9%
Sun Hung Kai Properties	03.11.2022	7	Extend the general mandate to issue new shares by adding the number of shares bought back	DAGEGEN	77.3%
Sun Hung Kai Properties	03.11.2022	6	Grant a general mandate to the board to issue new shares	DAFÜR	77.7%

3.4 Aktionärsanträge

Unternehmen	GV Datum	No.	Traktandum	Ethos	Resultat
Viatrix	09.12.2022	4	Shareholder resolution: Independent chairman	DAFÜR	45.9%
Cisco Systems	08.12.2022	4	Shareholder resolution: Tax transparency	DAFÜR	26.9%
Microsoft	13.12.2022	9	Shareholder resolution: Report on tax transparency	DAFÜR	23.0%
Microsoft	13.12.2022	7	Shareholder resolution: Report on government use of microsoft technology	DAFÜR	20.4%
Microsoft	13.12.2022	6	Shareholder resolution: Report on investment of retirement funds in companies contributing to climate change	DAFÜR	11.2%
Microsoft	13.12.2022	5	Shareholder resolution: Report on hiring of persons with arrest or incarceration records	DAFÜR	10.9%
Microsoft	13.12.2022	8	Shareholder resolution: Report on development of products for military	DAFÜR	10.5%
Campbell Soup	30.11.2022	6	Shareholder resolution: 401(k) retirement fund investment report	DAFÜR	8.8%
Campbell Soup	30.11.2022	5	Shareholder resolution: Supply chain practices report	DAFÜR	7.8%
Microsoft	13.12.2022	4	Shareholder resolution: Diversity and inclusion cost/benefit analysis	DAFÜR	1.3%

4 Stimmberichte pro Unternehmen

Amcor

09.11.2022

OGV

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Graeme R. Liebelt	DAFÜR	DAFÜR	✓ 98.2%
1.b	Re-elect Dr. Armin Meyer	DAFÜR	DAFÜR	✓ 89.0%
1.c	Re-elect Mr. Ron Stephen Delia	DAFÜR	DAFÜR	✓ 99.1%
1.d	Re-elect Mr. Achal Agarwal	DAFÜR	DAFÜR	✓ 99.2%
1.e	Re-elect Ms. Andrea Bertone	DAFÜR	DAFÜR	✓ 99.3%
1.f	Re-elect Ms. Susan K. Carter	DAFÜR	DAFÜR	✓ 98.3%
1.g	Re-elect Ms. Karen Jane Guerra	DAFÜR	DAFÜR	✓ 97.1%
1.h	Re-elect Mr. Nicholas Tom Long	DAFÜR	DAFÜR	✓ 98.8%
1.i	Re-elect Mr. Arun Nayar	DAFÜR	DAFÜR	✓ 99.1%
1.j	Re-elect Mr. David Szczupak	DAFÜR	DAFÜR	✓ 99.4%
2	Re-election of the auditor	DAFÜR	DAFÜR	✓ 99.8%
3	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive total remuneration.</p> <p>Performance targets are not sufficiently challenging.</p>	✓ 94.8%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.a	Re-elect Mr. Peter Bisson	DAFÜR	DAFÜR	✓ 98.1%	
1.b	Elect Mr. David V. Goeckeler	DAFÜR	DAFÜR	✓ 99.6%	
1.c	Re-elect Ms. Linnie M. Haynesworth	DAFÜR	DAFÜR	✓ 99.4%	
1.d	Re-elect Mr. John P. Jones	DAFÜR	DAFÜR	✓ 97.1%	
1.e	Re-elect Ms. Francine S. Katsoudas	DAFÜR	DAFÜR	✓ 98.5%	
1.f	Re-elect Ms. Nazzic S. Keene	DAFÜR	DAFÜR	✓ 99.4%	
1.g	Re-elect Mr. Thomas J. Lynch	DAFÜR	DAFÜR	✓ 97.7%	
1.h	Re-elect Mr. Scott F. Powers	DAFÜR	DAFÜR	✓ 97.8%	
1.i	Re-elect Mr. William J. Ready	DAFÜR	● DAGEGEN	<p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Concerns over the director's time commitments.</p>	✓ 88.4%
1.j	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR	✓ 99.4%	
1.k	Re-elect Ms. Sandra S. Wijnberg	DAFÜR	DAFÜR	✓ 90.6%	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive total remuneration.</p> <p>An important part of the variable remuneration is not subject to challenging long-term performance conditions.</p>	✓ 92.9%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p>	✓ 95.0%
4	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 99.4%	

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.1	Elect Mr. Michael A. George	DAFÜR	DAFÜR	✓ 99.9%	
1.2	Re-elect Ms. Linda A. Goodspeed	DAFÜR	DAFÜR	✓ 97.9%	
1.3	Re-elect Mr. Earl J. Graves Jr.	DAFÜR	● DAGEGEN	Non independent lead director, which is not best practice. The director has been sitting on the board for over 20 years, which exceeds guidelines.	✓ 89.6%
1.4	Re-elect Mr. Enderson Guimaraes	DAFÜR	DAFÜR	✓ 95.7%	
1.5	Elect Mr. Brian Hannasch	DAFÜR	DAFÜR	✓ 99.8%	
1.6	Re-elect Mr. D. Bryan Jordan	DAFÜR	DAFÜR	✓ 94.6%	
1.7	Re-elect Ms. Gale V. King	DAFÜR	DAFÜR	✓ 99.1%	
1.8	Re-elect Mr. George R. Mrkonic Jr.	DAFÜR	DAFÜR	✓ 93.9%	
1.9	Re-elect Mr. William C. Rhodes III	DAFÜR	● DAGEGEN	Combined chairman and CEO.	✓ 90.8%
1.10	Re-elect Ms. Jill A. Soltau	DAFÜR	DAFÜR	✓ 96.2%	
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns.	✓ 92.9%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	The pay-for-performance connection is not demonstrated. Excessive variable remuneration.	✓ 88.2%

No.	Traktanden	Board	Ethos		Resultat
1	Receive the financial report and the related reports for the year ended 30 June 2022	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG		
2	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	Excessive fixed remuneration.	✓ 96.9%
	Elections of directors				
3	Elect Ms. Kendra Banks	DAFÜR	DAFÜR		✓ 99.3%
4	Re-elect Mr. George El-Zoghbi	DAFÜR	DAFÜR		✓ 98.2%
5	Re-elect Mr. Jim Miller	DAFÜR	DAFÜR		✓ 98.3%
6	Issue of shares under the Performance Share Plan	DAFÜR	DAFÜR		✓ 97.1%
7	Approve participation of Mr. Chipchase in the Performance Share Plan	DAFÜR	● DAGEGEN	Potential excessive remuneration.	✓ 96.8%
8	Approve participation of Ms. O'Sullivan in the Performance Share Plan	DAFÜR	● DAGEGEN	Potential excessive remuneration.	✓ 96.8%
9	Approve participation of Mr. Chipchase in the MyShare Plan	DAFÜR	DAFÜR		✓ 98.7%
10	Amendments to the company's Constitution: corporate governance	DAFÜR	DAFÜR		✓ 99.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Leslie A. Brun	DAFÜR	DAFÜR	✓ 97.3%
1.b	Re-elect Ms. Pamela L. Carter	DAFÜR	DAFÜR	✓ 97.8%
1.c	Re-elect Mr. Richard J. Daly	DAFÜR	DAFÜR	✓ 97.1%
1.d	Re-elect Mr. Robert N. Duelks	DAFÜR	DAFÜR	✓ 96.3%
1.e	Re-elect Mr. Melvin L. Flowers	DAFÜR	DAFÜR	✓ 99.7%
1.f	Re-elect Mr. Timothy C. Gokey	DAFÜR	DAFÜR	✓ 99.4%
1.g	Re-elect Mr. Brett A. Keller	DAFÜR	DAFÜR	✓ 99.7%
1.h	Re-elect Ms. Maura A. Markus	DAFÜR	DAFÜR	✓ 98.8%
1.i	Elect Ms. Eileen K. Murray	DAFÜR	DAFÜR	✓ 99.8%
1.j	Re-elect Ms. Annette L. Nazareth	DAFÜR	DAFÜR	✓ 99.7%
1.k	Re-elect Mr. Thomas J. Perna	DAFÜR	DAFÜR	✓ 96.5%
1.l	Re-elect Mr. Amit K. Zavery	DAFÜR	DAFÜR	✓ 99.8%
2	Advisory vote on executive remuneration	DAFÜR	<p>● DAGEGEN</p> <p>Excessive variable remuneration.</p> <p>We do not consider the performance period for the long-term incentive plan to be long enough.</p>	✓ 91.8%
3	Re-election of Deloitte & Touche as the auditor	DAFÜR	DAFÜR	✓ 98.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Ms. Fabiola R. Arredondo	DAFÜR	DAFÜR	✓ 99.5%
1.2	Re-elect Mr. Howard M. Averill	DAFÜR	DAFÜR	✓ 99.0%
1.3	Re-elect Mr. John P. Bilbrey	DAFÜR	DAFÜR	✓ 99.0%
1.4	Re-elect Mr. Mark A. Clouse	DAFÜR	DAFÜR	✓ 99.7%
1.5	Elect Mr. Bennett Dorrance, Jr.	DAFÜR	DAFÜR	✓ 99.7%
1.6	Re-elect Ms. Maria Teresa Hilado	DAFÜR	DAFÜR	✓ 99.6%
1.7	Re-elect Mr. Grant H. Hill	DAFÜR	DAFÜR	✓ 99.3%
1.8	Re-elect Ms. Sarah Hofstetter	DAFÜR	DAFÜR	✓ 99.2%
1.9	Re-elect Mr. Marc B. Lautenbach	DAFÜR	DAFÜR	✓ 99.7%
1.10	Re-elect Ms. Mary Alice Dorrance Malone	DAFÜR	DAFÜR	✓ 98.0%
1.11	Re-elect Mr. Keith R. McLoughlin	DAFÜR	DAFÜR	✓ 99.6%
1.12	Re-elect Mr. Kurt T. Schmidt	DAFÜR	DAFÜR	✓ 99.3%
1.13	Re-elect Mr. Archbold D. van Beuren	DAFÜR	DAFÜR	✓ 97.1%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.7%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 95.2%
4	To approve the 2022 Long Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 97.8%
5	Shareholder resolution: Supply chain practices report	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues related to supply chain practices. ✗ 7.8%
6	Shareholder resolution: 401(k) retirement fund investment report	DAGEGEN	● DAFÜR	Enhanced disclosure on climate issues. ✗ 8.8%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Elect Mr. Steven K. Barg	DAFÜR	DAFÜR	✓ 99.6%
1.b	Elect Ms. Michelle M. Brennan	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 99.6%
1.c	Elect Ms. Sujatha Chandrasekaran	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 99.6%
1.d	Re-elect Ms. Carrie S. Cox	DAFÜR	● DAGEGEN	Non-independent chairwoman of the remuneration committee. The independence of this committee is insufficient. Concerns over the director's time commitments. ✓ 86.2%
1.e	Re-elect Mr. Bruce L. Downey	DAFÜR	DAFÜR	✓ 94.1%
1.f	Re-elect Ms. Sheri H. Edison	DAFÜR	DAFÜR	✓ 99.4%
1.g	Re-elect Mr. David C. Evans	DAFÜR	DAFÜR	✓ 98.6%
1.h	Re-elect Ms. Patricia A. Hemingway Hall	DAFÜR	DAFÜR	✓ 97.5%
1.i	Elect Mr. Jason M. Hollar	DAFÜR	DAFÜR	✓ 99.4%
1.j	Re-elect Mr. Akhil Johri	DAFÜR	DAFÜR	✓ 99.3%
1.k	Re-elect Mr. Gregory B. Kenny	DAFÜR	DAFÜR	✓ 93.2%
1.l	Re-elect Ms. Nancy Killefer	DAFÜR	DAFÜR	✓ 97.5%
1.m	Elect Ms. Christine A. Mundkur	DAFÜR	● DAGEGEN	Non independent director (representative of an important shareholder). The number of important shareholder representatives on the board is sufficient and the board lacks independence. ✓ 99.6%
2	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 96.4%
3	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 91.0%

No.	Traktanden	Board	Ethos	Resultat	
1	Elections of directors				
1.a	Re-elect Ms. Michele Burns	DAFÜR	DAFÜR	✓ 94.1%	
1.b	Re-elect Mr. Wesley G. Bush	DAFÜR	DAFÜR	✓ 99.7%	
1.c	Re-elect Mr. Michael D. Capellas	DAFÜR	● DAGEGEN	<p>Non-independent chairman of the nomination committee. The independence of this committee is insufficient.</p> <p>Non independent lead director, which is not best practice.</p>	✓ 87.4%
1.d	Re-elect Mr. Mark S. Garrett	DAFÜR	DAFÜR	✓ 97.1%	
1.e	Re-elect Mr. John D. Harris II	DAFÜR	DAFÜR	✓ 99.7%	
1.f	Re-elect Dr. Kristina M. Johnson	DAFÜR	DAFÜR	✓ 99.4%	
1.g	Re-elect Mr. Roderick C. McGeary	DAFÜR	DAFÜR	✓ 92.0%	
1.h	Elect Ms. Sarah Rae Murphy	DAFÜR	DAFÜR	✓ 99.7%	
1.i	Re-elect Mr. Charles H. Robbins	DAFÜR	● DAGEGEN	<p>Combined chairman and CEO.</p>	✓ 91.6%
1.j	Re-elect Mr. Brenton L. Saunders	DAFÜR	DAFÜR	✓ 86.8%	
1.k	Re-elect Dr. Lisa T. Su	DAFÜR	DAFÜR	✓ 99.5%	
1.l	Re-elect Ms. Marianna Tessel	DAFÜR	DAFÜR	✓ 99.7%	
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	<p>Excessive variable remuneration.</p>	✓ 89.8%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	<p>The auditor's long tenure raises independence concerns.</p>	✓ 94.0%
4	Shareholder resolution: Tax transparency	DAGEGEN	● DAFÜR	<p>Enhanced disclosure on the tax practices of the company.</p>	✗ 26.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Dr. Amy L. Banse	DAFÜR	DAFÜR	✓ 98.7%
1.2	Elect Ms. Julia Denman	DAFÜR	DAFÜR	✓ 99.2%
1.3	Re-elect Mr. Spencer C. Fleischer	DAFÜR	DAFÜR	✓ 98.3%
1.4	Re-elect Ms. Esther Lee	DAFÜR	DAFÜR	✓ 99.0%
1.5	Re-elect Mr. A.D. David Mackay	DAFÜR	DAFÜR	✓ 99.1%
1.6	Re-elect Mr. Paul Parker	DAFÜR	DAFÜR	✓ 99.3%
1.7	Elect Ms. Stephanie Plaines	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 99.1%
1.8	Re-elect Ms. Linda J. Rendle	DAFÜR	DAFÜR	✓ 99.1%
1.9	Re-elect Mr. Matthew J. Shattock	DAFÜR	DAFÜR	✓ 97.3%
1.10	Re-elect Ms. Kathryn A. Tesija	DAFÜR	DAFÜR	✓ 98.9%
1.11	Re-elect Mr. Russell J. Weiner	DAFÜR	DAFÜR	✓ 99.1%
1.12	Re-elect Mr. Christopher J. Williams	DAFÜR	DAFÜR	✓ 98.8%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 93.4%
3	Re-election of the auditor	DAFÜR	DAFÜR	✓ 97.9%

No.	Traktanden	Board	Ethos	Resultat
1.	Introduction of a new Article 21 to the Articles of Association	DAFÜR	DAFÜR	✓ 100.0%
2.	Report on the Company's activities	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
3.	Adoption of the financial statements	DAFÜR	DAFÜR	✓ 100.0%
4.	Approve allocation of income and dividend	DAFÜR	DAFÜR	✓ 100.0%
5.	Approve remuneration report	DAFÜR	● DAGEGEN	The long-term incentive plan is based on continued employment only. ✓ 96.0%
6.	Approve directors' fees	DAFÜR	DAFÜR	✓ 100.0%
7.1.	Authorisation to issue shares	DAFÜR	DAFÜR	✓ 99.4%
7.2.	Amendment of Article 21 of the Articles of Association	DAFÜR	DAFÜR	✓ 98.9%
8.	Composition of the board of directors			
8.1.	Election of Lars Søren Rasmussen	DAFÜR	DAFÜR	✓
8.2.	Election of Niels Peter Louis-Hansen	DAFÜR	DAFÜR	✓
8.3.	Election of Annette Brüls	DAFÜR	DAFÜR	✓
8.4.	Election of Carsten Hellmann	DAFÜR	DAFÜR	✓
8.5.	Election of Jette Nygaard-Andersen	DAFÜR	DAFÜR	✓
8.6.	Election of Marianne Wiinholt	DAFÜR	● ENTHALTUNG	Concerns over the director's time commitments. ✓
9.	Election of auditor	DAFÜR	DAFÜR	✓
10.	To authorise the meeting chairperson	DAFÜR	DAFÜR	✓ 100.0%
11.	Any other business	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Receive financial statements and related reports for the financial year ended 30 June 2022	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Elections of directors			
2.a	Re-elect Ms. Tiffany Fuller	DAFÜR	DAFÜR	✓ 91.9%
3	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	Excessive fixed remuneration. ✓ 96.6%
4	Grant of Performance Rights to the CEO	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 97.7%
5	Update of the Constitution of the company (corporate governance)	DAFÜR	DAFÜR	✓ 99.9%

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No.	Traktanden	Board	Ethos	Resultat
1	Approval of the individual interim balance sheet of the Company as of 30 September 2022	DAFÜR	DAFÜR	✓
2	Approval of the distribution of a dividend of €0.09 per share	DAFÜR	DAFÜR	✓

No.	Traktanden	Board	Ethos	Resultat
1	Receive financial statements and related reports for the financial year ended 30 June 2022	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Elections of directors			
2.a	Re-elect Ms. Marie McDonald	DAFÜR	DAFÜR	✓ 90.4%
2.b	Re-elect Dr. Megan Clark	DAFÜR	DAFÜR	✓ 96.6%
3	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 89.9%
4	Grant of Performance Share Units to Mr. Paul Perreault (CEO)	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 90.7%

No.	Traktanden	Board	Ethos	Resultat
	To receive the annual report for the year ended 30 June 2022	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
1	Re-election of KPMG as the auditor of Goodman Logistics (HK) Limited	DAFÜR	DAFÜR	✓ 93.9%
	Elections of directors			
2	Re-elect Mr. Christopher Green	DAFÜR	DAFÜR	✓ 79.5%
3	Re-elect Mr. Phillip Pryke	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 68.9%
4	Re-elect Mr. Anthony Rozic	DAFÜR	● DAGEGEN	Executive director. The number of executives on the board exceeds market practice. ✓ 85.5%
5	Elect Ms. Hilary Spann	DAFÜR	DAFÜR	✓ 99.9%
6	Elect Ms. Vanessa Liu	DAFÜR	DAFÜR	✓ 99.9%
7	Advisory vote on the remuneration report	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓ 71.1%
8	Grant of Performance Rights to Mr. Gregory Goodman (CEO)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓
9	Grant of Performance Rights to Mr. Danny Peeters (Head Brazil)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓
10	Grant of Performance Rights to Mr. Anthony Rozic (Deputy CEO and CEO North America)	DAFÜR	● DAGEGEN	Excessive variable remuneration. ✓
11	Increase of the non-executive directors' fee pool	DAFÜR	● DAGEGEN	The proposed increase relative to the previous year is excessive and not justified. ✓
12	Spill resolution (conditional item)	DAGEGEN	● DAFÜR	If the remuneration report is rejected by more than 25% of the shareholders two years in a row, shareholders should have the possibility to vote on the re-election of all directors at an EGM (Spill Meeting). ✗ 1.1%

No.	Traktanden	Board	Ethos	Resultat
1.	Opening of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2.	Approval of Transaction	DAFÜR	DAFÜR	✓ 100.0%
3.	Transfer of Just Eat Takeaway.com shares from the category of a "Premium Listing" to the category of a "Standard Listing" on the Official List	DAFÜR	● DAGEGEN	The transfer would have a negative impact on shareholder rights. ✓ 99.9%
4a.	Election of Jörg Gerbig to the executive board	DAFÜR	DAFÜR	✓ 100.0%
4b.	Election of Andrew Kenny to the executive board	DAFÜR	DAFÜR	✓ 100.0%
5.	Composition of the supervisory board			
5a.	Election of Mieke de Schepper	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 95.7%
5b.	Election of Dick Boer	DAFÜR	DAFÜR	✓ 97.9%
6.	Any other business	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
7.	Closing of the Meeting	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Re-elect Mr. Reid G. Hoffman	DAFÜR	DAFÜR	✓ 99.4%
1.2	Re-elect Mr. Hugh F. Johnston	DAFÜR	● DAGEGEN	Concerns over the director's time commitments. ✓ 97.2%
1.3	Re-elect Ms. Teri L. List	DAFÜR	DAFÜR	✓ 98.1%
1.4	Re-elect Mr. Satya Nadella	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 94.8%
1.5	Re-elect Ms. Sandra E. Peterson	DAFÜR	DAFÜR	✓ 97.9%
1.6	Re-elect Ms. Penny S. Pritzker	DAFÜR	DAFÜR	✓ 99.6%
1.7	Re-elect Mr. Carlos A. Rodriguez	DAFÜR	DAFÜR	✓ 99.5%
1.8	Re-elect Mr. Charles W. Scharf	DAFÜR	DAFÜR	✓ 98.6%
1.9	Re-elect Mr. John W. Stanton	DAFÜR	DAFÜR	✓ 99.5%
1.10	Re-elect Mr. John W. Thompson	DAFÜR	DAFÜR	✓ 98.8%
1.11	Re-elect Ms. Emma N. Walmsley	DAFÜR	DAFÜR	✓ 98.7%
1.12	Re-elect Ms. Padmasree Warrior	DAFÜR	DAFÜR	✓ 98.6%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 88.8%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 95.4%
4	Shareholder resolution: Diversity and inclusion cost/benefit analysis	DAGEGEN	● DAFÜR	Enhanced disclosure on gender equality and ethnic diversity. ✗ 1.3%
5	Shareholder resolution: Report on hiring of persons with arrest or incarceration records	DAGEGEN	● DAFÜR	Enhanced disclosure on social issues. ✗ 10.9%
6	Shareholder resolution: Report on investment of retirement funds in companies contributing to climate change	DAGEGEN	● DAFÜR	Enhanced disclosure on the environmental impact of the employee retirement funds. ✗ 11.2%
7	Shareholder resolution: Report on government use of microsoft technology	DAGEGEN	● DAFÜR	Enhanced disclosure on civil and human rights. ✗ 20.4%
8	Shareholder resolution: Report on development of products for military	DAGEGEN	● DAFÜR	Enhanced disclosure on reputational risks linked to the use of company products for military purposes. ✗ 10.5%
9	Shareholder resolution: Report on tax transparency	DAGEGEN	● DAFÜR	Enhanced disclosure on the tax practices of the company. ✗ 23.0%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.1	Elect Ms. Awo Ablo	DAFÜR	DAFÜR	✓ 99.7%
1.2	Re-elect Mr. Jeffrey S. Berg	DAFÜR	● ZURÜCK-BEHALTEN	<p>✓ 77.9%</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.3	Re-elect Dr. Michael J. Boskin	DAFÜR	● ZURÜCK-BEHALTEN	<p>✓ 83.3%</p> <p>Non-independent chairman of the audit committee. The independence of this committee is insufficient.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.4	Re-elect Ms. Safra A. Catz	DAFÜR	● ZURÜCK-BEHALTEN	<p>✓ 84.0%</p> <p>Executive director. The board is not sufficiently independent.</p>
1.5	Re-elect Mr. Bruce R. Chizen	DAFÜR	● ZURÜCK-BEHALTEN	<p>✓ 76.9%</p> <p>Non independent lead director, which is not best practice.</p> <p>Chairman of the nomination committee. The composition of the board is unsatisfactory.</p>
1.6	Re-elect Mr. George H. Conrades	DAFÜR	● ZURÜCK-BEHALTEN	<p>✓ 69.5%</p> <p>The director is over 75 years old, which exceeds guidelines.</p>
1.7	Re-elect Mr. Lawrence J. Ellison	DAFÜR	● ZURÜCK-BEHALTEN	<p>✓ 85.4%</p> <p>Chairman of the board and the composition of the board is very unsatisfactory.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.8	Re-elect Ms. Rona A. Fairhead	DAFÜR	DAFÜR	✓ 86.5%
1.9	Re-elect Mr. Jeffrey O. Henley	DAFÜR	● ZURÜCK-BEHALTEN	<p>✓ 86.1%</p> <p>Executive director. The board is not sufficiently independent.</p> <p>The director is over 75 years old, which exceeds guidelines.</p> <p>The director has been sitting on the board for over 20 years, which exceeds guidelines.</p>
1.10	Re-elect Ms. Renée J. James	DAFÜR	● ZURÜCK-BEHALTEN	<p>✓ 86.9%</p> <p>Non independent director (business connections with the company). The board is not sufficiently independent.</p> <p>Concerns over the director's time commitments.</p>
1.11	Re-elect Mr. Charles W. Moorman IV	DAFÜR	DAFÜR	✓ 72.7%

No.	Traktanden	Board	Ethos	Resultat
1.12	Re-elect Mr. Leon E. Panetta	DAFÜR	● ZURÜCK-BEHALTEN The director is over 75 years old, which exceeds guidelines.	✓ 70.1%
1.13	Re-elect Mr. William G. Parrett	DAFÜR	● ZURÜCK-BEHALTEN The director is over 75 years old, which exceeds guidelines.	✓ 80.9%
1.14	Re-elect Ms. Naomi O. Seligman	DAFÜR	● ZURÜCK-BEHALTEN The director is over 75 years old, which exceeds guidelines.	✓ 70.7%
1.15	Re-elect Dr. Vishal Sikka	DAFÜR	● ZURÜCK-BEHALTEN Non independent director (consultancy agreement). The board is not sufficiently independent.	✓ 86.9%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN Excessive total remuneration. Excessive variable remuneration. An important part of the variable remuneration is based on continued employment only.	✓ 66.8%
3	Re-election of the auditor	DAFÜR	● DAGEGEN The auditor's long tenure raises independence concerns.	✓ 99.6%

No.	Traktanden	Board	Ethos	Resultat
1	To approve the acquisition of Terminix Global Holdings, Inc	DAFÜR	DAFÜR	✓ 99.9%
2	To authorise the Directors to allot shares in connection with the Transaction	DAFÜR	DAFÜR	✓ 99.9%
3	To authorise the Directors to borrow up to £5 billion in connection with the Transaction	DAFÜR	DAFÜR	✓ 98.4%
4	To adopt the Terminix Share Plan	DAFÜR	DAFÜR	✓ 98.5%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Mr. Shankar Arumugavelu	DAFÜR	DAFÜR	✓ 99.6%
1.b	Re-elect Mr. Pratik Bhatt	DAFÜR	DAFÜR	✓ 99.6%
1.c	Re-elect Ms. Judy Bruner	DAFÜR	DAFÜR	✓ 97.4%
1.d	Re-elect Mr. Michael R. Cannon	DAFÜR	DAFÜR	✓ 96.7%
1.e	Elect Mr. Richard L. Clemmer	DAFÜR	● DAGEGEN	The director is over 70 years old, which exceeds guidelines for new nominees. ✓ 99.7%
1.f	Elect Ms. Yolanda L. Conyers	DAFÜR	DAFÜR	✓ 99.7%
1.g	Re-elect Mr. Jay L. Geldmacher	DAFÜR	DAFÜR	✓ 99.2%
1.h	Re-elect Mr. Dylan G. Haggart	DAFÜR	DAFÜR	✓ 99.5%
1.i	Re-elect Dr. William D. Mosley	DAFÜR	DAFÜR	✓ 99.4%
1.j	Re-elect Ms. Stephanie Tilenius	DAFÜR	DAFÜR	✓ 99.6%
1.k	Re-elect Mr. Edward J. Zander	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 89.4%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	An important part of the variable remuneration is based on continued employment only. ✓ 88.0%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 93.6%
4	Determine the price range for the re-allotment of treasury shares	DAFÜR	DAFÜR	✓ 93.0%

No.	Traktanden	Board	Ethos	Resultat
1	To receive the audited financial statements and related reports for the year ended 30 June 2022	DAFÜR	DAFÜR	✓ 100.0%
2	To declare a final dividend	DAFÜR	DAFÜR	✓ 100.0%
3.1	Elections of directors			
3.1.a	Elect Mr. Tak-yeung (Albert) Lau	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 96.9%
3.1.b	Elect Ms. Sau-yim (Maureen) Fung	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 97.1%
3.1.c	Elect Mr. Hong-ki (Robert) Chan	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 96.9%
3.1.d	Re-elect Mr. Ping-luen (Raymond) Kwok	DAFÜR	● DAGEGEN	Combined chairman and CEO. ✓ 92.7%
3.1.e	Re-elect Mr. Dicky (Peter) Yip	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 87.9%
3.1.f	Re-elect Prof. Yue-chim (Richard) Wong	DAFÜR	● DAGEGEN	Non-independent chairman of the remuneration committee. The independence of this committee is insufficient. ✓ 86.8%
				Non-independent chairman of the nomination committee. The independence of this committee is insufficient.
3.1.g	Re-elect Dr. Kwok-lun (William) Fung	DAFÜR	● DAGEGEN	Non independent director (board membership exceeding time limit for independence). The board is not sufficiently independent. ✓ 90.4%
3.1.h	Re-elect Dr. Nai-pang (Norman) Leung	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 96.5%
3.1.i	Re-elect Mr. Hung-ling (Henry) Fan	DAFÜR	DAFÜR	✓ 99.8%
3.1.j	Re-elect Mr. Cheuk-yin (William) Kwan	DAFÜR	● DAGEGEN	The director is over 75 years old, which exceeds guidelines. ✓ 86.5%
				The director has been sitting on the board for over 20 years, which exceeds guidelines.
3.1.k	Re-elect Mr. Kai-wang (Christopher) Kwok	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 97.0%
3.1.l	Re-elect Mr. Chi-ho (Eric) Tung	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent. ✓ 96.5%
3.2	Fix the directors' fees for the year ending 30 June 2023	DAFÜR	DAFÜR	✓ 100.0%
4	Re-elect Deloitte Touche Tohmatsu as auditor and authorise the board of directors to fix its remuneration	DAFÜR	DAFÜR	✓ 98.6%
5	Grant a general mandate to the board to buy back shares	DAFÜR	DAFÜR	✓ 99.9%
6	Grant a general mandate to the board to issue new shares	DAFÜR	DAFÜR	✓ 77.7%

No.	Traktanden	Board	Ethos	Resultat
7	Extend the general mandate to issue new shares by adding the number of shares bought back	DAFÜR	● DAGEGEN	Excessive potential capital increase without pre-emptive rights. ✓ 77.3%

No.	Traktanden	Board	Ethos	Resultat
1	Chairman and CEO presentations	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
2	To receive the company's financial statements and reports for the year ended 30 June 2022	OHNE ABSTIM- MUNG	OHNE ABSTIM- MUNG	
3	Elections of directors			
3.a	Re-elect Mr. Eelco Blok	DAFÜR	DAFÜR	✓ 98.4%
3.b	Re-elect Mr. Craig W. Dunn	DAFÜR	DAFÜR	✓ 95.9%
4.a	Grant of Bonus Shares to Ms. Brady	DAFÜR	DAFÜR	✓ 97.1%
4.b	Grant of Performance Rights to Ms. Brady	DAFÜR	DAFÜR	✓ 97.7%
5	Advisory vote on the remuneration report	DAFÜR	DAFÜR	✓ 96.8%
	Court meeting			
I	Approve scheme of arrangement for the group reorganisation	DAFÜR	DAFÜR	✓ 99.6%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.A	Re-elect Mr. W. Don Cornwell	DAFÜR	● DAGEGEN	Non independent director (various reasons). The board is not sufficiently independent. ✓ 98.5%
1.B	Re-elect Mr. Harry A. Korman	DAFÜR	DAFÜR	✓ 87.9%
1.C	Re-elect Mr. Rajiv Malik	DAFÜR	● DAGEGEN	Executive director. The board is not sufficiently independent and the number of executives on the board exceeds market practice. ✓ 94.3%
1.D	Re-elect Mr. Richard A. Mark	DAFÜR	DAFÜR	✓ 95.2%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. Excessive variable remuneration. ✓ 90.7%
3	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 94.6%
4	Shareholder resolution: Independent chairman	DAGEGEN	● DAFÜR	An independent chairman can ensure independent oversight of management. ✗ 45.9%

No.	Traktanden	Board	Ethos	Resultat
1	Elections of directors			
1.a	Re-elect Ms. Kimberly E. Alexy	DAFÜR	DAFÜR	✓ 96.6%
1.b	Re-elect Dr. Thomas H. Caufield	DAFÜR	DAFÜR	✓ 95.1%
1.c	Re-elect Mr. Martin I. Cole	DAFÜR	DAFÜR	✓ 80.5%
1.d	Re-elect Mr. Tunç Doluca	DAFÜR	DAFÜR	✓ 84.6%
1.e	Re-elect Mr. David V. Goeckeler	DAFÜR	DAFÜR	✓ 98.7%
1.f	Re-elect Mr. Matthew E. Massengill	DAFÜR	● DAGEGEN	The director has been sitting on the board for over 20 years, which exceeds guidelines. ✓ 92.5%
1.g	Re-elect Ms. Stephanie A. Streeter	DAFÜR	DAFÜR	✓ 82.1%
1.h	Re-elect Ms. Miyuki Suzuki	DAFÜR	DAFÜR	✓ 97.1%
2	Advisory vote on executive remuneration	DAFÜR	● DAGEGEN	Excessive total remuneration. An important part of the variable remuneration is based on continued employment only. The remuneration committee amended the long-term plan during the performance period, which is not best practice. ✗ 12.3%
3	To approve the amendment and restatement of the Long Term Incentive Plan	DAFÜR	● DAGEGEN	Potential excessive awards. ✓ 86.1%
4	To approve the Employee Stock Purchase Plan	DAFÜR	DAFÜR	✓ 99.1%
5	Re-election of the auditor	DAFÜR	● DAGEGEN	The auditor's long tenure raises independence concerns. ✓ 92.1%

No.	Traktanden	Board	Ethos	Resultat
1	To receive financial statements and related reports for the financial year ended 26 June 2022	OHNE ABSTIMMUNG	OHNE ABSTIMMUNG	
2	Elections of directors			
2.a	Re-elect Ms. Jennifer Carr-Smith	DAFÜR	DAFÜR	✓ 94.5%
2.b	Re-elect Ms. Holly Kramer	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. ✓ 96.9%
2.c	Re-elect Ms. Kathryn A. Tesija	DAFÜR	DAFÜR	✓ 98.0%
3	Advisory vote on the remuneration report	DAFÜR	DAFÜR	✓ 96.5%
4	Grant of performance shares to the CEO	DAFÜR	DAFÜR	✓ 97.0%

Disclaimer

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