

	For	% for	Against	% Against	ISC Abstain	1,588,219,173 TOTAL	97.03% FOR+AGAINST	
2.b) Remuneration report 2022 (discussion and advisory vote)	1,501,448,126	97.43%	39,638,984	2.57%	-	1,541,087,110	1,541,087,110	100.000%
2.c) Adoption of annual accounts 2022 (voting item)	1,541,036,148	100.00%	-	0.00%	50,962	1,541,087,110	1,541,036,148	99.997%
3.b) Determination and distribution of dividend for 2022 (voting item)	1,541,087,110	100.00%	-	0.00%	-	1,541,087,110	1,541,087,110	100.000%
4.a) Release from liability of the executive directors (voting item)	1,540,709,983	99.98%	236,753	0.02%	140,374	1,541,087,110	1,540,946,736	99.991%
4.b) Release from liability of the non-executive directors (voting item)	1,538,347,989	99.83%	2,598,747	0.17%	140,374	1,541,087,110	1,540,946,736	99.991%
5. Approval of the remuneration policy (voting item)	1,536,091,737	99.68%	4,995,373	0.32%	-	1,541,087,110	1,541,087,110	100.000%
6. Approval of Long-Term Incentive Plan 2023 (voting item)	1,539,137,109	99.87%	1,950,001	0.13%	-	1,541,087,110	1,541,087,110	100.000%
7. Authorisation of the Board as the competent body to acquire fully paid shares in the Company's capital (voting item)	1,540,452,583	99.96%	630,055	0.04%	4,472	1,541,087,110	1,541,082,638	100.000%
8. Re-appointment of Ernst & Young Accountants LLP as independent external auditor entrusted with the audit of the annual accounts for the financial years 2023 and 2024 (voting item)	1,541,087,110	100.00%	-	0.00%	-	1,541,087,110	1,541,087,110	100.000%