

| No. | Item on the Agenda   | No. of shares for which valid votes have been cast | Proportion of share capital % | Total No. of valid votes | No. of votes     |        | No. of votes |       | No. of votes     |       |
|-----|--|--|-------------------------------|--------------------------|------------------|--------|--------------|-------|------------------|-------|
|     |  |  |                               |                          | FOR              | %      | AGAINST      | %     | ABSTAIN          | %     |
|     |  | Section101(5)(1)                                   | Section101(5)(2)              | Section101(5)(3)         | Section101(5)(4) |        |              |       | Section101(5)(5) |       |
| 2.  | Presentation and adoption of the audited annual report for 2020  | 8,747,601  | 48.64                         | 8,747,601                | 8,724,502        | 99.74  | 4,803        | 0.05  | 18,296           | 0.21  |
| 3.  | Resolution on discharging the Executive Board and the Board of Directors from liability                                | 8,747,601  | 48.64                         | 8,747,601                | 8,729,305        | 99.79  | 0            | 0.00  | 18,296           | 0.21  |
| 4.  | Resolution concerning distribution of profit or covering of loss according to the adopted annual report for 2020       | 8,747,601  | 48.64                         | 8,747,601                | 8,747,466        | 100.00 | 0            | 0.00  | 135              | 0.00  |
| 5.  | Presentation of and advisory vote concerning the remuneration report 2020  | 8,747,601  | 48.64                         | 8,747,601                | 6,273,896        | 71.72  | 2,152,752    | 24.61 | 320,953          | 3.67  |
| 6.  | Resolution concerning the Board of Directors' remuneration for 2021  | 8,747,601  | 48.64                         | 8,747,601                | 7,821,909        | 89.42  | 329          | 0.00  | 925,363          | 10.58 |
|     | a. Authorisation of the Board of Directors to permit the company to acquire treasury shares                            | 8,747,601  | 48.64                         | 8,747,601                | 8,733,723        | 99.84  | 0            | 0.00  | 13,878           | 0.16  |
|     | b. Authorisation in the Articles of Association of the Board of Directors to conduct fully electronic general meetings | 8,747,601  | 48.64                         | 8,747,601                | 8,679,005        | 99.22  | 68,596       | 0.78  | 0                | 0.00  |
|     | c. Authorisation to the chairman of the annual general meeting   | 8,747,601  | 48.64                         | 8,747,601                | 8,747,601        | 100.00 | 0            | 0.00  | 0                | 0.00  |
|     | Re-appointment of Deloitte Statsautoriseret Revisionspartnerselskab  | 8,747,601  | 48.64                         | 8,747,601                | 8,732,002        | 99.82  | 0            | 0.00  | 15,599           | 0.18  |
| 9.  | Election of members to the Board of Directors:   |  |                               |                          |                  |        |              |       |                  |       |
|     | a. Re-election of Kent Arentoft  | 8,747,601  | 48.64                         | 8,747,601                | 8,154,414        | 93.22  | 0            | 0.00  | 593,187          | 6.78  |
|     | b. Re-election of Stewart A Baseley  | 8,747,601  | 48.64                         | 8,747,601                | 8,723,813        | 99.73  | 0            | 0.00  | 23,788           | 0.27  |
|     | c. Re-election of Volker Christmann  | 8,747,601  | 48.64                         | 8,747,601                | 8,747,197        | 100.00 | 0            | 0.00  | 404              | 0.00  |
|     | d. Re-election of Pierre-Yves Jullien  | 8,747,601  | 48.64                         | 8,747,601                | 8,723,813        | 99.73  | 0            | 0.00  | 23,788           | 0.27  |
|     | e. Re-election of Miguel Kohlmann  | 8,747,601  | 48.64                         | 8,747,601                | 8,747,197        | 100.00 | 0            | 0.00  | 404              | 0.00  |
|     | f. Re-election of Helen MacPhee  | 8,747,601  | 48.64                         | 8,747,601                | 8,747,197        | 100.00 | 0            | 0.00  | 404              | 0.00  |