

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)	
1.	Management's report on the company's activities in 2023									
2.	Presentation and adoption of the audited annual report for 2023	10,287,819	62.35	10,287,819	10,287,819	100.00	0	0.00	0	0.00
3.	Resolution on discharging the Executive Board and the Board of Directors from liability	10,287,819	62.35	10,287,819	7,637,614	74.24	70	0.00	2,650,135	25.76
4.	Resolution concerning distribution of profit or covering of loss according to the adopted annual report for 2023	10,287,819	62.35	10,287,819	10,287,684	100.00	0	0.00	135	0.00
5.	Presentation of and advisory vote concerning the remuneration report for 2023	10,287,819	62.35	10,287,819	9,957,651	96.79	225,561	2.19	104,607	1.02
6.	Resolution concerning the Board of Directors' remuneration for 2024	10,287,819	62.35	10,287,819	10,287,684	100.00	135	0.00	0	0.00
7.	Other resolutions proposed by the Board of Directors and shareholders: Resolutions proposed by the Board of Directors:									
a.	Authorisation of the Board of Directors to permit the company to acquire treasury shares	10,287,819	62.35	10,287,819	10,287,819	100.00	0	0.00	0	0.00
b.	Amendment of Article 2A.1 – "Share capital and shares"	10,287,819	62.35	10,287,819	10,062,393	97.81	158,096	1.54	67,330	0.65
c.	Amendment of Article 2A.2 – "Share capital and shares"	10,287,819	62.35	10,287,819	7,412,393	72.05	2,808,096	27.30	67,330	0.65
d.	Amendment of Articles 10.2, 14.5 and 14.6 – "General meetings"	10,287,819	62.35	10,287,819	10,287,819	100.00	0	0.00	0	0.00
e.	Amendment of Article 17 – "Audit" and of Articles 8 and 9 – "General meeting"	10,287,819	62.35	10,287,819	10,287,819	100.00	0	0.00	0	0.00
f.	Approval of revised Remuneration Policy	10,287,819	62.35	10,287,819	7,713,197	74.97	1,799,546	17.49	775,076	7.53
g.	Authorisation to the chair of the annual general meeting	10,287,819	62.35	10,287,819	10,287,819	100.00	0	0.00	0	0.00
8.	Appointment of auditor:									
a.	Auditor									
	Re-election of PricewaterhouseCoopers Statsautoriseret Revisionspartnerselskab	10,287,819	62.35	10,287,819	10,287,684	100.00	0	0.00	135	0.00
b.	Sustainability auditor									
	Election of PricewaterhouseCoopers Statsautoriseret Revisionspartnerselskab	10,287,819	62.35	10,287,819	10,287,684	100.00	0	0.00	135	0.00
9.	Election of members to the Board of Directors:									
a.	Re-election of Kent Arentoft	10,287,819	62.35	10,287,819	8,705,825	84.62	0	0.00	1,581,994	15.38
b.	Re-election of Stewart A. Baseley	10,287,819	62.35	10,287,819	9,669,078	93.99	0	0.00	618,741	6.01
c.	Re-election of Volker Christmann	10,287,819	62.35	10,287,819	10,287,614	100.00	0	0.00	205	0.00
d.	Re-election of Kajsa von Geijer	10,287,819	62.35	10,287,819	10,287,614	100.00	0	0.00	205	0.00

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	e. Re-election of Miguel Kohlmann	10,287,819	62.35	10,287,819	9,753,224	94.80	0	0.00	534,595	5.20
	f. Re-election of Helen MacPhee	10,287,819	62.35	10,287,819	10,287,614	100.00	0	0.00	205	0.00
	g. Re-election of Jens-Peter Saul	10,287,819	62.35	10,287,819	9,517,087	92.51	0	0.00	770,732	7.49
10.	Any other business									