

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 of the audited annual report for approval.	325,151,178	77.35	325,151,178	324,942,441	99.94	150,274	0.05	58,463	0.02
3.	Presentation of the remuneration report for advisory vote.	325,151,178	77.35	325,151,178	309,308,583	95.13	15,810,307	4.86	32,288	0.01
4.	Proposal to discharge the Board of Directors and the Executive Board from their liabilities.	325,151,178	77.35	325,151,178	324,014,683	99.65	599,441	0.18	537,054	0.17
5.	Proposal for the appropriation of the profit according to the approved annual report.	325,151,178	77.35	325,151,178	324,719,894	99.87	431,284	0.13	0	0.00
7.1	Adoption of an amendment of the Remuneration Policy for the Board of Directors and the Executive Board.	325,151,178	77.35	325,151,178	308,903,568	95.00	15,384,229	4.73	863,381	0.27
7.2	Adoption of a decision that employees of all of the Company's foreign subsidiaries (from time to time) are eligible to be elected and entitled to vote at elections of group representatives to the Board of Directors.	325,151,178	77.35	325,151,178	324,815,449	99.90	335,729	0.10	0	0.00
7.3	Adoption of a decision to make a donation to humanitarian aid to the Ukrainian people in relation to the Ukraine crisis caused by the Russian invasion.	325,151,178	77.35	325,151,178	325,095,108	99.98	56,050	0.02	20	0.00
7.4	Authorisation to the Board of Directors to increase the share capital of the Company, including a proposal to amend the Company's articles of association in accordance herewith.	325,151,178	77.35	325,151,178	317,953,869	97.79	7,197,059	2.21	250	0.00
7.5	Grant of authorisation.	325,151,178	77.35	325,151,178	325,116,336	99.99	34,802	0.01	40	0.00
9.1	Election of the Chairman.									
	Re-election of Thomas Thune Andersen as Chairman of the Board of Directors.	325,151,178	77.35	325,151,178	313,224,061	96.33	0	0.00	11,927,117	3.67
9.2	Election of the Deputy Chairman.									
	Re-election of Lene Skole as Deputy Chairman of the Board of Directors.	325,151,178	77.35	325,151,178	313,878,561	96.53	0	0.00	11,272,617	3.47
9.3	Election of the other members of the Board of Directors.									
	Re-election of Lynda Armstrong as member of the Board of Directors.	325,151,178	77.35	325,151,178	313,903,277	96.54	0	0.00	11,247,901	3.46
	Re-election of Jørgen Kildahl as member of the Board of Directors.	325,151,178	77.35	325,151,178	324,603,046	99.83	0	0.00	548,132	0.17
	Re-election of Peter Korsholm as member of the Board of Directors.	325,151,178	77.35	325,151,178	324,688,107	99.86	0	0.00	463,071	0.14
	Re-election of Dieter Wemmer as member of the Board of Directors.	325,151,178	77.35	325,151,178	324,598,406	99.83	0	0.00	552,772	0.17
	Re-election of Julia King as member of the Board of Directors.	325,151,178	77.35	325,151,178	324,738,168	99.87	0	0.00	413,010	0.13
	Re-election of Henrik Poulsen as member of the Board of Directors.	325,151,178	77.35	325,151,178	324,546,030	99.81	0	0.00	605,148	0.19
10.	Determination of the remuneration payable to the Board of Directors for the financial year 2022.	325,151,178	77.35	325,151,178	324,860,297	99.91	256,984	0.08	33,897	0.01

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11	Election of PricewaterhouseCoopers Statsautoriseret Revisionspartnerselskab as auditor.	325,151,178	77.35	325,151,178	320,817,659	98.67	0	0.00	4,333,519	1.33