

# Item 8: Resolution on the approval of the remuneration system for members of the Management Board

Annual General Meeting 2024 - Voting results

<b>Present shareholders and proxies (number of shares) with the equivalent number of voting rights:</b>	99,987,941
<b>Number of shares for which valid votes were submitted:</b>	99,986,264
<b>Proportion of the share capital represented by the valid votes in the total registered share capital:</b>	89.99%

	<b>votes</b>	<b>percent</b>
<b>Abstention</b>	1,677	--
<b>NO votes</b>	911,362	0.9115%
<b>YES votes</b>	99,074,902	99.0885%

The proposal of the Shareholder Committee has been **approved** with the required majority