

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 FOR	%	No. of votes AGAINST	%	No. of votes ABSTAIN	%
		Section101(5)(1)	Section101(5)(2)	Section101(5)(3)	Section101(5)(4)			Section101(5)(5)		
1.	The Board of Directors' (the "Board") report on the Company's activities during the past financial year.									
2.	Adoption of the audited Annual Report 2023.	51,647,460	58.03	51,647,460	51,270,887	99.27	22,216	0.04	354,357	0.69
3.	Presentation of the Remuneration Report 2023 (advisory vote only).	51,647,460	58.03	51,647,460	49,770,747	96.37	1,876,637	3.63	76	0.00
4.	Adoption of proposal on the Board's remuneration for 2024.	51,647,460	58.03	51,647,460	51,338,768	99.40	303,097	0.59	5,595	0.01
5.	Proposed distribution of profit as recorded in the adopted Annual Report 2023, including the proposed amount of dividend to be distributed or proposal to cover any loss.	51,647,460	58.03	51,647,460	51,646,374	100.00	980	0.00	106	0.00
6.	Election of members to the Board:									
	Peter A. Ruzicka	51,647,460	58.03	51,647,460	41,922,565	81.17	0	0.00	9,724,895	18.83
	Christian Frigast	51,647,460	58.03	51,647,460	44,313,698	85.80	0	0.00	7,333,762	14.20
	Lilian Fossum Biner	51,647,460	58.03	51,647,460	50,371,209	97.53	0	0.00	1,276,251	2.47
	Birgitta Stymne Göransson	51,647,460	58.03	51,647,460	49,490,601	95.82	0	0.00	2,156,859	4.18
	Marianne Kirkegaard	51,647,460	58.03	51,647,460	51,564,420	99.84	0	0.00	83,040	0.16
	Catherine Spindler	51,647,460	58.03	51,647,460	45,508,736	88.11	0	0.00	6,138,724	11.89
	Jan Zijdeveld	51,647,460	58.03	51,647,460	51,396,978	99.52	0	0.00	250,482	0.48
7.	Election of auditor for the Annual Report 2024 and the Sustainability Report 2024. The Board proposes re-election of EY Godkendt Revisionspartnerselskab as the Company's auditor.									
	Re-election of auditor for the Annual Report and the Sustainability Report EY Godkendt Revisionspartnerselskab	51,647,460	58.03	51,647,460	49,996,201	96.80	0	0.00	1,651,259	3.20
8.	Resolution on the discharge from liability of the Board and the Executive Management.	51,647,460	58.03	51,647,460	49,900,714	96.62	1,448,484	2.80	298,262	0.58
9.	Any proposal by the Board and/or shareholders. The Board has submitted the following proposals:									
9.1	Reduction of the Company's share capital by cancellation of treasury shares,	51,647,460	58.03	51,647,460	51,639,914	99.99	6,888	0.01	658	0.00
9.2	Approval of amendments to the Indemnification scheme for the Board and consequential changes to section 7 of the Remuneration Policy.	51,647,460	58.03	51,647,460	51,096,146	98.93	236,090	0.46	315,224	0.61
9.3	Approval of the Remuneration Policy, including									
9.3.A	Specification of the derogation clause in section 1 of the Remuneration Policy	51,647,460	58.03	51,647,460	50,589,380	97.95	968,319	1.87	89,761	0.17

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9.3.B	Amendment of the terms for the maximum opportunity in the short-term incentive plan for Executive Management in section 4 of the Remuneration Policy.	51,647,460	58.03	51,647,460	48,642,037	94.18	2,580,367	5.00	425,056	0.82
9.3.C	Amendment of the method of calculating the travel allowance for members of the Board.	51,647,460	58.03	51,647,460	51,010,756	98.77	493,626	0.96	143,078	0.28
9.4	Authorisation to the Board to let the Company buy back own shares.	51,647,460	58.03	51,647,460	50,885,226	98.52	748,914	1.45	13,320	0.03
9.5	Authorisation to the chair of the Meeting.	51,647,460	58.03	51,647,460	51,644,454	99.99	980	0.00	2,026	0.00

10. Any other business.