

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

Annual General Meeting 2023 - Voting results

<b>Present shareholders and proxies with the equivalent number of voting rights:</b>	104,132,176
<b>Number of shares for which valid votes were submitted:</b>	97,703,765
<b>Quota of the registered share capital:</b>	87.93%

	<b>votes</b>	<b>percent</b>
<b>Abstention</b>	6,428,411	--
<b>NO votes</b>	2,390,264	2.4464%
<b>YES votes</b>	95,313,501	97.5536%

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