

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

Annual General Meeting 2022 - Voting results

<b>Present shareholders and proxies with the equivalent number of voting rights:</b>	102,020,495
<b>Number of shares for which valid votes were submitted:</b>	101,909,719
<b>Quota of the registered share capital:</b>	91.72%

	<b>votes</b>	<b>percent</b>
<b>Abstention</b>	110,776	--
<b>NO votes</b>	1,293,640	1.2694%
<b>YES votes</b>	100,616,079	98.7306%

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