

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)		
2.	Adoption of the audited 2022 Annual Report.	58,481,940	61.24	58,481,940	58,231,714	99.57	83,201	0.14	167,025	0.29
3.	Presentation of the 2022 Remuneration Report (advisory vote only).	58,481,940	61.24	58,481,940	56,668,294	96.90	1,573,745	2.69	239,901	0.41
4.	Adoption of proposal on the Board's remuneration for 2023.	58,481,940	61.24	58,481,940	58,091,580	99.33	239,253	0.41	151,107	0.26
5.	Proposed distribution of profit as recorded in the adopted 2022 Annual Report, including the proposed amount of dividend to be distributed or proposal to cover any loss.	58,481,940	61.24	58,481,940	58,479,507	100.00	20	0.00	2,413	0.00
6.	Election of members to the Board:									
	Peter A. Ruzicka (chair)	58,481,940	61.24	58,481,940	49,749,611	85.07	0	0.00	8,732,329	14.93
	Christian Frigast (deputy chair)	58,481,940	61.24	58,481,940	51,368,072	87.84	0	0.00	7,113,868	12.16
	Birgitta Stymne Göransson	58,481,940	61.24	58,481,940	56,613,618	96.81	0	0.00	1,868,322	3.19
	Marianne Kirkegaard	58,481,940	61.24	58,481,940	58,367,409	99.80	0	0.00	114,531	0.20
	Catherine Spindler	58,481,940	61.24	58,481,940	44,619,848	76.30	0	0.00	13,862,092	23.70
	Jan Zijderveld	58,481,940	61.24	58,481,940	58,019,073	99.21	0	0.00	462,867	0.79
	Lilian Fossum Biner	58,481,940	61.24	58,481,940	57,506,118	98.33	0	0.00	975,822	1.67
7.	Election of auditor.									
	Re-election of EY Godkendt Revisionspartnerselskab	58,481,940	61.24	58,481,940	56,674,298	96.91	0	0.00	1,807,642	3.09
8.	Resolution on the discharge from liability of the Board and Executive Management.	58,481,940	61.24	58,481,940	57,900,060	99.01	334,244	0.57	247,636	0.42
9.1	Reduction of the Company's share capital.	58,481,940	61.24	58,481,940	58,404,346	99.87	13,253	0.02	64,341	0.11
9.2	Authorisation to the Board to let the Company buy back own shares.	58,481,940	61.24	58,481,940	56,795,288	97.12	1,629,348	2.79	57,304	0.10
9.3	Authorisation to the chair of the Meeting.	58,481,940	61.24	58,481,940	58,479,507	100.00	20	0.00	2,413	0.00