

General Meeting of Shareholders - 20 May 2013

Vote Results - Item 06 of the Agenda Remuneration policy for heads of function, senior executives and other employees.

Percentage of share capital held by shareholders present and represented	46.98%
--	--------

Shareholders present and represented	340
Total number of votes to be cast	9 257 840 455

Open vote	Voters	Votes	%
In Favour	84	9 226 579 914	99.664%
Against	4	31 062 390	00.336%
Null	0	0	00.000%
Abstention	3	198 151	

