



# RELATÓRIO DE EXERCÍCIO DE DIREITOS DE VOTO DA CGD PENSÕES, SGFP, S.A. - 2026

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Signatory of:



Net Zero  
Asset Managers  
Initiative

A proud participant of:



*A CGD Pensões - Sociedade Gestora de Fundos de Pensões, S.A. ,  
elencar, de seguida, as Assembleias Gerais de Acionistas (AGA) / Annual  
General Meeting (AGM), em que, de acordo com o disposto na sua  
Política de Exercício de Direitos de Voto, exerceu, durante o ano de  
2026, direitos de voto associados às posições acionistas geridas,  
incluindo informação detalhada sobre os pontos de agenda e sentido de  
voto adotado pela Sociedade Gestora.*

Nota: Os votos apresentam o seguinte significado: For - A favor; Against - Contra; Non-voting - Não requer  
votação; Undetermined - Sem recomendação.

| Empresa                                     | Ponto                | Descrição   | Recomendação Empresa | Voto CGD Pensões |
|---|----------------------|---|----------------------|------------------|
| <b>Compass Group PLC</b><br>AGM: 05/02/2026 | 1.00                 | Accounts and Reports  | FOR                  | FOR              |
|   | 2.00                 | Remuneration Report   | FOR                  | FOR              |
|   | 3.00                 | Final Dividend  | FOR                  | FOR              |
|   | 4.00                 | Elect Ian K. Meakins  | FOR                  | FOR              |
|   | 5.00                 | Elect Dominic Blakemore   | FOR                  | FOR              |
|   | 6.00                 | Elect Petros Parras   | FOR                  | FOR              |
|   | 7.00                 | Elect Palmer Brown  | FOR                  | FOR              |
|   | 8.00                 | Elect Liat Ben-Zur  | FOR                  | FOR              |
|   | 9.00                 | Elect John A. Bryant  | FOR                  | FOR              |
|   | 10.00                | Elect Juliana L. Chugg  | FOR                  | FOR              |
|   | 11.00                | Elect Arlene Isaacs-Lowe  | FOR                  | FOR              |
|   | 12.00                | Elect Anne-Françoise Nesmes   | FOR                  | FOR              |
|   | 13.00                | Elect Sundar Raman  | FOR                  | FOR              |
|   | 14.00                | Elect Leanne Wood   | FOR                  | FOR              |
|   | 15.00                | Appointment of Auditor  | FOR                  | FOR              |
|   | 16.00                | Authority to Set Auditor's Fees   | FOR                  | FOR              |
|   | 17.00                | Authorisation of Political Donations  | FOR                  | FOR              |
|   | 18.00                | Approval of the SAYE Share Option Scheme  | FOR                  | FOR              |
|   | 19.00                | Amendment to the Share Incentive Plan   | FOR                  | FOR              |
|   | 20.00                | Authority to Issue Shares w/ Preemptive Rights                                    | FOR                  | FOR              |
|   | 21.00                | Authority to Issue Shares w/o Preemptive Rights                                   | FOR                  | FOR              |
|   | 22.00                | Authority to Issue Shares w/o Preemptive Rights<br>(Specified Capital Investment) | FOR                  | FOR              |
|   | 23.00                | Authority to Repurchase Shares  | FOR                  | FOR              |
|   | 24.00                | Authority to Set General Meeting Notice Period<br>at 14 Days                      | FOR                  | FOR              |
| <b>CaixaBank SA</b><br>AGM: 26/03/2026      | 1.01                 | Accounts and Reports  | FOR                  | FOR              |
|   | 1.02                 | Report on Non-Financial Information   | FOR                  | FOR              |
|   | 1.03                 | Ratification of Board Acts  | FOR                  | FOR              |
|   | 2.00                 | Allocation of Profits/Dividends   | FOR                  | FOR              |
|   | 3.00                 | Appointment of Auditor  | FOR                  | FOR              |
|   | 4.01                 | Elect Tomás Muniesa Arantegui   | FOR                  | FOR              |
|   | 4.02                 | Elect Eduardo Javier Sanchiz Irazu  | FOR                  | FOR              |
| 4.03  | Elect Ana García Fau | FOR   | FOR                  |                  |

| Empresa                                 | Ponto   | Descrição  | Recomendação Empresa | Voto CGD Pensões |
|---|---------|--|----------------------|------------------|
|   | 4.04    | Ratify Co-Option and Elect Pablo Arturo Forero Calderón                                    | FOR                  | FOR              |
|   | 5.01    | Authority to Cancel Treasury Shares and Reduce Share Capital                               | FOR                  | FOR              |
|   | 5.02    | Authority to Issue Contingent Convertible Instruments w/ or w/o Preemptive Rights          | FOR                  | FOR              |
|   | 6.01    | Directors' Fees  | FOR                  | FOR              |
|   | 6.02    | Amendment to Remuneration Policy   | FOR                  | FOR              |
|   | 6.03    | Authority to Issue Shares Pursuant to Equity Remuneration Plan                             | FOR                  | FOR              |
|   | 6.04    | Maximum Variable Pay Ratio   | FOR                  | FOR              |
|   | 6.05    | Remuneration Report  | FOR                  | FOR              |
|   | 7.00    | Authorisation of Legal Formalities   | FOR                  | FOR              |
|   | 8.00    | Presentation of Management Report Regarding Contingent Convertible Securities              | Non-Voting           | Non-Voting       |
| <b>Novo Nordisk<br/>AGM: 27/01/2026</b> | 1       | The Board of Directors' oral report on the Company's activities in the past financial year |                      |                  |
|   | 2       | Accounts and Reports 2025  | For                  | For              |
|   | 3       | Allocation of profits and dividends 2025   | For                  | For              |
|   | 4       | Remuneration Report 2025   | For                  | Against          |
|   | 5.01    | Board of Directors Fees for 2025   | For                  | For              |
|   | 5.02    | Board of Directors Fees for 2026   | For                  | For              |
|   | 6       | Election of members to the Board of Directors:   |                      |                  |
|   | 6.01    | Election Lars Rebien Sorensen as chair of the Board  | For                  | Abstain          |
|   | 6.02    | Election Cornelius (Ceas) de Jong as Vice Chair of the Board                               | For                  | For              |
|   | 6.03.01 | Elect Britt Meelby Jensen  | For                  | For              |
|   | 6.03.02 | Elect Kasim Kutay  | For                  | For              |
|   | 6.03.03 | Elect Stephan Engels   | For                  | For              |
|   | 6.03.04 | Elect Helena Saxon   | For                  | For              |
|   | 6.03.05 | Elect Jan van de Winkel  | For                  | For              |
|   | 6.03.06 | Elect Ramona Sequeira  | For                  | For              |
|   | 7       | Appointment of auditor; Appointment of Auditor for Sustainability Reporting                | For                  | For              |
|   | 8.01    | Authority to Repurchase Shares   | For                  | For              |
|   | 8.02    | Authority to Issue Shares with or without Preemptive Rights                                | For                  | For              |

| Empresa                                  | Ponto | Descrição   | Recomendação Empresa | Voto CGD Pensões |
|--|-------|---|----------------------|------------------|
|  | 8.03  | Amendment of Articles (Meeting Location)  | For                  | For              |
| <b>RECKITT</b><br><b>AGM: 27/01/2026</b> | 1     | Special Dividend  | For                  | For              |
|  | 2     | Share Consolidation   | For                  | For              |
|  | 3     | Authority to Issue Shares w/ Preemptive Rights                                  | For                  | For              |
|  | 4     | Authority to Issue Shares w/o Preemptive Rights                                 | For                  | For              |
|  | 5     | Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investments) | For                  | For              |
|  | 6     | Authority to Repurchase Shares  | For                  | For              |

CGD Pensões, SGFP, S.A. (Grupo Caixa Geral de Depósitos)

Av. João XXI, 63 - 1000-300 Lisboa

Capital Social: 3.000.000 €

CRCL e Contribuinte 502 777 460

